

# EMPLOYMENT TIMES

Sunday March 27, 2011

MAKING OPPORTUNITIES KNOCK ON YOUR DOOR

## The Culture Audit : Building the Successful Company Culture

A company's culture can help ensure the success of its business objectives. However, company culture is about more than having free Coca Cola in the fridge and allowing employees to take their dogs to the office. Culture is how employees describe where they work, understand the business, and see themselves as part of the organization. Building a strong company culture will not itself guarantee business success, but culture is a key determinant in attracting talent—and it is that talent that carry a company forward.



assess the culture that currently exists in a company. It also offers insights into the means to strengthen it. This process is more commonly referred to as an "employee survey," - it helps companies learn what raison d'être keeps employees at the company.

A "culture audit" can help

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### Creative Copy Writer - English

We need a dynamic individual who can think out of the box in terms of advertising concepts. Should be able to transform ideas into words, with at least 3 years' of ad agency experience. Ability to handle copy writing in both English and Sinhala will be an added advantage.

Please apply within 07 days, with details of 2 non-related referees to [generalinfo@skillsads.com](mailto:generalinfo@skillsads.com) stating the post applied for on the subject column of email.



SKILLS ADVERTISING & MARKETING (PVT) LTD.

7/15, Sulaiman Terrace, Colombo 5.

Email: [generalinfo@skillsads.com](mailto:generalinfo@skillsads.com) Web: [www.skillsads.com](http://www.skillsads.com)

### VACANCIES

MTV Channel (Pvt) Limited, an operating company of The Capital Maharaja Organisation Limited, is the premier private television network in the country.

To further strengthen the "Lighting-team" we have immediate opportunities for:

#### Lighting Controller

- Proven track record in operating lighting consoles
- Ability to lead a team
- Good Communication skills
- Computer literacy

#### Lighting Personnel

- Installation and erection of Intelligent lighting
- A team player with a positive attitude
- Good communication skills

Please submit your resume together with contact details of two non-related referees within seven days to:

Group Human Resources Manager  
The Capital Maharaja Organisation Limited  
140, Dawson Street, Colombo 02.  
E-mail: [career.hrd@maharaja.lk](mailto:career.hrd@maharaja.lk)  
Web : [www.capitalmaharaja.com](http://www.capitalmaharaja.com)



The courage to be different

### Employment Opportunities

We are a newly established organization in the business of importing and Marketing of Pharmaceuticals and allied products to the Medical Professionals Island wide. With the current expansion of the business activities, we are in search of following personnel to be employed with immediate effect.

An attractive remuneration package alongside other benefits above industrial average awaits right candidates.

#### Medical Representatives:

Applicants should be fully conversant with the job functions of the relevant post applied and be thorough with the pharmacokinetics and Dynamics of the products they have handled in the past and experienced not less than 1 year with good command of spoken and written English.

Qualification: GCE (A/L) examination preferably in bio science stream.

#### Trainee Medical Representatives:

Should have completed their studies up to GCE (A/L) examination in bio science and having good command of spoken and written English.

**Sales Representatives:** Experienced in selling Pharmaceuticals not less than one year in Colombo and outstations. Valid Riding License is required.

#### Regulatory affairs coordinator:

A qualified Pharmacist who is currently handling the regulatory affairs of a recognized Pharmaceutical company and well familiar to the procedures of Product registration.

Those who seek a rewarding career for their results oriented competencies may send their CV to reach the following Address within next 14 days.



The CEO/Managing Director  
British Asia Holdings Pvt Ltd.  
142/10, Stuarts Place, Galie Road, Colombo 03.  
E-mail: [britishasia@slt.net.lk](mailto:britishasia@slt.net.lk)

### MINISTRY OF PLANTATION INDUSTRIES



#### SRI LANKA TEA BOARD

#### VACANCY

#### Post of Assistant Director (Promotion)

Sri Lanka Tea Board, the apex body of the Tea Industry in Sri Lanka looking for a dynamic and energetic person to be recruited as an Assistant Director (Promotion) on contract basis.

The selected candidate will be based at Tea Promotion Unit - Moscow as the Tea Promotion Officer for a period of 02 years on contract basis which will be extended annually by performance appraisal.

#### 1. Job Description:-

Responsible to attend to the tea promotion activities in Russian Federation and other relevant CIS countries coordinating with Director - Tea Promotion in order to achieve the objectives of the Sri Lanka Tea Board.

#### 2. Qualifications and Experience:-

- A Degree from a recognized University, preferably in the field of Marketing, Economic/Commerce/Business or Public Administration/Science or equivalent qualification and

At least 3 years Post qualifying experience in an Executive position in Public or Private Sector Organization in the field of marketing and international trade, preferably in Tea Industry or any other beverage industry.

- The following specific qualification and experience would be considered as added qualifications: -

- o Working knowledge in Russian Language
- o Work Experience in international marketing, overseas promotion, global trading and distribution networks preferably in Russian Federation and other CIS countries.
- o A marketing background with excellent aptitude for public relation and experience in working with international Advertising Agencies as well as Market Research Firms.
- o An out-going personality with enthusiasm to work long hours in the operational field, particularly keeping a close rapport and dialogue with importers, buyers, distributors, wholesalers & retail chains.
- o Ability to prepare market intelligence reports.
- o A good command in English language

#### 03. Appointment:-

Appointment initially for a period of two years on contract basis.

