

The one that ...

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Through online integrated management and clear coordination between HR and other divisions much of unsaid troubles could be mitigated. Now our HR professionals can foresee a progressive future in redefining HR intelligence. Here lay the analysis to identify explorable skills

in existing employees and to deploy them in the appropriate positions for which they have been hired. This is the prescription for cost cuts, to boost performers, motivate and retain them. Whatever be the advancement, the so called human factors still remain a mystery and cannot be gauged through any profiling tests.

The 'sukshuma' behind the understanding of the human psychology is still a puzzle. The HR professionals also fall in this category with-

out exemption. They travel miles to set the ball rolling as long as they find it interesting. The mentality of the quitting employees happens to be contagious that they (HR) themselves are caught in the quick sand but appreciably resist from falling sick and emerge like a 'phoenix'. Recruiters can only supply manpower and the satisfaction that a new employee derives in his work purely rests in the hands of his or her Group mentor. In every company HR builds up a healthy atmosphere but cannot always detect and eradicate the latent politics



which are the ubiquitous characteristics of human beings. Are we heading in the right way? Being proactive in salary and compensation alone is not the solution to employee turnover but there is something else beyond. What is there behind the industry trends of boom - bubble - crash - survival - recovery - growth map? Perhaps it is the human satisfaction that matters.

123oye.com

Nation Lanka Finance PLC
VACANCIES

NATION LANKA FINANCE PLC a Public Quoted Specialized Leasing Company is looking to recruit a

COMPANY SECRETARY

The individual we have in mind is either an experienced Lawyer or preferably a qualified Chartered secretary competent in handling secretarial/ registrars work pertaining to listed companies, with a working knowledge of the statutory requirements of the companies act, rules & regulations of the CSE & SEC and corporate secretarial and allied matters, with the ability to work independently.

Selected candidate can look forward to a rewarding career with prospects for advancement and above industry level remuneration packages and other privileges.

Application to be addressed to the following within seven days of this advertisement indicating post applied for on the top left hand corner of the envelope / subject line of E-mail along with the names and contact numbers of two non related referees.

AGM - HR & Admin
Nation Lanka Finance PLC
No. 42, Guildford Crescent, Colombo 07.
E-Mail : careers@nlfplc.com



Build your career in 90 days !
Do you have what it takes ?
MONEY - CAREER - OVERSEAS TRAVEL
Are you making the most of your talents ?

We are market leaders in Sri Lanka , with over 25 years experience. We are a member of a major International group in Hongkong with over 21 branch offices throughout Asia

COLOMBO, KANDY, GALLE, JAFFNA, NEGOMBO, KELANIYA
SALES EXECUTIVES (MALE/FEMALE)

Benefits

- Unlimited income potential to earn min Rs 25,000/- pm
- Comprehensive & intensive Training
- Basic Salary/Travel Allowances/Commission + Incentives
- Overseas Travel / Conferences for achievers
- Management positions within 6 months - 1 year
- Motor Bike/Car Allowances

Requirements

- Age above 20 years up to 35 years only.
- Minimum G.C.E (O/L) qualifications with pass in English.
- Good Communication Skills in English , Sinhala , Tamil
- Willing to work hard and build a career.
- Positive attitude and a pleasing personality.

Call for Immediate Interviews

Join us !

Experience is not compulsory , but will be an added advantage

Nugegoda - 0777 - 195920 (Email CV : prasankaperera@yahoo.com)
Colombo - 011-5067099 (E-mail: pioneerhouse.marketing@gmail.com)
Kandy - 0779-059072 or 0712-841-576 (E-mail: kandybranch2009@gmail.com)
Galle - 077-4385639, 071-8208876 (Email: pioneerhouse.gallebranch2009@gmail.com)
Jaffna - 0773-434823 (E-mail: jaffnapioneerhouse@gmail.com)
Kelaniya - 0777-003232 (E-mail: pioneerhouse.peliyagodab@gmail.com)
Negombo - 0777-265757 (E-mail: lbz78@yahoo.com)

Website : www.pioneerhouselearning.com
or mail your CV to: info@pioneerhouselearning.com (please indicate preferred branch)

VACANCIES

We have the following vacancies for immediate recruitment

SHOWROOM MANAGERESS

* fluency in English essential

SHOP ASSISTANT

CASHIER

* Spoken English is an advantage

Kandygs Handlooms (Exports) Ltd
25, Neelammahara Rd, Maharagama
Email: Kandygs@sltnet.lk

Tel: 2850929 / 2848629

CASHIER (Female)
SALES STAFF (Male/Female)

With Experience,
Computer knowledge and
Ability to converse in English For a
Lifestyle Store

contact 011-4927621
info@suriyailifestyle.com

Projects Engineer

A challenging opportunity has arisen for a dynamic, dedicated and self-motivated individual to join our team of multi-disciplinary engineers.

