



Armed with a proud history of over 29 years, Pan Asia Bank is on an exciting growth journey, evidenced by an array of recognitions, including being honoured as one of the Top 40 business entities in the country by Business Today, the most awarded entities by LMD, Best Green Bank in Sri Lanka by Global Banking & Finance, Best Bank for ESG by International Business Magazine, the Best CSR Bank by Brands & Business Magazine, to name a few.

We are looking for proactive, results-focused, and enthusiastic individuals to join our team. If you are ready to make a significant impact and be an integral part of our expanding team, we would love to hear from you! We believe your presence in our team will help enhance our standing further with your dynamic personality and professional skills.

MANAGER – LEARNING & DEVELOPMENT

Human Resources Department

The Job:

- Lead the entire Learning & Development functions of the Bank and drive KPIs of the Learning and Development unit
- Ensure managing Learning & Development aspects of the staff to ensure that the organizational objectives on “Human Capital Development” are achieved as per the set goals in the Human Resource strategy of the Bank
- Initiate the annual Training Need Analysis and define training needs for the staff and assign staff to relevant training to improve their knowledge, skills & competencies
- Ensure all staff are trained as per the Publish annual training calendar and ensure assigned programmes are conducted as scheduled
- Identify skill gaps of identified successors and key positions and implement development plans
- Analyse the requirements/standards from time to time and organize product, service and process development programmes to support the business requirements to enhance the product knowledge, service quality & process improvements accordingly
- Work with the Talent Management Team to identify top talent & key/critical roles in the organization, identify their areas of development and organize training to develop them
- Carry out Certification Programs and ensure the effectiveness of training
- Organize and drive all technical training programs such as Branch Operations and Credit related training
- Effective utilization of the E-Learning platform
- Provide support to business heads in organizing special business meetings

The Person:

- A minimum of 06 - 08 years of experience in Learning and Development functions of an HR context with leadership capacity at a recognized institution, preferably within a bank or financial institution.
- A professional qualification in Human Resources or a degree specialized in HR, along with a qualification related to Learning and Development is essential
- A pleasant personality with excellent interpersonal and communication skills, along with a passion for lecturing and mentoring others
- The ability to make effective decisions and an open mindset to understand and support business strategies is required
- A strong service orientation, demonstrated at all times, along with excellent planning, organizing, and execution skills, complemented by effective time management
- Should be an excellent team player who shows initiative and possesses innovative skills
- Should be self-motivated and driven, with the ability to perform under minimal supervision

Remuneration:

The successful candidates will be provided with an attractive remuneration package including fringe benefits, commensurate with industry standards.

If you are a results-driven HR professional looking for a challenging and rewarding opportunity, we invite you to apply for the position through our career portal before the deadline provided.

[APPLY NOW](#)