

# ST APPOINTMENTS

MAKING OPPORTUNITIES KNOCK ON YOUR DOOR

## All in the learning business

### Lifelong learning

When people ask me what business I'm in, I often say, "I'm in the learning business." It sounds intriguing, and it is certainly true. But, truth be told, we are all in the learning business.

Why? Because as humans, we are learning machines. We are most alive and functioning closest to our potential when we are learning, adapting, adjusting, and finding new ways, approaches and techniques to improve our lives (or the lives of others) in some way.

I believe in the above statements. They are as true as any other statement I could write here. But rather than talking about the philosophy of humankind, let me get much more pragmatic.

### Change and Learning

Change is all around us. Some say the rate of change is increasing, but whether that is true or not, this is definitely a fact in our business lives. Products change, customers change, process and policies change. We are put on a

new team, we are entering new markets, and we have set new goals. In all parts of our daily professional lives change surrounds us.

In order for us to cope with that change, we need to be willing and able to change. And learning is a key component in developing that ability.

So when I talk about continuous learning or life long learning, I'm not suggesting everyone needs to take a course at their local college, or go back to school for a new degree. Continuous learning is an attitude and a set of behaviors that allow us to succeed in our ever-changing environment, and is the best lever we have to turn who we are today into who we want to be tomorrow. Change requires learning and conversely, there is no learning without change.

So if life long learning doesn't necessarily mean the "professional college student" and doesn't require us to be the person who was always asking questions in every class we ever attended, what are the behaviors that make up a true continuous or life long learner? I'm glad you asked.



The Behaviors

There are some common threads among those who actively are learning and growing as professionals (and humans). Life-long, continuous learners:

### Have a beginner's mindset.

If you approach anything with the mindset of an expert, you will learn nothing. With the expert's mind, you are looking for confirmation and validation of what you already know. A beginner on the other hand, looks constantly for one new tidbit, one or more ways to expand on their current expertise. In other words, expert or not, they don't think that way, because they know that only with an open, beginner's mind, can they benefit from the learning opportunity.

**Make connections.** Peter Drucker, the famous and influential management thinker

wrote, "To make knowledge productive we will have to learn to see both forest and tree. We will have to learn to connect." Continuous learners do that. They continue to think about what they have learned in one part of their life and how it relates to and connects with challenges, problems, opportunities and situations that occur in other parts of their life.

**Flexible and adaptable.** Learning requires change, so continuous learners realize that they must be willing to adapt and change if they want to grow.

Are always learning something. Continuous learners learn new things "just because." They've always wanted to play guitar, so they take lessons. They want to ride a unicycle, so they try it. They learn how to quilt. They learn a new language. These people don't invest the time required just so they can play "Love Me Tender" or say "good morning" in Chinese. They also do it because they realize that our brains are like muscles. The more we exercise them the stronger they will be.

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#### CONTACT

ARAVINDA - 0773 219 777

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### VACANCY FOR MANAGER - ADMINISTRATION

A Dynamic & Energetic individual is required for a well known media Institution to look after the whole functionality of the Organization.

Ideal candidate should be not less than 40 years of age. Minimum 10 years of experience in the field of administration & should possess a sound knowledge in the administration field. Fluency in English is essential & knowledge in Tamil is an advantage. And Island-wide geographical knowledge is preferable.

Interested applicants are requested to send their CVs within 7 days of this advertisement to the following address.

Advertiser  
P O Box 2129  
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Hameedia is Sri Lanka's leading men's wear retail Solutions Company owning Island's top men's Brands Envoy, Le bond and Signature. Hameedia retail solution is backed by 15 concept centres through out Sri Lanka and a large franchise store network. With an annual turnover exceeding 1 billion rupees and a workforce of over 800. Hameedia is currently expanding its overseas presence which included India and Male. We are looking for high performing individuals with leadership and commitment to join the Team Hameedia.

## Choose a Stylish Career in Modern Retail

### MODERN RETAIL DIVISION

#### HEAD OF SALES - RETAIL (REF.HR/09/01)

The selected candidate would be responsible to formulate and implement sales strategies, manage, train and motivate sales staff. He should monitor and evaluate performance of sales staff / showrooms in order to achieve sales targets. A university degree or recognized professional qualification in Sales / Marketing with at least 5 years experience in a similar capacity or exposure to service industry is essential. Should be a good team player with sound communication and negotiation skills. Previous exposure to retailing is a must. Should be able to work extended hours. Age between 30 - 40 years

#### MERCHANDISING MANAGER (REF.HR/09/02)

The ideal candidate will be thoroughly conversant with the entire process of merchandising activities in the apparel trade and be able to deliver the goods on time for the manufacturing process and the retail sales showroom operations, monitor the flow of production and be aware of the planned production and all current and future needs for an uninterrupted production and retail sales operation processes. In addition, he / she must possess 3-5 years experience in product development, costing and critical path development management with a proven track record of progressing orders to meet deliveries on time. Analytical skills and computer proficiency in MS Word, MS Excel and MS Outlook is a must. Age below 35 years

#### BRAND MANAGER (REF.HR/09/03)

The ideal candidate will be an individual driven by passion for success with a minimum 2 years experience in a similar capacity. Experience in market research and/or working with advertising agencies will be a plus point. Exposure to working with foreign brands is desirable. He/She will have full/part professional qualification in CIM or SLIM or equivalent. Should be a good team player with proven leadership skills. Preferred age below 35 years.

