



Post of

## HEAD OF TREASURY

Asia Capital PLC is a leading player in financial services listed on the Colombo Stock Exchange.

We are on the lookout for an enthusiastic, dynamic and result oriented individual to be a member of our team. He/She should exhibit the following attributes:

- 1) A mature outlook, capable and diligent individual with at least 6-7 years in a reputable organization.
- 2) Excellent interpersonal and communication skills with a passion and drive to succeed.
- 3) Age below 50 years.
- 4) Outgoing and friendly personality with the ability to resolve issues.

#### Qualifications

Those with Accounting or Banking qualifications preferred.

#### Main Responsibilities

- Set up Treasury Operations as a separate profit centre of Asia Capital PLC.
- Develop and present a strategic Plan and annual budgets for the Treasury Division
- Initiate and develop Treasury and Fixed Income Securities business amongst local and foreign institutional, corporate, high net-worth individual and retail customers
- Initiate and execute fixed income investment banking/corporate finance transactions
- Develop a range of money market and debt capital market financial instruments such as overnight money market paper, treasury bill/bond repurchase agreements, commercial paper, asset backed securities, lease securitization paper, corporate bonds/debentures etc
- Develop and implement appropriate controls, risk management techniques and reporting formats and ensure compliance with statutory regulations where applicable, in coordination with the Financial and Legal Departments to ensure the smooth and profitable functioning of the Treasury Divisions
- Work in coordination with the Corporate Finance Department and Asia Securities (Private) Limited in Investment Banking and Equity Broking transactions
- Manage treasury Funds of the Asia Capital Group profitably
- Raise funds for the Asia Capital Group

#### Remuneration

An attractive remuneration package will be offered to the selected candidate.

Please apply by registered mail within 7 days, giving the names and contact Numbers of two non related Referees addressed or e-mail;

Group Head of HR & Administration

**Asia Capital PLC**

Level 36, West Tower, World Trade Centre, Colombo 01.

E-mail : careers@asiacapital.lk

" The greatest of all miracles is that we need not be tomorrow what we are today "



*Your past is not your potential.*

*Evolve with an evolving organisation and realise your potential.*

*Sterling Lanka is a group of diversified business interests in Manufacturing, Trading and Business Process Outsourcing. Sterling BPO Solutions (Pvt) Ltd., is a fully owned subsidiary of Sterling Lanka.*

*With a state-of-the-art facility, employee friendly environment and domain expertise, Sterling BPO Solutions is an outsourcer of choice.*

## Business Development Manager - BPO Solutions

This is a key role reporting to the COO. Ideally, having spent more than 5 years in the BPO industry with a minimum of 3 years in a similar capacity, you will have a proven track record of developing and implementing sales strategies.

Developing new clients and managing client relationships will be part of your key focus areas. This includes building and maintaining strong working relationships with key decision makers, championing our client's services and solutions, generating new revenue and identifying opportunities for expanding our global customer portfolio. This exciting role may require regular travel and comes with excellent opportunities for career progression.

Potential candidates will possess excellent leadership qualities, motivational skills, communication skills, interpersonal skills, selling skills along with focus and drive. A professional qualification in marketing from a recognized institution is a prerequisite.



Email your CV directly to the CEO at  
psasad.s@sterlinglanka.com  
within 10 days of this advertisement.

Ring Road 3, Spur Road 5, Phase II. I.P.Z., Katunayake  
Tel : 114 659 000



## How to implement strategic planning

The strategic planning how-to question strikes at the heart of how to make change of any kind happen in your organization. Start by answering why your organization might want to embark on a strategic planning process. Want to be one of the organizations, in which employees understand the mission and goals? They enjoy a 29 percent greater return than other firms. This seems like a good reason to start strategic planning to me. How about you?

Keys to Strategic Planning Success  
These are the keys to effective strategic planning for your business.

Full and active executive support,  
Effective communication,  
Employee involvement,

Thorough organizational planning and competitive analysis, and Widespread perceived need for the strategic planning.

If you are implementing your strategic planning in an organizational environment that is already employee-oriented, with a high level of trust, you start the strategic planning process with a huge plus. An additional plus is an organization that already thinks strategically.

Unfortunately, the implementation of strategic planning most frequently occurs as an organization moves from being traditionally reactionary to strategic. So, often, learning to think strategically is part of the strategic planning learning curve.

