

Join the Best for a Journey of Excellence

People's Leasing & Finance PLC is one of the largest and fastest growing Companies in the NBFIs Sector in Sri Lanka, with a strong island-wide presence through a branch network of over 100 branches. PLC is also a formidable group of six subsidiary companies comprising of People's Insurance PLC, People's Micro-commerce Limited, People's Leasing Property Development Limited, People's Leasing Havelock Properties Limited and Alliance Finance in Bangladesh. We are driven by a performance culture with unmatched level of quality and integrity by the ethical business practices.

Chief Human Resources Officer (CHRO)

Role Profile

Reporting directly to the Chief Executive Officer/GM, the Chief Human Resources Officer will be a key member of the Corporate Management Team, responsible for shaping and executing the Company's Human Capital Strategy to support business growth, organizational transformation, and long-term sustainability.

Key Responsibilities

- Develop and execute the Company's Human Resource Strategy aligned with the corporate vision, business objectives, and growth plans.
- Provide strategic advice to the CEO, Board of Directors, and Corporate Management on all people-related matters.
- Lead and oversee all Human Resource functions, including Talent Acquisition, Performance Management, Learning & Development, Succession Planning, Compensation & Benefits, Employee Relations, HR Operations, and Organizational Development.
- Drive organizational transformation, culture enhancement, employee engagement, and leadership development initiatives.
- Develop and implement workforce planning strategies to ensure the Company attracts, develops, and retains exceptional talent.
- Champion HR digital transformation by leveraging technology and people analytics to improve decision-making and operational efficiency.
- Ensure compliance with Sri Lankan labour legislation, regulatory requirements, and corporate governance standards applicable to the financial services industry.
- Foster a high-performance culture that promotes accountability, innovation, diversity, collaboration, and continuous improvement.
- Lead change management initiatives supporting business expansion, digital transformation, and organizational effectiveness.
- Strengthen the Company's employer brand and employee value proposition to position the organization as an employer of choice.

Candidate Profile

- The ideal candidate should be between 55 and 65 years of age and will be appointed on a two (2) years fixed term contract on renewable basis.
- A Bachelor's Degree in Human Resource Management, Business Administration, Management from a recognized university or Professional membership as a Chartered Member/Fellow of the Chartered Institute of Personnel Management (CIPM) Sri Lanka, Chartered MCIPD/FCIPD (UK), or an equivalent internationally recognized professional HR institution is highly desirable.
- A Master's Degree (MBA/MSc) from recognized university would be an added advantage.
- A minimum of 18 years' progressive Human Resource experience, including 10 years' senior management in HR role.
- Demonstrated success in leading strategic HR initiatives, organizational transformation, culture development, succession planning, executive talent management, and change management.
- Candidates with a legal background and sound knowledge of Sri Lankan labour laws, employment legislation, industrial relations, and corporate governance principles relevant to human resource management will have a distinct advantage.
- Proven leadership, stakeholder management, negotiation, communication, and decision-making skills.
- The ability to influence senior leadership, inspire teams, and drive organizational excellence.

"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 **30th August 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 shorts listed for interview.



**PEOPLE'S
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THE TRUSTED LEADER