#### 04. Salary:-

- The selected candidate will be placed on a suitable salary point of the following salary scale determined by the Board depending on her/his qualifications and experience.  
Rs.25, 640 - 3x Rs.665 - 7x Rs.735 - 15x Rs.925 - 46,655  
The salary will be converted into US\$ in terms of the prevailing Circulars issued by Ministry of External Affairs.
- In addition to the above salary, the selected candidate will receive a package (inclusive of overseas station allowance, representational allowance and monthly rent ceiling reimbursable) not less than US\$ 4275 per month.
- The selected candidate will be required to contribute 10% of his/her salary to the Employees Provident Fund. The Board will contribute 15% to the Employees Provident Fund and 3% to the Employees Trust Fund (EPF and ETF contributions will be calculated on Rupee Value)

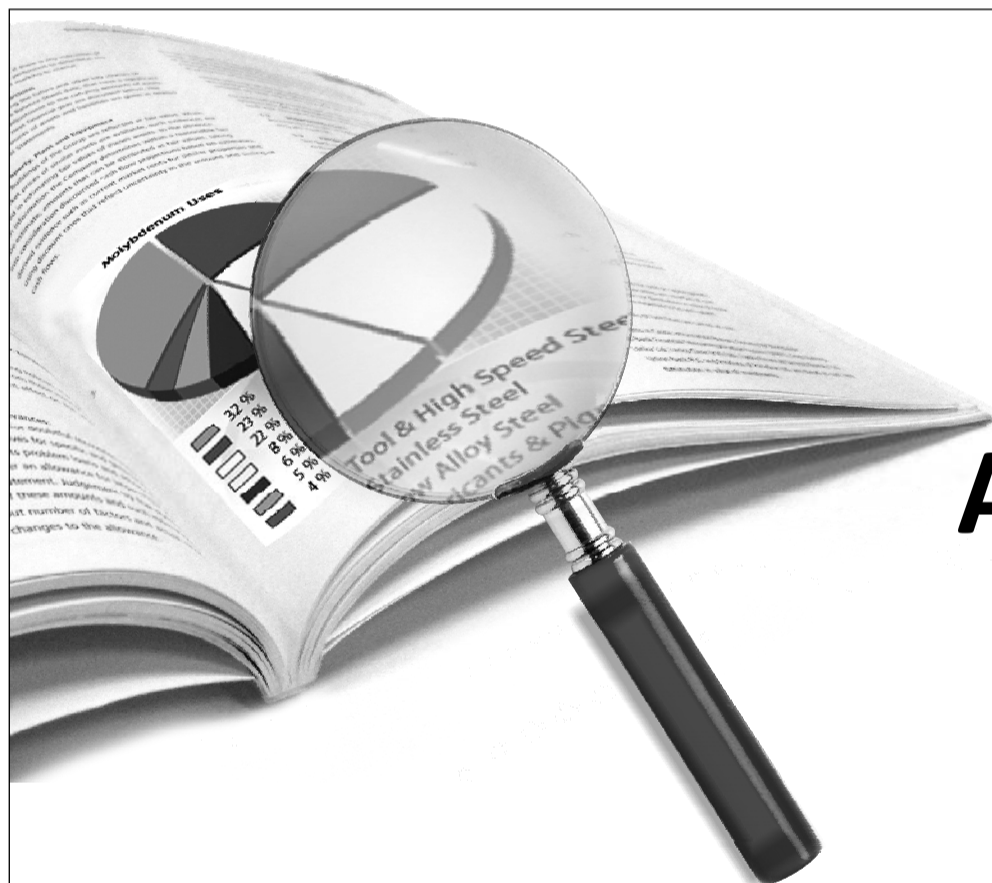
#### 05. Age Limit :-

Age should not be less than 22 years and not more than 50 years

Applications should be made on prescribed forms obtainable from this office and send under registered cover together with the copies of relevant certificates to reach the under-mentioned address on or before 20<sup>th</sup> April 2011. Applications from the Officers in the Public Service, Statutory Board/Corporations should be forwarded through their respective Heads of the Departments/Institutes. Non conformity with the above requirement may cause the rejection of such applications.

Chairman  
Sri Lanka Tea Board  
574, Galle Road,  
Colombo 03.

23<sup>rd</sup> March 2011



## Opportunities for Chartered Accountants to Join SLAASMB Compliance Review Panel

### SLAASMB

Sri Lanka Accounting and Auditing Standards Monitoring Board

SLAASMB is a financial reporting regulator established under the Sri Lanka Accounting and Auditing Standards Act No. 15 of 1995. The Function of SLAASMB is to monitor compliance with Sri Lanka Accounting Standards by Specified Business Enterprises (SBEs) and Sri Lanka Auditing Standards by their auditors.

SLAASMB, which is planning a strategic enhancement of its activities, calls for expression of interest from Chartered Accountants who wish to join its proposed Compliance Review Panel.

- > Scope of work: Review financial statements of SBEs for compliance with Sri Lanka Accounting Standards.
- > Working Arrangements: Own arrangements outside the office of SLAASMB
- > Professional Qualifications: Associate Member of the Institute of Chartered Accountants of Sri Lanka.
- > Experience: Minimum of six years' experience in financial reporting and auditing.
- > Fees: Negotiable

Expression of Interest: By sending a self -assessment of suitability with a copy of the curriculum vitae by post or email to reach SLAASMB on or before 11th April 2011.

Director-General

Sri Lanka Accounting and Auditing Standards Monitoring Board

3rd Floor, 293, Galle Road, Colombo 3 | Tel : 2301210 | Fax : 2301211 | E-mail : [slaasmb@slt.net.lk](mailto:slaasmb@slt.net.lk)