

OPPORTUNITIES AT SOUTH ASIA GATEWAY TERMINALS PORT OF COLOMBO

South Asia Gateway Terminals (SAGT) the first public private partnership container terminal in Sri Lanka, commenced operations in 1999, launching the Port of Colombo as global trade's pre-eminent gateway hub to South Asia. Today, the terminal is one of three operators in the Port of Colombo and continues to offer global container shipping lines and related stakeholders a competitive service as a world class container terminal in the Port of Colombo.

The company is a Board of Investment approved flagship entity with majority Sri Lankan shareholding and is backed by John Keells Holdings, the AP Moller-Maersk Group of Denmark, the Sri Lanka Ports Authority and Evergreen Marine of Taiwan.

HR MANAGER – EMPLOYMENT PRACTICES

This position reports into the General Manager, HR and provides leadership and direction to the efficient management of matters relating to Employee Lifecycle Management, Employee Relationship Management including Industrial Relations, Disciplinary processes, upkeep and functioning of the HR Information System and managing and processing data for efficient Payroll Management.

Main responsibilities of the job include:

- Employee Relationship Management, fostering initiatives to promote Employee well-being, productivity and harmony
- Managing and facilitating internal movement and Employee lifecycle up to Executive level employees
- Upkeep and continually enhancing the application of the HRIS while administering Payroll related calculations, time and attendance etc.
- Managing the disciplinary process
- Monthly HR Reporting
- Responsibility for employee welfare activities/events
- Close liaison and follow up with the EFC on employee related matters
- Contributing to growing the capability and efficacy of the HR function in the business

Candidate's Profile:

The ideal candidate should have;

- A high degree of empathy with proven leadership skills
- A high level of proficiency, written and spoken, in the English and Sinhala languages and computer/IT literacy
- Preferably, a university degree in Human Resources Management or a bachelor's degree in any discipline and a recognised professional qualification in HR
- Around 10 years' experience in Human Resources Management, including 5 years exposure to IR
- A good knowledge of labour law, safe industrial work practices and have worked in a process and policy led environment
- A good grasp of leadership and management principles, with the ability to influence other management team members
- Effective negotiation and conflict resolution skills.
- A general understanding of the port/terminal and/or container shipping industries would be an added advantage

An attractive and competitive remuneration package with exceptional benefits will be offered to the selected candidate. Please email your CV, with details of two non-related referees, within 10 days of this advertisement, to CEO@sagt.com.lk

