

# CAREER OPPORTUNITY FOR A RESULT ORIENTED PERSON

## POST OF GENERAL MANAGER

The State Mortgage & Investment Bank (SMIB), the premier housing bank to the Nation, plans to reposition and diversify its activities and asset base. In order to enhance its competitive position it requires a dynamic, result oriented individual with relevant qualifications and experience for the Post of General Manager.

This is a challenging opportunity for an experienced, result-oriented and charismatic leader with outstanding commercial development skills, who will successfully take the business forward to the next level.

### Eligible candidate should possess:

- Degree of a recognized University with Economics, Banking, Commerce, Business Administration or Law as a subject (Degree with a 1<sup>st</sup> class or 2<sup>nd</sup> class is preferred).  
or
- An Associate Member of the Institute of Bankers of Sri Lanka  
or
- An Associate Member of the institute of Chartered Accountants of Sri Lanka  
or
- An Associate Member of the Institute of Management Accountants of U.K.

### Experience

- A minimum of 15 years experience in an Executive Capacity of which at least 05 years should be in a Senior Managerial position in a Bank
- Applicants are expected to have a good knowledge of local Banking, Industrial, Housing and Agricultural Credit.

AGE: Below 55 years

### Remuneration

An attractive, competitive and negotiable remuneration package is on offer to the selected candidate.

### How to Apply

Interested qualified candidates should send their applications, CV and copies of their Educational/Professional transcripts and the names address and contact numbers of two professional non related referees.

**Closing Date for Applications:** 27th August, 2010

Post applied for, should be indicated on the top left hand corner of the envelope enclosing the application.

Applications should be sent under Registered Post to

Chairman  
State Mortgage & Investment Bank  
No. 269, Galle Road, Colombo 03.



## A GLOBAL CAREER IN CORPORATE BANKING IS YOURS



At HSBC, we thrive on local understanding and people. We believe it is important to be a part of a country's culture. This is why we have more than 300,000 employees serving over 100 million customers in 88 countries and territories around the world, and it is our on-the-ground local knowledge that sets us apart as the world's local bank. As an international bank, we believe this expertise and understanding is precious. We are looking to strengthen this further. This is where you come in. In order to recruit the best talent, we are encouraging young, dynamic and motivated individuals to join the HSBC team as:

### Relationship Manager Corporate Banking

#### Job responsibilities

- Manage and grow share of business from existing portfolio of corporate relationships
- Market and build a strong 'New to Bank' client portfolio
- Establish a strong and productive network of business relationships
- Ensure focus on credit quality
- Proactively cross-sell the Bank's product range
- Ensure strict compliance with lending guidelines / other internal and external regulatory guidelines and policies

#### Qualifications, experience and skills

- A thorough working knowledge of banking
- Ability to build strong and lasting relationships with internal and external parties
- In-depth analytical skills and attention to detail
- Strong credit metric experience and commercial orientation
- Excellent communication skills and people management experience
- High levels of self-motivation and ability to work in a target-oriented work environment
- Commitment to superior customer service
- A Bachelor's Degree or qualification in CIMA / ACMA / CIM / Bankers is a requisite

### Assistant Business Development Manager Corporate Banking

#### Job responsibilities

- Oversee a team of sales staff and spearhead the acquisition of new accounts in the SME sector clients
- Develop and maintain customer relationships to build loyalty
- Offer tailored solutions to customers to meet their total banking requirements

#### Qualifications, experience and skills

- Minimum of 3 years experience in a sales role
- Previous experience in managing a team and working in a target-driven environment
- Excellent communication skills
- High level of motivation and commitment
- Knowledge of corporate banking products will be an added advantage

If interested, send in your resumé to [career@hsbc.com.lk](mailto:career@hsbc.com.lk) indicating the position applied for, on or before 23 August 2010.

**HSBC**   
The world's local bank

HSBC IS AN EQUAL OPPORTUNITIES EMPLOYER

Issued by The Hongkong and Shanghai Banking Corporation Limited. Fitch rating of AAA (lka).

WORLD AVENUES

## AIRLINE RESERVATIONS & TICKETING STAFF

Vacancies exist for energetic and experienced people to handle the travel requirements of our clients in keeping with our International Standards of Service.

Candidates must have working experience in a Travel Agency in the field of Reservations & Ticketing and should be able to work independently.

