

EMPLOYMENT TIMES

Sunday February 13, 2011

MAKING OPPORTUNITIES KNOCK ON YOUR DOOR

What recruiters want

A recent study from leading North American recruitment firm Rosenzweig & Company highlights how potential employees can best respond to increased use of recruiters as the economy recovers.

Jay Rosenzweig, managing partner said: "It's been a long while since many people have been in these interviewing situations making it even more important than ever to have a firm grasp of the process well before the interview begins."

The report offers key advice for individuals recruited for a job opportunity:

- The headhunter works for the employer, but can also be your friend - The report points out that recruiters can provide general advice and be used as a sounding board. The recruiter can act as an intermediary between candidates and potential employers, responding to comments or concerns before direct contact takes place.



- Retainer v. contingency - Clarify the basis on which recruiters are being employed. Retainer-based contracts where payment is assured tend to be less focused on quick results and commission, reducing the risk of inappropriate placements.

- Sell yourself - Convey your skills, experience and career plans without overstating your accomplishments. Provide recruiters with sufficient information to promote your candidacy to a potential employer.

- Be yourself - Recruiters and potential employers can detect insincerity. Trying to redefine your background or personality in an attempt to fit a specific role is unlikely to be successful.

- Do your homework - Research your prospective employers including recent financial and operational developments. However, do not present yourself as an expert on the organization.

- Try to relax - Attempting to anticipate questions and preparing answers is likely to be counterproductive. Candidates may be unsuccessful if over-eagerness is interpreted as desperation.

- Be honest about any other opportunities you are considering - Both recruiters and potential employers will understand that you may be considering other options but will not appreciate being misled.
- Come clean - Be honest with the recruiter about any past issues that could affect the attitude of a prospective employer. It is better to volunteer potentially negative information than risk it emerging at a later date.

VACANCY

The organization is one of the leading airline establishments in the world with decades of experience and history engaged in the business of International Air Transportation.

District sales manager - Airline

Its Head Office based in Asia plans to recruit a dynamic individual as a district sales manager for the airline to head its Sri Lanka & Maldives operation. The airline has a route network extending to Australasia, Europe and North America and one of the biggest names in the industry.

Applicants are required to forward a marketing plan for the airline based on a daily frequency with A330 air craft along with a copy of the CV to be pre-qualified for the interview process. The marketing proposal should also include a revenue projection covering both passenger (premium and economy) and cargo segments. Major destinations in Australasia, Europe and North America should be covered. Candidates should possess an outstanding knowledge in the field of aviation, excellent relationships with all industry stake holders, good communication and interpersonal skills.

The successful candidate would enjoy an attractive remuneration package above the industry standards, including a negotiable 06 figure salary, car with fuel, entertainment, free and rebated air travel for the whole family, medical & insurance facilities.

Please place your CV with a photograph and marketing plan on a DVD and post it to the following PO Box Number to reach us not later than Sunday the 20th of February 2011,

C/O Paper

STM 508 PO BOX 644 Colombo



Providence is a dynamic organization with expertise in Business Process Outsourcing who has considerable success in exceeding the required service levels of American, British, Canadian as well as Sri Lankan customers. As an organization Providence is built on the mutually sustainable business model - accentuating client, employee and organizational goals.



TEAM LEADERS

- Requirements:**
- > Agent Management
 - > Coaching
 - > Analytical ability
 - > Goal oriented
 - > Prioritization
 - > Ability to motivate
 - > Leadership ability
 - > Initiative/ownership
 - > Good Communication skills
 - > Personnel skills

This position is for individuals who can be highly accountable and responsible for the entire scope of work.

- Shift : Night
- Days : 5 (including weekends/ roster based)
- Package : Negotiable with experience

Please send your resumes to professionals@providencebpo.com with the position mentioned as the subject line on or before Friday the 18th February 2011.

HUMAN RESOURCE DEPARTMENT,
No. 151/3, 4th Floor, Harcourts Building, Castle Street, Colombo 08.

Are You Ready to Hit the Target



WANTED Marketing Executives

About Inward Bound - IBL



Corporate Success depends upon the dynamism of its human resource team. We at Inward Bound is focused on Eco Adventure related outward bound training in our purpose built training sites located in Ella & Thotupola. With the mission of "Getting every Sri Lankan to experience our Adventure related Outward Bound Training Exercises". We are steadily growing, creating customer delight in every training programme (refer www.inwardboundsrilanka.com)

To ensure achievement of the above mission INWARD BOUND is on the look out for dynamic individuals to join our world class team to enhance our marketing operations. The candidate should possess ability to work under minimum supervision, a friendly personality with good interpersonal skills and be a team player with a passion to do the best.

He / She must :

- Be G.C.E. A/L Qualified.
- Possess part or full qualification in marketing.
- Have a minimum of two years marketing experience in leisure & hospitality industry though not essential.
- Possess excellent communication skills.
- Fluency in English is a must and Tamil will be an added qualification though not essential.
- Have passion towards eco tourism, adventure related outward bound training.
- Possess effective negotiation skills.

You will be achieving marketing objectives and expanding the existing customer base.

This position is on **Contract Basis** with remuneration consisting of basic salary + commission.

If you are confident that you satisfy the above requirements, please send your CV with names of two non-related referees to reach us within 7 days of this advertisement.

Address or e-mail your CV to:



Director
Inward Bound Limited
42, Bagathale Road, Colombo 03, Sri Lanka.
E-mail: info@inwardboundsrilanka.com



Software Architect

Eurocenter DDC Ltd is a software engineering company of international repute, with offices in Colombo and Oslo. Our Processes conform to ISO 9001:2008 and CMMi standards where our teams operate in a highly agile manner. We are a Microsoft Gold partner specialized in Product Engineering and Consulting Services. Operating since 2000, we are a BOI approved company serving the European market place.

We are seeking intelligent problem solvers with strong analytical skills along with ability to think clearly and independently in bridging the gap between business and technology. You must be a high caliber individual competent in designing solutions in different technologies and communicating the designs to the stakeholders. You must be competent in leading the teams by example with your contribution of high quality base framework code.

Job Description:

- Contribute in architectural meetings.
- Evaluate tools and practices to increase productivity.
- Build proof of concept prototypes.
- Mentor junior engineers and technically manage full lifecycle projects.
- Review application architectures based on requirements.

Other Requirements:

- BSc degree or equivalent in Computer Science/Engineering.
- 5+ years of exposure in a similar role.
- Knowledge and experience on product engineering concepts.
- Experience in enterprise applications and integration patterns.
- Overseas experience in customer acquisition programs.
- Excellent communication (written and verbal) and interpersonal skills.
- Exposure to Agile based processes.

As we cater to the European market, you will be required to interact with European customers and should be willing to travel overseas at short notice. He / she will receive a competitive remuneration package as per industry standards along with other fringe benefits.

If you are confident that you are the ideal candidate for this position, e-mail your resume with two non-related referees, stating "Software Architect" in the subject line within 10 days of this advertisement to careers@eurocenter.lk. Only shortlisted candidates will be notified.

