



# MANAGER – LEARNING & DEVELOPMENT

## Human Resource Department

### About The Bank:

Armed with a proud history of over 30 years, Pan Asia Bank is on an exciting growth journey, evidenced by an array of recognitions, including being honored as one of the Top 40 business entities in the country by Business Today, the most awarded entities by LMD, Best Green Bank in Sri Lanka by Global Banking & Finance, Best Bank for ESG by International Business Magazine, the Best CSR Bank by Brands & Business Magazine, to name a few.

### Job Profile:

- Lead the Learning & Development (L&D) function of the Bank and drive the KPIs of the L&D unit.
- Manage all Learning & Development aspects of staff to ensure that the Bank's "Human Capital Development" objectives, as outlined in the HR strategy, are achieved.
- Initiate the annual Training Needs Analysis (TNA), identify training requirements, and assign employees to relevant programmes to enhance their knowledge, skills, and competencies.
- Ensure all staff training programmes in the annual calendar are executed as scheduled and within the budget.
- Identify skill gaps among successors and staff in key positions, and design/implement development plans accordingly.
- Organize product, service, and process development programmes to meet evolving business requirements and to improve product knowledge, service quality, and process efficiency.
- Collaborate with the Talent Management Team to identify top talent and critical roles, assess their development needs, and arrange suitable training initiatives including overseas trainings.
- Design and manage certification programs, ensuring their effectiveness and alignment with business goals.
- Lead technical training initiatives such as Branch Operations and Credit-related programmes.
- Effective utilization of the Bank's e-Learning platform.
- Provide support to the business heads in organizing special business-related workshops and meetings.

### Candidate Criteria:

- Minimum 8-10 years of proven experience in Learning & Development within an HR function, with leadership exposure in a recognized institution, preferably in banking or financial services.
- A degree in Human Resources or a professional HR qualification, supplemented with a Learning & Development-related qualification, is essential.
- A pleasant personality with excellent interpersonal and communication skills, coupled with a passion for lecturing and mentoring.
- Strong decision-making skills with an open mindset to align with and support business strategies.
- A strong service orientation with exceptional planning, organizing, and execution skills, supported by effective time management.
- A collaborative team player who demonstrates initiative, innovation, and problem-solving ability.
- Highly self-motivated and driven, with the ability to work independently under minimal supervision.

### Remuneration:

The successful candidates will be provided with an attractive remuneration package including fringe benefits, commensurate with industry standards.

### How to Apply:

Take the next step in your HR career and be part of a team that values growth, collaboration, and excellence. If you are ready to make an impact, apply today and help shape the future of HR at our Bank. Interested candidates are invited to submit their resumes through our career portal before the specified deadline.

**APPLY NOW**

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