

## Vacancy

A vacancy exists for a **Trainee Technical Sales Representative** to sell a range of medical products.

- Requirements:
- Age below 23 years.
  - 2 Passes in A/L Biology.
  - Extra-curricular activities & computer literacy would be advantageous.
  - Possession of valid riding license would an added advantage.
  - Residents of Wattala, Mahabage, Kandana, Ja-Ela areas, would be preferred.
- Training period – 06 months.

Apply with 2 non-related referees:  
**Sui Generis (Pvt) Ltd**  
 24, Soyazawatta, Welisara, Ragama. info@sui generis.lk.com



## UNIVERSITY OF COLOMBO VACANCIES

The University of Colombo will entertain applications from suitably qualified persons for the following permanent Post up to **11<sup>th</sup> March 2011**.

- PERMANENT POSTS:**  
**FACULTY OF MANAGEMENT & FINANCE**  
**Dean's Office**
- Lecturer (Probationary)/Senior Lecturer Grade II/I  
*Subject Areas:* International Business, Information Communication Technology
- Department of Business Economics**
- Lecturer (Probationary)/Senior Lecturer Grade II/I  
*Subject Areas:* Econometrics, Statistics, Business Economics
- Department of Commerce & Finance**
- Lecturer (Probationary)/Senior Lecturer Grade II/I  
*Subject Areas:* Mathematical Finance, Corporate Treasury Management, Insurance and Risk Management
- Department of Human Resources Management**
- Lecturer (Probationary)/Senior Lecturer Grade II/I  
*Subject Areas:* Performance Evaluation, Compensation Management, Personality and Career Development, Human Resource Information System, HR Ethics, Social Responsibility, Talent Management

- FACULTY OF SCIENCE**  
**Department of Zoology**
- Lecturer (Probationary)/Senior Lecturer Grade II/I  
*Preference will be given to candidates having a Ph.D. degree and experience in climate change and biological systems/evolutionary biology of animals.*

- TEMPORARY POSTS:**  
**FACULTY OF MANAGEMENT & FINANCE**  
**Department of Accounting**
- Temporary Lecturer
- Department of Business Economics**
- Temporary Lecturer
- Department of Commerce & Finance**
- Temporary Lecturer
- Department of Human Resources Management**
- Temporary Lecturer
- Department of Management and Organization Studies**
- Temporary Lecturer
- Department of Marketing**
- Temporary Lecturer

Application forms and relevant details can be obtained from the **Deputy Registrar/Academic Establishments, 'College House', University of Colombo, Colombo 3** either by sending a self-addressed stamped envelope 23x10 cm in size or by personally calling over at the office of the Senior Asst. Registrar/Academic Establishments. All applications should be sent under registered cover to reach the **Deputy Registrar/Academic Establishments, University of Colombo, 94, Cumaratunga Muniadasa Mawatha, Colombo 03** on or before **11.03.2011**. The post applied for should be indicated on the top left-hand corner of the envelope.

**Applications received after the closing date will not be considered.**  
**Acting Registrar,**  
 94, Cumaratunga Muniadasa Mawatha, Colombo 3.  
 10 February 2011

We are a leading and well established Manufacturing and Marketing organization of producing Home Furniture. We have been in operation over 20 years, looking for suitably qualified attractive ladies for the following positions.

### SECRETARY JUNIOR SECRETARY HR EXECUTIVE

Sound educational background. Age below 35 years. Computer literacy, Good communication skills & fluency in English/Sinhala essential. Dynamic and pleasing personality. Experience in a similar capacity is an added advantage.

**Salary negotiable.**  
**Walk-in interview Please. call 0727 517 317 for appointment for interview or E-mail your CV to unisonic@business.lk**

**CEO**  
**Unisonic Industrial Co.(Pvt) Ltd.**  
**No.205, Dehiwala Road.**  
**Boralesgamuwa.**



## Amal International School The pioneer in English Medium (National Curriculum) IMMEDIATE VACANCY

**Amal - the leading Muslim International Boys' school in Colombo with a student population of approx. 1300 comprises elementary, middle school and high school (Local syllabus upto A/L & London A/L only). Amal which celebrates its 20th year has excelled in both academia & sports.**

### POST OF PRINCIPAL (DESIGNATE)

**We are seeking a strong and innovative educator with a record of successful leadership to serve as Principal (Designate). Applicants must possess the following:**

- ➔ A strong academic vision;
- ➔ Experience in working with an ethnically diverse community of faculty, staff, and students;
- ➔ A record of improving student achievement levels as well as the ability to establish and maintain an effective administrative and school structure that invites cooperation and collaboration among all.

