

EMPLOYMENT TIMES

Sunday November 21, 2010

MAKING OPPORTUNITIES KNOCK ON YOUR DOOR

A company's culture can help ensure the success of its business objectives. However, company culture is about more than having free Coca Cola in the fridge and allowing employees to take their dogs to the office. Culture is how employees describe where they work, understand the business, and see themselves as part of the organization. Building a strong company culture will not itself guarantee business success, but culture is a key determinant in attracting talent—and it is that talent that carry a company forward.



The Culture Audit: Building the Successful Company Culture

also offers insights into the means to strengthen it. This process is more commonly referred to as an "employee survey," - it helps companies learn what *raison d'être* keeps employees at the company.

An effective corporate culture audit describes the overall working environment, identifies the unwritten "norms" and rules governing employee interactions and work-

place practices, determines possible barriers to effective work practices and communication, and makes recommendations for addressing identified problems. Not only will it help retain top performers, it provides a blueprint of what attributes to look for in applicants.

Sample questions might be:

- Are you being compensated fairly?
- Are your benefits comparable to those of the company's competitors?
- Does the company value your work?
- Are you getting the training you need?
- Does open communication exist in the

company?

- Do you feel challenged?
- Do your values match those of the company?

You might notice that a culture audit asks questions typically asked during an exit interview! Why wait to ask these important

questions after the company has already lost its investment in an employee. Audits uncover potential friction points as well as sources of synergy, and generate possibilities for internal process improvements within the organization. By uncovering trouble spots in advance, the audit encourages fun and creative ways for improving the already-existing culture. Trinet.com



International franchise in Sri Lanka is looking to recruit

FEMALE TEAM MEMEBERS

For quick service Café/ Restaurant for its outlets in:
Katunayake International Airport
World Trade Centre, Colombo 1
Horton Place, Colombo 7

Applicants must fulfill the following requirements:

- Age below 35 years
- Good English communication skills
- Be dedicated, hard working and able to think on their feet
- Enjoy dealing with customers

Experience in hotel schools or any other international franchise will be favorable

Preference will be given to those with experience in quick service Café/ Restaurant

If you think you've got what it takes then

WALK IN FOR AN INTERVIEW on

23rd & 24th November 2010

10:00 am to 2:00 pm

2, Maitland Crescent, Colombo 7

Or email your CV to info@coffeebean.lk

Or fax it to 011-7391783

SALES REP

- Around 25 years of age
- 2-3 Years experience in selling
- Should be minimum O-Level Qualified
- Ability to converse in Sinhala/ Tamil
- Should possess a valid riding licence
- Salary & Sales commission exceed Rs. 50,000 pm
- Company maintained Motorbike
- Medical provided

WALK IN INTERVIEWS
MONDAY TO FRIDAY 3 PM TO 5 PM
SATURDAY 10 AM TO 12.30 PM
HOTLINE : 077 3178 166

OR APPLY TO

E-mail : hrd@tradesmann.com, Fax: 011 5565610



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Gamma Pizzakraft Lanka (Pvt) Ltd, a leading fast-food restaurant chain in Sri Lanka is looking for **committed** individuals for the following vacancies.

Accounts Assistants

Essential Qualifications:

1. Intermediate of ICASL or AAT member
2. Command in written & spoken English
3. Computer literacy

Desirable Qualifications:

1. One/two years experience in finance/auditing
2. Age between 20- 30 years

Please send your detailed resume with names of two non-related referees, to the address given below or e-mail it to hr@gamma.lk on or before 26th November 2010.

Chief Financial officer
Gamma Pizzakraft Lanka (Pvt) Ltd.
321/A,
Union Place,
Colombo 02.

VACANCIES

We are leading Insurance Broker with over 500 million GWP. With the growth of our business & obligations towards our clientele, we are on the lookout for top professionals to fill the following vacancies exists in our organization.

Head of Sales

- Candidates should be between 25-30 years of age.
- Excellent communication skills in English.
- Qualification at A/L with a minimum of 5 years experience in a similar capacity. Good PR skills.
- Achieve given target volumes & should possess valid driving license.
- Experience in financial industry will be added advantage.

Head of Technical

- Minimum 10 years experience in underwriting.
- Professional qualification in Insurance (full/part) will be added advantage.
- Ability to communicate with clients/insurers independently.
- Self confident and outgoing with ability to work minimum supervision.
- Below 40 years of age.

Head of Claims

- Minimum 10 years of experience in Claims.
- Good knowledge of assessment of loss adjuster's reports computation of claims and conversant policy conditions.
- Ability to communicate with clients/insurers independently.
- Below 40 years of age.

Data Entry Operator

- G.C.E. A/L in Commerce.
- He/She should be young and energetic and should be capable of working independently.
- AAT will be added qualification.

Attractive remuneration will be offered commensurate with qualifications & experience.



Please apply within 7 days to,
P & A Insurance Brokers (pvt) Ltd
30/4/3 Glen Arber Place, Colombo 03.
E-mail: hr@pandainslk.com



Calspence Technologies (Pvt) Ltd., a joint venture between Aitken Spence PLC and California Software Company Limited, focuses on the Information & Communication Technology business, covering ERP, Content Management, Business Intelligence, Enterprise Performance Management, Consulting and Professional Training. Its operations' focus spans across the SAARC, Middle Eastern and European markets.

ORACLE EBS APPLICATIONS DBA (4 POSITIONS)

The ideal candidate should be below 40 years of age and possess a degree in Information Technology or equivalent with Oracle training or certification in Oracle EBS 11i or R12.

The primary responsibility is the implementation & support services of Oracle E-Business Suite.

He/she should have minimum 4-6 years of IT service work experience with 4 years experience as an Oracle APPS DBA, together with experience in production support, 11i or R12 EBS, RAC Database support, troubleshooting and administration tasks. Exposure to performance tuning of Oracle Database EBS is a definite advantage.

ORACLE EBS APPLICATIONS TECHNICAL/IMPLEMENTATION CONSULTANT (2 POSITIONS)

The ideal candidate should be below 40 years of age and possess a degree in Information Technology or equivalent with Oracle training or certification in Oracle EBS 11i or R12.

The primary responsibility is installation of patches into the PROD RAC E-Business Suite Environment on multiple nodes including one for iStore and iSupplier using Staged APPL_TOP Methodology. Exposure to STAGED APPL_TOP Methodology - RAC (Real Application Cluster) Architecture is a definite advantage.

J2EE DEVELOPER (2 POSITIONS)

The applicant should possess a degree or equivalent with minimum 2 years experience in software application development. Proven experience in web application development using J2EE and also in database provisioning (MySQL, SQL Server, Oracle). Designing and developing of enterprise software systems using component base designs. Experience with Weblogic and Oracle a strong plus.

INDUSTRIAL PLACEMENTS

Limited placements are available for ICT engineering students looking for careers in the software development industry.

Fluency in English, ability to work in a team environment and excellent communication, interpersonal and analytical skills are essential competencies sought.



Visit www.aitkenspence.com to apply online or post your curriculum vitae together with the names of three non related referees to: Chief Human Resources Officer, Aitken Spence Group Ltd., No. 315, Vauxhall Street, Colombo 02. Indicate the position applied for on the top left corner of the envelope. Applications to reach us within 7 days of this publication. Only 'short-listed' candidates will be notified.

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