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SUNDAY TIMES

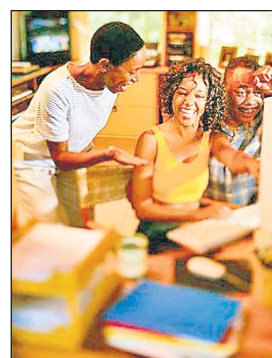
# APPOINTMENTS

MAKING OPPORTUNITIES KNOCK ON YOUR DOOR

## Demands of a job and perception of workload

When work and family conflict, men are more likely than women to leave their jobs

Male and female employees are confronted with conflicts between work and family but men who believe they have a heavy workload are more likely to leave their jobs than their female counterparts. This is the conclusion of a Texas A&M University study, conducted by Ann Huffman, a doctoral student in psychology; Dr. Stephanie Payne, a Texas A&M professor of psychology; and Carl Castro of Walter Reed Army Research Institute. Their study examined whether the time demands of a job and perception of workload affected male workers more than women - and if the differences were



enough to make male, more than female employees, want to leave their jobs.

"The short answer is "yes," gender does make a difference," Huffman says.

Their finding was presented at the recent Society for Industrial and Organizational Psychology's annual conference in Orlando.

"I think a lot of the time when people think about work-family conflict, they immediately think of female employees -- that they would be the ones to experience the conflict more so than men, but that was not what we found," Payne says.

According to the researchers, men have significantly higher levels of 'work-family angst' than women.



Pan Asia Banking Corporation PLC, with a BBB - Fitch rating, and 33 on line Branches, has recorded a growth in operating profit of 22% for the nine months ended September 2008. We are looking for dynamic and result oriented professionals to be a part of a growing organization that is committed to good Corporate Governance

## SENIOR LEGAL OFFICERS

As the senior legal officer, your primary role will be to ensure that all legal requirements are met.

You will draft, review and provide advice on all legal agreements entered by the bank and ensure compliance with all statutory and legal requirements. Litigation, supervision and management will be an integral part of your role. You will be the custodian of legal agreements and title deeds. You will be required to provide legal advice and legal opinions to the senior management in relation to the business interests of the Bank. This will include implications, developing, modifying practices and procedures to conform to legal requirements.

### Pre requisites

- A minimum of 5 years of experience as a Lawyer including appearance in courts in Litigation.
- Experience in instructing work as an Attorney-at-Law is essential and should also possess Notarial license in two languages.

ATTRACTIVE REMUNERATION PACKAGES ARE ON OFFER TO THE SELECTED CANDIDATES.

Please forward resume with names of two non-related referees within 10 days from the date of this advertisement to:

Head - Human Resources Development  
Pan Asia Bank  
450, Galle Road,  
Colombo 03 [www.pabcbank.com](http://www.pabcbank.com)

**PAN ASIA BANK**  
At Your Service



Next Manufacturing (Pvt) Limited, is the leading supplier of high quality knitted and woven wear to our parent company Next PLC, UK, one of Britain's leading high street fashion retailers. We've been in Sri Lanka since 1994, rapidly expanding over the years.

We are constantly on the look out for suitably skilled and talented people to whom we offer great career opportunities. Quite simply we want the best people in the island working in our team.

### SALES & MARKETING MANAGER - EMBELLISHMENT PLANT

The ideal candidate will have 4-5 years experience as head of marketing (or similar role) in an embellishment/printing plant.

He/She should be an analytical and independent decision maker with the ability to manage and establish relationships with key customers for constant improvement and success in achieving monthly sales targets.

Preference will be given to candidates holding CIM or an equal professional qualification in marketing.

### ASSISTANT HUMAN RESOURCES MANAGER

We are looking for a talented and experienced person capable of handling all aspects of the HR functions in our manufacturing operation. He/She should be an expert in modern techniques to ensure recruitment to match full capacity utilization and to achieve lowest employee turnover / absenteeism.

Experience in training & development with knowledge in social compliance standards is a prerequisite.

A degree holder with membership of an associated professional body is preferred.

### CONFIDENTIAL SECRETARY

Fluency in English with computer literacy and a Diploma from a recognized Institute in Secretarial Studies are prerequisite for this position.

The selected candidate should be able to provide administrative and secretarial support to the senior management team including all correspondence and recording minutes of management meetings and preparing reports.

The successful candidates will have the opportunity to work in an exciting, competitive and dynamic environment with intensive scope for career development.

Please send in your curriculum vitae by e-mail including two non-related referees.

**next**

Deputy General Manager-HR  
Next Manufacturing (Pvt) Limited.  
P.O Box 06, Ring Road 02,  
Phase 01, EPZ,  
Katunayake  
E.mail: [careers@NEXTmfg.lk](mailto:careers@NEXTmfg.lk)

## QATAR

A WELL REPUTED COMPANY REQUIRES BELOW PERSONNEL URGENTLY

CATEGORY		SALARY (US\$)
01. Chief Mechanic (Marine Engine)	04	700
02. Assistant Mechanic (Marine Engine)	04	500
03. Waiters (Coffee shop)	10	250
04. Oriental Chef	03	400
05. Under Water Welder	04	600

Selected candidates will be provided Free Accommodations, Medical, Insurance, Transportation & Free Air Ticket after completion of the Contract. Duration of contract 02 years renewable.