<b>Basic Qualifications</b>	Graduate/ Masters/ Advanced Professional Qualification
<b>Age</b>	Below 50
<b>Experience</b>	At least 5 years experience as Principal or Vice Principal of a reputed educational institution
<b>Remuneration Package</b>	Attractive (will be decided during interview depending upon experience/qualifications)

### MANAGER – HR & ADMIN

The ideal candidate should be a professionally qualified person in HR and/or Admin with a minimum of 10 years experience. Proficiency in English and Sinhala. Knowledge of Tamil will be an added qualification. Age below 50 and conversant in MS office packages. Salary Negotiable.

To apply, please send in your Resume / CV under registered cover to,  
**The Chairman – Board of Directors**  
**Amal International School**  
 152, Dharmarama Road, Off Havelock Road, Colombo 06.  
 (WWW.amalinternationalschool.com)

## CEO reputation and appearance

There is a strong association between appearance and success in business organizations according to a study by Duke University published online by the National Bureau of Economic Research. The study paired photographs of chief executive officers (CEOs) of large and small companies with those of non-executives with similar facial features, hairstyles and clothing. Researchers found that those in CEO positions are more likely to be assessed as appearing competent, but less likely to be considered likeable. CEOs who appear competent earn more than their peers, even though there is no measurable association between appearance and company profitability.



John Graham, professor of finance explained:  
 "Other researchers have found links between beauty and workers' pay, and demonstrated that politicians benefit from good looks at election time. We wanted to see whether appearance also plays a role at the corporate executive level."

In a series of online experiments, researchers asked nearly 2000 participants to assess paired photographs of more than

100 white male CEOs and non-executives. One study involved 765 participants who ranked each pair according to attractiveness, competence, trustworthiness and likeability. CEOs were rated as more competent-looking and attractive. However, they tended to be rated as less trustworthy and likeable than their non-executive pairs. Similar results were found when 762 participants were asked to compare CEOs of large and small

firms. Executives of large organizations were rated as appearing more competent 55 per cent of the time, while their small-firm counterparts were assessed more trustworthy, likeable and attractive.

Manju Puri, professor of finance commented:  
 "It would be fascinating to study what the role appearance may play in the careers of women and minorities. However, because there are fewer female and minority CEOs, including them in our set of photos would have increased the odds of participants recognizing a CEO, which could have inadvertently influenced their rating of the person's characteristics."

Researchers found that CEOs rated competent by appearance alone tended to receive a higher income. Those rated four or above on a five-point scale had an average total compensation 7.5 per cent higher than those scoring three out of five on competence. Researchers found no evidence that a CEO's appearance is related to company profitability.

Campbell Harvey, professor of finance said:

"I thought the appearance thing was possible for politicians winning elections -- but for CEOs, no way. We are told that CEOs are very carefully vetted by boards of directors and professional consultants - as they should be for their multi-million dollar jobs. The fact that our research shows that appearance is unquestionably significant turns my stomach. Given there is no relation between appearance and company performance, I hope our research changes the way we select our corporate leaders: 'looks' should not be a factor!" -hrmguid.net

## Pick-up your...

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- Losing a big business account is a siren to remind you NOT to take relationships for granted and to bridge any gaps you may have in meeting expectations of your clients.

- Being overlooked for a promotion is a nagging alarm on the need to critically self-evaluate your performance at work and to make immediate positive changes in performance and professional relationships.

- Repeatedly unmet sales targets in the team you manage is a shrill to change team management tactics and to immediately boost the energy and motivation of your team.

