

Join the Best for a Journey of Excellence

If you are looking for a career that will help you stand tall, join People's Leasing & Finance PLC (PLC) and fulfill or unleash your potential to change your world. PLC is a public quoted company with enduring vision on being a vibrant award winning financial service provider and a superior player in the last 3 decades of non – banking financial service landscape. PLC is spreading its wings across more than 100 Branches island wide.

Whether you want a career that could take you to the top or to be a game changer or simply take you in an exciting new direction, PLC provides opportunities, support and rewards that would push you towards greater heights. Today, people's Leasing & Finance PLC is also a formidable group of 6 subsidiary companies comprising of People's Insurance PLC, People's Leasing Fleet Management Limited, People's Leasing Property Development Limited, People's Micro Commerce Limited and People's Leasing Havelock Properties Ltd and Alliance Finance in Bangladesh. We are also driven by a performance culture with an unmatched level of quality and integrity by ethical business practices. Hence our brand reputation is held in high esteem. Also Company has been rated A(Ika):Out look (Stable) by Fitch Ratings Lanka Limited.

Manager – Human Resources

Role Profile

This role will be reporting to the Head of Human Resources, the selected candidate will play a pivotal role in developing and executing people strategies that support business growth, organizational excellence, and a high-performance culture across the Company.

Key Responsibilities

- Partner with senior management to develop and implement strategic Human Resource initiatives aligned with the Company's corporate objectives and business strategy.
- Design, develop, and implement Key Performance Indicator (KPI) frameworks, and productivity measurement systems across business units.
- Develop and enhance the Company's Performance Management Framework using modern performance evaluation techniques, including competency-based assessments, performance calibration, 360-degree feedback, and Performance Improvement Plans.
- Develop and implement Competency Frameworks covering leadership, managerial, functional, technical, and behavioral competencies across all employee categories.
- Introduce and manage modern selection techniques and recruitment methodologies, including competency-based interviews, Behavioral assessments, structured interviews, assessment centers, psychometric assessments, aptitude testing, personality profiling, and technical evaluations.
- Develop behavioral assessment criteria to evaluate leadership potential, customer orientation, teamwork, integrity, accountability, adaptability, resilience, emotional intelligence, communication, and decision-making capabilities.
- Lead employee engagement, talent management, succession planning, retention strategies, and leadership development initiatives to build a strong talent pipeline.
- Apply workforce planning techniques, job evaluation methodologies, competency mapping, and manpower optimization strategies to improve organizational effectiveness.
- Utilize HR analytics and data-driven decision-making techniques to support strategic planning and improve organizational performance.
- Review, develop, and implement HR policies, procedures, governance frameworks, and Standard Operating Procedures (SOPs) in line with Sri Lankan Labour Laws, regulatory requirements, and corporate governance standards applicable to Licensed Finance Companies.
- Foster a high-performance, customer-centric culture that promotes accountability, collaboration, innovation, employee wellbeing, and continuous learning.

Candidate Profile

- Bachelor's Degree in Human Resource Management, Business Management, Business Administration, or a related field from a recognized university.
- A Master's Degree and/or a professional HR qualification such as CIPM (Sri Lanka), SHRM, HRCI, or an equivalent qualification will be an added advantage.
- Minimum 8–10 years' progressive Human Resource experience, with at least 3 years in a managerial capacity, preferably within the Banking, Finance, Leasing, or Financial Services sector.
- Demonstrated experience in developing and implementing KPI frameworks, competency frameworks, performance management systems, succession planning, organizational development, and strategic HR initiatives.
- Strong practical knowledge of HR techniques and methodologies, including competency mapping, behavioural assessment techniques, psychometric assessments, assessment centres, talent review processes, workforce planning methodologies, and job evaluation techniques.
- Hands-on experience in applying modern selection techniques, behavioural interviewing, structured interviews, aptitude testing, personality assessments, and competency-based recruitment methodologies.
- Sound knowledge of Sri Lankan Labour Laws, Industrial Relations, disciplinary procedures, and corporate governance practices applicable to Licensed Finance Companies.
- High professional integrity, strong commercial acumen, and the ability to lead teams in a dynamic, highly regulated, and results-driven environment.

“Successful Candidate will be provided with an attractive remuneration package and fringe benefits commensurate with benchmarked institutions.”

Any form of canvassing will be regarded as a disqualification.

Applicants are invited to submit comprehensive curriculum vitae with names of two non – related referees, copies of relevant certificates along with a passport size photograph to the address given below on or before **23rd July 2026**.

Application should be sent to:

Head of HR,
People's Leasing & Finance PLC,
No.1161, Maradana Road, Colombo 08.
Web: www.plc.lk | E-mail – careers@plc.lk
We will correspond only with applicants shortlisted for interview.



**PEOPLE'S
LEASING**
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THE TRUSTED LEADER