Please e-mail your Curriculum Vitae to [admin@worldavenues.lk](mailto:admin@worldavenues.lk)

## WORLD AVENUES (PVT) LTD

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## UNIVERSITY OF COLOMBO, SRI LANKA OFFICE OF THE VICE-CHANCELLOR

The Council of the University of Colombo, Sri Lanka, acting in terms of Section 34 of the Universities Act, No. 16 of 1978 and its subsequent amendments and the provisions of Commission Circular No. 880 of 15th August 2006 and as subsequently amended, invites applications/nominations for the Office of the Vice-Chancellor. The appointment is for a period of three years from the date of appointment or until the appointee completes the sixty fifth (65th) year of age, whichever occurs earlier.

The University of Colombo is the only metropolitan university in Sri Lanka and the pioneer higher educational institution in Sri Lanka linked to the then Ceylon University College and the University of Ceylon. Regionally and internationally, the University of Colombo is recognized as an established institution providing many programmes promoting international collaboration for research and human resource development through its regular and extended academic programmes. The University of Colombo has a campus, seven faculties, six institutes and a school providing professional and accredited teaching programmes to a population of approximately 15,000 students in the undergraduate, postgraduate and extension programmes. The University of Colombo is also actively engaged in various community development and nation building activities through a number of centres functioning directly under the Vice-Chancellor.

The Vice-Chancellor shall be a full-time officer of the university and shall be the Principal Executive Officer and the Principal Academic Officer. She/he is an ex-officio member and the Chairperson of both the Council and the Senate of the University. She/he is the Accounting Officer of the university and shall be responsible for the maintenance of discipline within the university. The Vice-Chancellor shall be responsible for maintaining transparency, accountability and good governance in the management of the affairs of the university. The Vice-Chancellor is responsible for providing leadership to the academic community by formulating, introducing and implementing a streamlined management policy.

The Vice-chancellor shall be a person with a vision to carry forward the corporate goals of the University through her/his intellectual as well as managerial brilliance. In addition, the Vice-Chancellor is called upon to identify needs of the nation in terms of national policies of higher education and should be able to strengthen the time tested values for the advancement of the University through academic activities including research & development. The applicant/nominee is therefore expected to be a person of high academic calibre and integrity with a record of outstanding achievements with excellent communication skills along with an ability to stimulate diverse interests of the students and staff alike. The Vice-chancellor shall be a person with a vision to carry forward the corporate goals of the University through her/his intellectual as well as managerial brilliance. In addition, the Vice-Chancellor is called upon to identify needs of the nation in terms of national policies of higher education and should be able to strengthen the time tested values for the advancement of the University through academic activities including research & development. The applicant/nominee is therefore expected to be a person of high academic calibre and integrity with a record of outstanding achievements with excellent communication skills along with an ability to stimulate diverse interests of the students and staff alike.

The person who aspires to be the Vice-Chancellor of the University of Colombo should be able to effectively deal with volatile, demanding and stressful situations with tact and competence. She/he should also be able to work long hours depending on the task at hand.

The Vice-Chancellor will receive the salary of a Senior Professor and in addition, an entertainment allowance amounting to 10% of the salary.

The application/nomination accompanying the following documents:

- a copy of the full curriculum vitae including the date of birth of the applicant/nominee.
- a statement of vision for the development of the university and a brief account of what the candidate/nominee proposes to achieve if appointed to the Office of the Vice-Chancellor.
- where the present incumbent is an applicant/nominee, she/he shall give a report highlighting her/his accomplishments during her/his (first) period of office.
- in case of a nomination, a letter of consent from the nominee.
- a letter from the employer mentioning whether the applicant/nominee could be released in the event of her/his appointment to the Office of the Vice-Chancellor in case of applicants/nominees outside the university system.

should be in a sealed cover/envelope marked "Office of the Vice-Chancellor" on the top left hand corner and should be sent under registered post or hand delivered to the under-mentioned on or before 17th September, 2010.

Applications/nominations received after the closing date will not be considered.

Acting Registrar & Secretary to the Council  
University of Colombo, Sri Lanka

Office of the Registrar,  
University of Colombo, Sri Lanka,  
94, Cumaratunga Munidasa Mawatha,  
Colombo 03.

