

EXPRESSION OF INTEREST

STRATEGIC HUMAN RESOURCES DEVELOPMENT PARTNER

(FIRM)

A Public quoted financial institution with an island wide branch network is calling for Expression of Interest for a Strategic Human Resource (HR) Partner with relevant exposure to the Banking & Finance industry, to provide leadership to develop its talent base particularly in the areas of culture, efficiency levels, skills, and competency levels of staff in line with future growth plans.

Scope

The prime areas of concerns of the proposed HR Project will be aligning HR strategies and deliverables with short and medium-term business plans and growth objectives based on the identified HR areas highlighted in the Bank's Corporate Plan for improvement.

Key areas of talent development:

- Consider all existing structures, processes, and systems, evaluate and suggest innovative ways of enhancing performance and expected business targets.
- Streamline the current human talent in the operations and re-align for maximum efficiency and effectiveness where appropriate.
- Influencing & strengthening the existing work culture appropriate to goal-based and achievement-oriented work culture.
- To develop and define a set of employee competencies focused on efficient delivery of Business Strategies.
- Building a sales and marketing team through effective customer-centric and team leadership competencies who would drive current challenges in the competitive market environment.
- Establishing of effective World Class HR practices providing with advices and guidelines to resolve and implement innovative strategies ensuring continuous business success.
- Conduct internal analysis (gathering existing HR plans/strategies, statistics, growth rates) and establish new methodologies and processes.

Propose a suitable HR strategic plan to:

- Align HR planning of the Bank in direct correlation to its business objectives.
- Address HR related operational challenges and prioritize Action Plans to achieve stated objectives.
- Develop Specific processes, tools and policies that need to be implemented.
- Work with the Board and Management in implementing these strategies in their operations.

Modality

The payment terms, elaborated scope and the duration of the respective assignment can be agreed upon at the selection process. Accordingly, this assignment will be awarded on Consultancy basis to the right firm that meets the requirements.

Consultancy Firm

- Must have been in existence for a minimum of 7 years preferably in the related industry.
- Worked in change management in partnership with client organizations.
- Provide client references, when required.

Expressions of interest quoting MSL Ref. No. 7240 on the top left corner of the envelope must be delivered to the address below or Email to mslr@slt.net.lk on or before 4.00 pm on 17th January 2018.

MSL Management
Systems (Pvt) Ltd.

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