

ENTER THE REWARDING WORLD OF INSURANCE!

We, People's Insurance PLC is a fast growing business entity in insurance sector, achieving benchmark industry standards with record breaking results and serving a premier portfolio of customers. In order to strengthen the growth and stability, the Company is in search of purpose-driven dynamic person who could further build upon the hard-earned reputation of reliability, trust and unparalleled service by passionately working towards meeting the objectives of Human Resources functions.

Executive Learning and Development Location- Head Office

Responsibilities

❖ **Learning and Development**

- Performance and competency assessments compilation for analysis and annual training calendar.
- Organize development strategies and methods for career progression.
- Conduct induction & familiarization programmes for all new recruits and Interns.
- Prepare/update the annual succession plan for future leadership of the Company.
- Track post-training performance and address gaps in knowledge and skills.
- Develop/update Competency Frameworks and models.
- Assess competencies and address gaps.

❖ **L & D Policy and Procedures**

- Implement/ maintain company Training & Development policy and procedures in consultation with CHRO.
- Liaise with all HOD's to implement / update training methodology, processes and delivery effectiveness for continuous skills development of each employee with proper assessment.
- Update and roll out the employee handbook for current and future employees in consultation with CHRO.

❖ **Performance Management**

- To finalize annual KRAs and KPIs – individual / departmental
- Assess the KPI achievements and ratings for submission for bonus calculations and annual increments
- Link all training to positively impact performances of individuals.
- Firmly instill the Company's Vision and Corporate culture amongst all staff.
- Implement a proper plan on employee satisfaction development.
- Hands on experience in talent calibration and conducting Performance management workshops

Applicants should possess the following:

- Degree in HRM or Professional Qualification in HRM, preferably from CIPD/CIPM
- Proven ability in improving employee satisfaction surveys and knowledge in managing great work places.
- Strong proficiency in Windows and Microsoft office applications (Outlook, Excel, Word and Power Point)
- Minimum 03 - 05 years experiences in a reputed organization in Talent and Performance Development.
- Strong interpersonal and communication skills matched with sound teamwork.
- Courage to champion organizational change

An attractive remuneration package together with the opportunity for further advancement in a team-driven corporate environment awaits the selected candidate. If the above position interests you and are able to meet these expectations, please forward a complete resume with contact details of two non-related referees within 10 days of this advertisement to the following address.

Only those who possess the above prerequisites should apply.

Email: careerspeoplesinsurance@plc.lk

(Please quote "Senior Executive / Executive – Learning and Development" as the subject of the e-mail)

A member of People's group