Please apply immediately or call over personally with relevant documents. Interviews will be conducted daily from 10.00 a.m. to 5.00 p.m. (except Sundays)



**HAMAD INTERNATIONAL (PVT) LTD.**  
No. 07, DEVANAMPYATISSA MAWATHA,  
(OFF DARLEY ROAD), COLOMBO - 10.  
TEL: 011 2689168 / 2673461 FAX: 011 2685501  
E-mail: [hamadi@slt.lk](mailto:hamadi@slt.lk)  
Web: [www.hamadgroup.net](http://www.hamadgroup.net)

AL/566/ADVT/01/09



We are a leading International Freight Forwarder in Sri Lanka with our own offices world over. We specialize in Air & Sea freight imports & exports and total logistics solutions and enjoy a considerable market share in the industry. In our endeavor to further consolidate our market leadership, we are in need of energetic

## MANAGER - SALES & Executives - Sales

Minimum requirements would be

- Sound education in Sales Management
- Minimum 5-10 years experience in Sales
- Ownership of active a/c s a considerable advantage

Pls Send your Résumé within 7 days advertisement

The General Manager

PO Box 1924, Colombo.

Or email (preferred): [tharindup@htllogistics.com](mailto:tharindup@htllogistics.com)

## Foreign diplomatic mission seeks Senior International Business Development Officer

**Duties** : Advance commercial interests in Sri Lanka and the Maldives. Develop knowledge of local marketplace, identify and pursue opportunities for exporters and investors. Advise and assist clients on investment and export opportunities in Sri Lanka and the Maldives. Expand and maintain network of relationships with clients/local contacts and provide troubleshooting advice and assistance.

**Education** :  
**Essential** : Undergraduate university degree in business administration, marketing, public relations or a related field.  
**Asset** : Experience working in the Agri-Food or ICT sectors.

**Experience** :  
**Essential** : Significant work experience in a related field for an international organization, diplomatic mission or private sector organization active in international markets.

**Knowledge** :  
**Essential** : Of the Sri Lanka business environment and related market opportunities and challenges. Of key private sector and government organizations involved in international trade and international relations.  
**Asset** : Demonstrated experience in working in a results-based management environment.

**Abilities** :  
**Essential** : Strong research and analytical skills. Self-starter able to work in high pressure environment with solid time management abilities. Excellent communications skills (verbal and writing) in English, and good oral and reading ability in Sinhala.  
**Asset** : Working ability in Tamil and/or French.

**Suitability** : Good interpersonal and networking skills; takes initiative and follows-up; handles work in fast-paced and politically-sensitive environment. Demonstrated track record of initiative, creativity and judgment.

**Application** : Interested candidates should send a full CV outlining their professional and educational experience and must provide a cover letter clearly outlining how they meet the above criteria including examples of initiatives and projects they have spearheaded. Contact details of two referees should also be included. Applications should be sent to: Senior International Business Development Officer Competition, Admin Section, PO Box 1006, Colombo.

**Closing Date: Noon, March 09, 2009.**

Receipt of applications will NOT be acknowledged. Only successful applicants chosen for an interview will be contacted. Please include phone number at which you can be reached during the day with your application.

## Do you want to be the highest paid DRAFTSMEN

in Sri Lanka ?

Are you eager to learn new standards faster? We are looking for highly motivated individuals

with at least 3 years experience

Should be able to meet deadlines

with high accuracy and quality

Must have experience in

AUTOCAD (v. 2006) or above

Salary package is over Rs. 50,000 per month for the right candidate.

Send your CV to;

[jobs@multinational.com.au](mailto:jobs@multinational.com.au)

within 7 days of this advertisement (deadline will be applied strictly)



## Television and New Media Sales and Web Development Career Opportunities

We, Vanguard Management, are a both old media and new media company. We are present in Television space through our association with ETV in programming and marketing.

We are also the pioneers and leaders of electronic and Internet based business and economic news. We are the proud producers of Lanka Business Report, Money, Lanka Business Online on TV and Internet.

We recognized the future value of emerging new media platforms at very early stage. We invested early on developing our competencies and on our own digital properties. Today we pioneer digital marketing for our clients.

We also have significance presence in Experiential Marketing. Retail Activations and Public Relations. We work with leading advertisers and agencies in developing innovative integrated communication solutions.

We are looking for career minded young individual who have liking to Television and Digital Media.

### ● Head of Web Development

You are responsible for leading a team of developers in developing web solutions for our clients and developing our own digital assets. You will work very closely with our Marketing Team, clients and advertising agencies in conceptualizing, developing and implementing digital properties and marketing solutions.

### ● Tech Lead/Lead Developer

You will be responsible for identifying, designing and developing appropriate web based technology solutions.

Both these positions demand development Skills- PHP/Perl/Python, C + +/C/java, Javascript, Algorithms & data structures; design skills- Object oriented design, UML, Implementation experience with design patterns and database management capabilities- MySQL (and SQL in general), stored procedures, Entity relationship modeling.

### ● Business Development Managers/Executives

Would you like to develop a serious career in Sales and Marketing? Then talk to us. We take pride in our innovative approach to selling. In fact we believe selling is dead! We have a unique way of co-creating value to our clients through enterprise selling. We have openings in various management levels from Management Trainees to Senior Account Managers.

Send in your application within 7 days via email only

[etv@vanguardlanka.com](mailto:etv@vanguardlanka.com)