## Employees addicted to social networking sites

More than half of employees (55% in the U.S. and 52% in the U.K.) are using Internet social networks at work according to Internet security company 8e6 Technologies. Even more (72% in the U.S. and 80% in the U.K.) think they should be given full access to social networking sites for personal reasons.

This notion seems to be held across all age groups - especially in the United Kingdom. Their use of the Internet could have serious implications for business systems as the most popular sites viewed at work on both sides of the Atlantic include video- and applications-heavy Web 2.0 destinations, particularly social networking and news sites.

Eric Lundbohm, vice president of marketing at 8e6 Technologies commented:

"As part of our expansion into the U.K. market earlier this year, 8e6 has devoted a significant amount of time and resources to understanding the Internet habits of employees on both sides of the pond. The survey highlights the similarities and differences in both Internet use and workplace culture

"While there are many strategic business reasons why employees in both countries are on social networking, news and streaming media sites, IT must be aware there are also security and regulatory risks associated with employee Internet use. Proper Internet Use Policy education and effective monitoring tools are critical to solving these issues and keeping employees safe, compliant and on-task."

The survey also shows that 63% of respondents were busy dealing with personal e-mails at work - yet another potential productivity drain and security hole, according to 8e6 Technologies. When major news or sporting events are happening, 51% of U.S. employees and 55% of their British counterparts regularly check for online updates during working hours, putting more demands on bandwidth as they watch highlights on streaming media.

Over a half of respondents said that their organizations had an Internet Use Policy stating the rules on Internet use at work, but few said they had received any formal training on the policy. The survey found that only 3% of British respondents and 5% in the U.S. had been disciplined for Internet Use Policy violations. 8e6 Technologies say that organizations should hold regular training on the company's policy so workers are aware of the guidelines.

A massive 85% of U.S. employees and 89% in the U.K. thought that their level of personal Internet use at work was acceptable with 34% of those in the U.S. and 35% in the U.K. spending at least an hour or more each working day on personal Internet use.

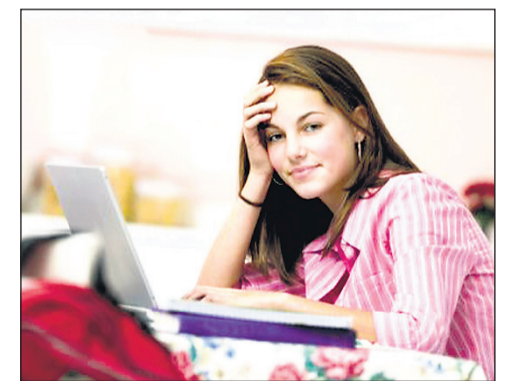
8e6 Technologies point out that while organizations have been aware of the productivity consequences of employees surfing the Web at work for some time, there are also potential security concerns, including:

- ▶ Spyware, malicious code and other malware
- ▶ Employees visiting inappropriate sites, leading to potential liability issues.

The survey also found that:

- ▶ U.S. employees were more likely to have used peer-to-peer services to share video or music at work than their British counterparts.
- ▶ Employees in the 18-24 age group were most likely to have used social networking to communicate with colleagues, prospects and clients.
- ▶ Employees aged 40-50 were just as able to use anonymous proxies to get around Web filters as the 18-24 group, but around twice as many 18-24 workers had used them to access blocked sites.

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## Fluency: Leading ...

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Perhaps most importantly, these leaders also understand that the practice of fluency is not a Pollyanna-esque, naive vision of the world, where a handshake, a kind word, or a dabble into a diversity program will suffice. It is quite the opposite. Fluency work is hard "detail" work that requires courage. To be a fluent leader means having some enemies, crossing boundaries, and entering into the necessary struggles to challenge leaders and systems that benefit from close-mindedness, fear, and simple formulae.

As we work toward uniting our communities, we have shown that we want to trade together, learn about one another, work side by side, make money together, and even build our families -- across cultures and across our differences. Yet without knowing how to bridge what are often daunting chasms across race, religion, class, and culture, creating workable diverse alliances can often be impossible. Basic misunderstandings can thwart our earnest attempts at generating commerce and a vibrant exchange of ideas. Communications break down. Relationships fail.

In our quickly changing communities, the art of fluency becomes a crucial leadership approach for anyone wishing to become an aware global citizen and an effective global leader. And it is the only way forward if we are truly committed to creating a world, and a nation, where all can flourish to their fullest potential.

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