



SRI LANKA AIR FORCE OFFICER VACANCIES CHIEF LEGAL OFFICER



Applications are invited for the post of Chief Legal Officer (Male) in the Regular / Volunteer Force of the Sri Lanka Air Force

PROFESSIONAL QUALIFICATIONS

- * Attorney at Law with active legal practice for a period not less than 15 years.
- * The selected candidate will be commissioned in the Regular or Volunteer Force of the Sri Lanka Air Force in the rank of **Group Captain or Air Commodore** in keeping with his qualifications and experience.

OTHER REQUIREMENTS

- * Nationality : Must be a citizen of Sri Lanka.
- * Civil Status : Married / Unmarried
- * Age : Not more than 45 years as at 15th May 2011
- * Height : 5' 5" and above
- * Chest: Minimum 32"
- * Visual Acuity : Left eye 6/6 and right eye 6/6 (With or without spectacles)

* Any candidate who may have special qualifications may at the discretion of the Commander of the Air Force be considered, even though he may not have the requisite height, provided he possesses the requisite professional qualifications.

* Gross pay including allowances will be approximately Rs. 49,000/- for Group Captain and Rs. 51,000/- for Air Commodore rank. Food, accommodation, uniforms, transport and medical facilities are provided free. For married individuals, an allowance of approximately Rs. 14,500/- is paid in lieu of food and accommodation.

SPECIMEN APPLICATION

- * Full name (As per National Identity Card):
- * Post applied:
- * Permanent address:
- * Nearest Police Station to permanent address:
- * Present postal address:
- * Telephone number:
- * Date of birth:
- * Height:
- * Professional qualifications:
- * Work experiences (Organization, duration & job description)
- * Achievements in sports / extra curricular activities:
- * Other achievements of note

I hereby certify and declare that the details furnished above are true and correct to the best of my knowledge.

Date.....

Signature of Applicant

* For further details see Government Gazette Number 1701 of 08 April 2011 and www.documents.gov.lk.

* The envelop should be marked "APPLICATION FOR THE POST OF CHIEF LEGAL OFFICER" on the top left corner. Applications should be forwarded under registered cover to reach "CHIEF RECRUITING OFFICER, SRI LANKA AIR FORCE, EKALA, KOTUGODA" on or before 1200 noon on 15 April 2011.

Web site: <http://www.airforce.lk>

The one that ...

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'On-line integrated management' is a better remedy as it involves transparency, cost effective and paperless atmosphere. If this system which is in operation in some corporates is put to use in all the organizations in India, a quicker coordination would be achieved between employees, heads, departments and organizations. Through online integrated management and clear coordination between HR and other divisions much of unsaid troubles could be mitigated. Now our HR professionals can foresee a progressive future in redefining HR intelligence. Here lay the analysis to identify explorable skills in existing employees and to deploy them in the appropriate positions for which they have been hired. This is the prescription for cost cuts, to boost performers, motivate and retain them. Whatever be the advancement, the so called human factors still remain a mystery and cannot be gauged through any profiling tests. The 'sukshuma' behind the understanding of the human psychology is still a puzzle. The HR professionals also fall in this category without exemption. They



travel miles to set the ball rolling as long as they find it interesting. The mentality of the quitting employees happens to be contagious that they (HR) themselves are caught in the quick sand but appreciably resist from falling sick and emerge like a 'phoenix'. Recruiters can only supply manpower and the satisfaction that a new employee derives in his work purely rests in the hands of his or her Group mentor. In every company HR builds up a healthy atmosphere but cannot always detect and eradicate the latent politics which are the ubiquitous characteristics of human beings. Are we heading in the right way? Being proactive in salary and compensation alone is not the solution to employee turnover but there is something else beyond. What is there behind the industry trends of boom - bubble - crash - survival - recovery - growth map? Perhaps it is the human satisfaction that matters. **123oye.com**

he Culture Audit...

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An effective corporate culture audit describes the overall working environment, identifies the unwritten "norms" and rules governing employee interactions and workplace practices, determines possible barriers to effective work practices and communication, and makes recommendations for addressing identified problems. Not only will it help retain top performers, it provides a blueprint of what attributes to look for in applicants.

Sample questions might be:

- Are you being compensated fairly?
- Are your benefits comparable to those of the company's competitors?
- Does the company value your work?
- Are you getting the training you need?
- Does open communication exist in the company?

- Do you feel challenged?
- Do your values match those of the company?

You might notice that a culture audit asks questions typically asked during an exit interview! Why wait to ask these important questions after the company has already lost its investment in an employee. Audits uncover potential friction points as well as sources of synergy, and generate possibilities for internal process improvements within the organization. By uncovering



trouble spots in advance, the audit encourages fun and creative ways for improving the already-existing culture. Such creativity can be as boundless. Growth oriented companies are notorious for coming up with notably unusual ways to improve the work environment-off-site retreats, impromptu recognition programs, and the creative use of office space are all examples of how companies implement creative ideas to build their culture. These are just a few of the ideas often generated from the insights gleaned in a culture audit. **Trinet.com**



BE A PROUD MEMBER OF OUR MEDICAL TEAM

We are looking for dynamic medical professionals to join our team of Doctors/Specialists.

POST	RANK	SEX	AGE AS AT 01.04.2011	QUALIFICATIONS
Consultant General Surgeon	Lieutenant Colonel	Male	Preference will be given to those who are below 45 years of age	MS/FRCS The applicant should be a board certified consultant in Sri Lanka Should have a minimum of 10 years service in the Medical profession.
Consultant Physician	Lieutenant Colonel	Male/Female	Preference will be given to those who are below 45 years of age	MD/MRCP The applicant should be a board certified consultant in Sri Lanka Should have a minimum of 10 years service in the Medical profession.
Medical Officer	Captain	Male/Female	Below 34 years	MBBS (Sri Lanka) or a Medical Degree equivalent to MBBS from any recognized university of a foreign country & full registration with the Sri Lanka Medical Council.
Medical Officer	Lieutenant	Male	Below 34 years	MBBS (Sri Lanka) or a Medical Degree equivalent to MBBS with successful completion of Act 16 examination
Medical Officer	Lieutenant	Male	Below 34 years	The Applicants should have a Medical Degree equivalent to MBBS (Sri Lanka) from any recognized University of a foreign Country. They will be enlisted as short service commissioned officers for a period of 5 years and should qualify the Act 16 examination within 5 years from the date of enlistment. The service of the medical officers who fail to qualify the above examination will be terminated.
Medical Student	2 nd Lieutenant	Male	Below 28 years	Final year or fourth year Medical Student in a faculty of medicine in Sri Lanka who has completed at least 3 rd MBBS part 1 examination.

SALARY AND OTHER BENEFITS

Gross Salary of an officer in the rank of Lieutenant Colonel, Captain, Lieutenant, 2/Lieutenant inclusive of all service allowances relevant to Medical Officers is as follows:

Lieutenant Colonel	- Rs.121681. 00
Captain	- Rs. 99324. 00
Lieutenant	- Rs. 46067. 20
2/Lieutenant	- Rs. 40532. 20

Officers will also have an opportunity of serving in United Nations Peace Keeping Missions abroad.

An Officer in the rank of Lieutenant Colonel is entitled for a Staff Car provided by the Army with a driver

Those who fulfil above qualifications should send in their applications along with relevant copies of certificates to the following address on or before 08 April 2011.

Address: Director Personnel Administration
Directorate of Personnel Administration
Army Headquarters
P. O Box 553,
Colombo.

In addition commissioned officers will receive Transport, Uniforms, Medical and Accommodation facilities.

Inquiries : Director Personnel Administration
0112422635