The selected individual will be responsible to complete all engineering projects within the allocated time and budget while maintaining quality standards.

In addition, you need to acquire and impart knowledge about latest technological developments to enhance the quality of the engineering services of the Company.

The ideal candidate should possess

- A degree in mechanical engineering.
- Minimum of five years experience in a similar capacity including installation of plant, machinery and equipment and services.
- Energy management skills, leadership qualities and co-ordinating skills.
- Good negotiation, financial and budget control capabilities.
- Computer literacy and proficiency in English.

An attractive salary and benefits await the right candidates. A detailed resume with the names of two non-related referees should be sent to reach the undersigned within 10 days of this advertisement. Please mark the post applied for on the top left-hand corner of the envelope.

Deputy Chairman
Ceylon Biscuits Limited
P O Box 3, High Level Road
Makumbura
Pannipitiya

CBL
Ceylon Biscuits Limited



Ok the best strategy is to sell the product to Unwed mothers, a market no one has tapped into.

The visual can be a guy backed over by a truck...and let's keep the logo to a minimal size.

The music track for the commercial could be similar to "It must have been love"

The event can be a dating game called 'Knocked up & Single'

That's great, but the deadline is next Monday, otherwise my head will be on the chopping block....

IF you are 'Disruptive' enough to be part of this conversation...

...then we are interested in talking to you. TBWA\TAL has vacancies for a **Strategic Planner, Art Director, AV Manager and Account Executives** while TEQUILA Sri Lanka is looking out for **Account Managers**.

Forward your CVs to disrupt@tbwatal.lk

TBWA\TAL, Level 5, Tisara Plaza,
127/88, Dutugemunu Street, Colombo 06

TBWA\TAL **TEQUILA**



Riston

Exclusive Quality

The Group is currently expanding its operations both locally and overseas. The brand is a leading tea export brand in the Russian Federation and the CIS countries. We are the local counterpart of this leading international brand marketing group. We are seeking the services of dynamic results oriented persons to join our team to achieve new goals and milestones in the next two years.

Product Development Executive- A self motivated achiever with creative skills and proven track record around 22-35 years of age. Above average communication and IT skills essential. Good A/L's an added qualification.

Senior Accounts Assistant - An experienced part qualified person familiar with computerized accounting solutions and export systems and procedures will be reporting directly to the Finance Manager and would be part of a team in introducing an Enterprise Resource Planning solution being introduced in the Company. Good A/L's and accounting qualifications from recognized institutions would be considered qualifications. Above average communication skills in the English language desirable.

Quality Assurance Assistant - The Company is presently on course moving towards ISO and HACCP certification. We need a team player to join the existing staff driving quality initiatives in this Company. Persons interested in pursuing a career in this field and around 20 - 25 years of age may apply.

Blending/Packeting Supervisor - A person with wide factory experience in a tea export organization is urgently required to handle the increasing volumes. Overall Stores and Warehousing experience would be a qualification and persons around 30-35 years of age may apply. Numerical skills are essential.

Stores Executive- A young person around 30 years of age to be an understudy to the factory management team. Initially, the person recruited would be entrusted with receipts and issues of packing materials, flavours, infusions etc. used in the processing of value added teas for export. A person who has experience in management of packing materials and familiar with computerized inventory management programmes with numerical skills would be ideally suited. Responsibility and accountability is an essential requirement.

Terms are negotiable.

Apply with complete CV and contact details of two non-related referees within 07 days of this advertisement indicating the post applied for on the top left hand corner of the envelope to:

DIRECTOR, UK BEVERAGES (PVT) LTD., 81/41, NEGOMBO ROAD, PELIYAGODA