#### BRAND EXECUTIVES (REF.HR/09/04)

The ideal candidate will be an individual driven by passion for success with a minimum 2 years experience in a similar capacity. Experience in market research and/or working with advertising agencies will be a plus point. Exposure to working with foreign brands is desirable. He/She will have full/part professional qualification in CIM or SLIM or equivalent. Should be a good team player with proven leadership skills. Preferred age below 35 years.

#### RETAIL SHOWROOM MANAGERS (REF.HR/09/05)

The ideal candidates should be A/L qualified preferably with three years experience in retail environment in a reputed establishment. Should have a good command of English and IT literate. Having part qualification CIM / SLIM / CIMA is advantageous. Preferred age between 30-40 years.

#### TEAM LEADERS - RETAIL SHOWROOMS (SRI LANKA/MALDIVES/INDIA) (REF.HR/09/06)

The ideal candidates should be A/L qualified preferably with a two years experience in retail environment in a reputed establishment. Should have a good command of English and IT literate. Age below 30 years.

### SALES EXECUTIVES

#### CORPORATE SALES (REF.HR/09/07)

The ideal candidate should be a dynamic and energetic person possessing at least 3-5 years experience in catering to Institutional customers and / or promoting sales of popular retail brands. Some professional qualifications from a recognized institute in sales or marketing is desirable. Preferred age below 40 years.

### FINANCE

#### DEPUTY FINANCE MANAGER (REF.HR/09/08)

A highly distinguished senior management position awaits a skillful and experienced candidate possessing exceptional management skills together with an array of the following attributes. Should be adequately equipped with brilliant leadership skills, strong ambition, enamored with competency and self motivation to strive for the best while displaying unparalleled skills and positive attitudes to meet the challenges of this designation head on.

#### The following are pre-requisites.

- Membership of a recognized Accounting body (ICAS/CIMA/ACCA)
- At least three years post qualification experience in a similar capacity in a reputable commercial organization preferably engaged in the manufacturing / retail sector.
- Age 32-38 years.

#### SENIOR ACCOUNTANT (REF.HR/09/09)

The successful candidate should be a fully qualified Chartered Accountant below 35 years of age with excellent leadership and professional skills, possessing a minimum of 3 years post qualification experience in a reputed commercial organization preferably engaged in the manufacturing / retail sector.

#### Functions and responsibilities include:

- Overlooking and managing a fully fledged accounts department in a modern computerized environment.
- Effective financial management.
- Maintaining and improving internal controls at all levels within the organization.
- Presentation of reliable and accurate monthly management accounts and other management information to support effective decision making.
- Budgeting & forecasting and implementing financial processes in line with management requirements
- Liaison with external auditors, bankers and other regulatory authorities.

A competitive remuneration package along with a challenging work environment is on offer for the right candidates. Apply within 10 days of this advertisement together with names of two non related referees specifying the reference number as the subject line to the following address. Indicate the post applied for on the top left hand corner of the envelope or in the subject line of the email.

## CAREER OPPORTUNITIES

Pan Asia Bank with 33 online branches has recorded an impressive growth in Profit by 42% before taxes and Profit after tax of Rs. 92 mn, a growth of 39 % in the first quarter ended March 31, 2009.

We are looking for unique individuals and result oriented professionals who are ready to accept challenges in dynamic environments.

### HEAD OF OPERATIONS

#### JOB PROFILE

- A proven leader with thorough understanding of operation dynamics to enhance process quality and customer service.
- Ability to pre-empt and minimize operational risks
- Adhering to audit controls and compliance requirements
- Manage a large pool of resources and enhance productivity and quality

#### REQUIREMENTS

- Membership in banking or equivalent with 15 years experience in a bank or a recognized financial institution of which 8 years in managerial capacity
- Leadership skills in managing large teams and liaising with branches and other head office departments
- To ensure all resources of the bank are deployed for optimum use and productivity
- Applicant should possess excellent communication skills with a win-win approach

### IT SECURITY ADMINISTRATOR

#### JOB PROFILE

- Monitor security violations and take corrective action
- Prepare/review security policies and recommend necessary changes to management
- Perform security threat/vulnerability assessments of critical system environments, applications and technologies through ethical hacking, automated web scanning, source code analysis.
- Ensure integrity of corporate data by maintaining access rules for IT resources

#### REQUIREMENTS

- A Degree/Diploma in Information Technology from a recognized university or an equivalent professional qualification.
- Minimum of 2 years experience in Information Security Administration, preferably in a Bank or in a financial institution.
- Understanding of network/application infrastructures and have the ability to learn and apply critical thinking to a variety of situations.

### SYSTEM DEVELOPERS

#### JOB PROFILE

- Be involved in designing, programming, customization, maintenance of application systems and development of products
- Apply innovative thinking on technology/business process improvements
- Develop skills in new technologies
- Knowledge sharing and team building

#### REQUIREMENTS

- A Degree/Diploma in Information Technology from a recognized university or an equivalent professional qualification.
- Minimum of 2 years experience in system design and development with exposure in Java/J2EE, PHP, .net, Oracle, SQL/MySQL in a Bank or in a financial institution. (Preference would be given to candidates with work experience in the Globus System.)

ATTRACTIVE REMUNERATION PACKAGES WILL BE ON OFFER TO THE SELECTED CANDIDATES.

Please forward resume marking the post applied for on the top left hand corner of the envelope with the names of two non-related referees within 10 days from the date of this advertisement:

Head - Human Resources Development  
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450, Galle Road, Colombo 03  
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