Full and Active Executive Support for Successful Strategic Planning

Successful strategic planning requires a large commitment from executives and senior managers, whether the strategic planning is occurring in a department or in a complete organization. Executives must lead, support, follow-up, and live the results of the strategic planning process. Or, the strategic planning process will fail. It's as simple as that.

Without the full commitment of the organization's senior executives, don't even start strategic planning. Participants will feel fooled and misled. A

vision statement and a mission statement, along with this year's goals, filed, unimplemented in a cabinet or computer, is a serious source of negativity and poor employee morale.

Senior leaders can do the following to create a successful strategic planning process.

Establish a clear vision for the strategic planning process. Paint a picture of where the organization will end up and the anticipated outcomes. Make certain the picture is one of reality and not what people "wish" would occur. Make sure key employees know "why" the organization is changing.

Appoint an executive champion or leader who "owns" the strategic planning process and makes certain other senior managers, as well as other appropriate people in the organization, are involved.

Executive support in strategic planning is critical to its success.

Executives must lead, support, follow-up, and live the results of the strategic planning process. These are additional ways executive leaders can support the strategic planning process. See the first part of this article for more ways that leaders can support the strategic planning process.

Pay attention to the planning occurring. Ask how things are going. Focus on progress and barriers for change management. One of the worst possible scenarios is to have the leaders ignore the process.

Sponsor portions of the planning or the strategic planning process, as an involved participant, to increase active involvement and interaction with other organization members.

If personal or managerial actions or behaviors require change for the vision statement, mission statement, values, and goals to take hold in the organization, "model" the new behaviors and actions. (Senior managers must walk the talk.)

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## Your success starts here...

We are a leading education institute operates for over a decade in Colombo. Our aim is to provide the best education for our students and to improve their knowledge & skills. With the rapid restructuring process, rare and exciting opportunities have arisen to join our institute team, characterized by its family atmosphere and strong ethos.

### ENGLISH INSTRUCTORS

Male / Female

**10** Positions

- Very fluent in English
- Deliver expected teaching standards.
- Minimum of 02 years experience in a similar role.
- Computer literacy would be an advantage
- Positive leadership qualities to lead a team
- Age below 40 years

### RECEPTIONIST CUM TELEPHONE OPERATOR

Female

**02** Positions

- Very fluent in English with good communication skills
- Experience in customer / public relations
- Ability to operate telephone system
- Pleasing personality
- Computer literacy
- Age below 28 years

### ADMINISTRATIVE ASSISTANT

Male / Female

**02** Positions

- Minimum of 01 year experience in similar field
- Fluent in English
- Computer literacy
- Age below 30 years

An attractive remuneration package and a host of other benefits will be on offer for the right candidates.

If you are confident of meeting the requirements of any of the above position, please send us your complete CV with contact details of two non-related referees to reach us within 7 days of this advertisement.

Please mark the post applied for on the top left hand corner of the envelop or subject line of the e-mail. Only short listed candidates will be called interviews.

**Manager - Human Resource**  
42/9, Rosmead Place, Colombo 07, Sri Lanka.

Mobile: 0719 56 20 90

E-mail: careersuccess.education@gmail.com



Our Client is a large Multinational Company and are seeking a well experienced, versatile and efficient individual with good communication and interpersonal skills for the below position.

### Engineer - (Republic of Maldives)

- \* A degree in Electrical/Mechanical Engineering, a MBA will be a distinct advantage;
- \* Exposure in a technical plant in the materials sector is an added advantage;
- \* Outstanding and result oriented with a high level of commitment, drive, capability, integrity and leadership capacity;
- \* Planning, implementing, monitoring in a proactive management style to lead and motivate staff and work under pressure;
- \* Exposure in administering international Health and Safety procedures.
- \* Ability to create strong working relationships among the technical staff in working toward the objectives and targets laid down in the production plan and providing strategic recommendation on technical improvements;
- \* Ability to communicate in English, Sinhala, Tamil, Hindi and Urdu (three or more languages) would be a key advantage;
- \* Preferably age between 30 – 40 years.

The successful candidate will be provided with a competitive remuneration package (not less than the stipulated Bureau salaries), housing allowance, travel allowance, medical benefits, return airfares and other fringe benefits. This is a 2 year contract.

Applications together with detailed Curricula Vitae and Telephone/ E-mail contact details of two non-related referees, quoting the relevant Reference Number ES03/11328-4 and relevant position on both cover letter and envelope, or subject of the e-mail, should be forwarded to reach the address below within seven working days. This is a free recruitment.

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