We all receive similar wake-up calls begging for attention, alterations and change of directions from time-to-time. Like you do with your bedside alarm, you can choose to ignore, snooze (postpone responding), or respond immediately to these real-life wake-up calls. Your choice of response very much determines the outcome of your circumstances. Those who have been stagnant in their work places and have been left behind in climbing of the professional ladders will tell you about the numerous wake-up calls they have snoozed. Those who have hurt themselves and others in drunk-driving motor accidents will tell you about the wake-up calls, in the form of minor accidents, they chose to ignore. Those who have lost relationship, personal and professional, will tell you about the various tunes of alarm bells to which they did not pay much attention. Those who have lost reputations and positions due to plummeting performance and revenue of the teams they managed will tell you about the numerous warning bells they muted and defended rather than responding to immediately.

### Pick up your wake-up call

You owe it to yourself, to your family and to your colleagues to respond to wake-up calls. There is a limit to the number of wake-up calls you will receive. If you keep on snoozing the alarm or totally ignoring it, calls will stop. This is when you notice that your family has given up telling you, that your boss has stopped having one-on-one discussions with you or that your friends have stopped calling you. At this stage you are heading for trouble. Therefore it is vital that you pick up your wake-up call on the first ring!

As human beings we linger and savour the situations of comfort and tend to dismiss and deny factors that may burst our comfort bubble. For example, if your sales team is not putting out the best performance possible and they are dragging the company revenues down, the first people to notice this may be your colleagues, your boss or even your competitors! But when you are comfortably enjoying your dream, hearing your alarm clock going off is a frustrating experience. That means you need to get up, get out of your zone of comfort and do something about it. But if you ignore the alarm, the results can be far more damaging and irreversible. So in this instance, as the head of the sales team, it is your duty to pick up the wake-up call at its first ring and do whatever needs to be done until the plummeting sales line is reversed. This may involve boosting staff morale, addressing administrative bottlenecks, infusing new blood to the sales team and providing technical and motivational trainings. The important thing is to give due attention to the wake-up call. In your personal life, be conscious of and thankful for the numerous wake-up calls you receive. Turn the unpleasant shrieks of the alarm in to wonderful opportunities to reinvent yourself; take your skills and knowledge towards less-chartered and exciting directions; find a better fitting working environment - so you are not straining your health; and most of all live a happier, healthier and wealthier life that fulfills you.



## SRI LANKA COLLEGE OF JOURNALISM DIRECTOR College of Journalism

The Sri Lanka College of Journalism (SLCJ) was established in 2003 by the Newspaper industry. The SLCJ has a Diploma course for new recruits to journalism and provides Mid Career training to those already in the profession.

The SLCJ derives its strength as a centre of excellence due to its partnership with Fojo - The Institute for Further Education of Journalists of Sweden.

The Sri Lanka College of Journalism has a vacancy for the position of Director of the College. The Director is the most senior executive position. He/She will report to the Chief Executive Officer of the Sri Lanka Press Institute on administrative and fiscal matters, and the Board of Directors of the Sri Lanka College of Journalism on policy matters and general issues. His/Her work will be otherwise autonomous.

The ideal candidate will need to possess insights into journalism training and be sensitive to the needs of the media. Among other attributes he/she would possess in the minimum should include:

- A Bachelors degree and preferably Post Graduate qualifications in Media Studies or related discipline (s).
- A good command of the English, Sinhala and/or Tamil Language and with excellent communication and public relations skills.
- Rapport with media institutions and related professional organizations.
- The ability to initiate and sustain affiliations with similar training and research institutions internationally.

It is expected that the Director of the College will establish and maintain the highest standards of discipline and conduct, observe best practices and assume the position of a good role model.

The selected candidate would be offered a competitive remuneration package commensurate with qualifications and experience.

Applications can be addressed to the **CEO, Sri Lanka Press Institute, No. 96, Kirula Road, Colombo 05** on or before **12 noon on Thursday 24<sup>th</sup> February 2011**. Please indicate the position applied for on the top left hand corner of the envelope.

## Vacancies for marketing & promotional offices



Wijeya Newspapers Ltd., the leading newspaper group in the country is looking for energetic males and females to fill vacancies in the Advertising Department.

- ★ Below the age 30, fit & smart
- ★ Inspired and ready to go the extra mile
- ★ Pay attention to detail and well organized

Those who are selected.....,

- Can look forward to good career prospects, following extensive training to enhance their individual potential.
- Will also receive incentives based on performance, in addition to the salary.

E-mail your resume to reach us within 7 days of this advertisement to:  
**educationtimes@wijeya.lk**



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