



APPOINTMENTS

MAKING OPPORTUNITIES KNOCK ON YOUR DOOR

Personal development: Why work?

How many people do you know who are happy with their jobs? Perhaps you are one who is working just to survive and make ends meet, deriving little satisfaction from your employment. Those who find fulfillment, joy and contentment in their work do exist, but they are not the majority. One thing is sure: to be fulfilling and ultimately satisfying, work needs a long-range goal and an overall opportunity for personal development.

The many books, articles and reports that address the state of various national workforces testify to the fact that something is fundamentally wrong with the modern approach to working life. Note this comment from an anonymous essay on the Internet: "Work as we know it tends to make us unhappy because we do so much of it, because it is so repetitive, because we don't get to choose what we do, and because what we are doing is often not in the best interest of our fellow human beings." Many of us could echo that observation.

Of course, a number of factors contribute to the sense of well-being we can draw from our employment. Similarly there are specific causes for the dissatisfaction that workers experience. Identifying them may provide some helpful insight.

HARD QUESTIONS

Do we have the courage to ask ourselves whether it's possible that people weren't intended to live and work as we do today? Of course, there are implications behind such a bold question; namely, that we did not evolve from a primeval life form but were created by a divine Being. Could it be possible that work

has become such a burden today because we are not "working" in the way the One who created us intended?

Let's take a moment to put aside any preconceived notions we might have and explore this line of thinking to see whether there is a relationship between the purpose of human existence and where we are today in terms of work. The Bible simply says that man was created in the image and likeness of God. Religion and the Bible describes the human form but also addresses the purpose of life. In the first chapters of the Bible God reveals Himself not as a singular entity but in a family relationship--Elohim in Hebrew. In the first chapter of John's Gospel we learn that Jesus Christ was known as "the Word" before He came in human form. As the Word He was with God and He was God. So, long before the earth and human life existed, there were two Beings who have always existed.

Humankind was created to have a physical relationship with God that would develop into an eternal, spiritual family relationship--to become "sons of God," as the New Testament expresses it: "For the earnest expectation of the creation eagerly waits for the revealing of the sons of God" (Romans 8:19). Whereas animals were made after their own kind, man was made after the God kind, a unique creation with a unique purpose.

Having created the physical human form complete with a conscious mind, God gave humans stewardship over the earth. The Garden of Eden was a perfect environment and provided the training ground for what man was to do as the human population

increased and more of the earth's surface was inhabited. Adam and his descendants were given dominion over the various animal life forms. Regarding the environment, he was told to "tend and keep it," or nurture and preserve it.

Humanity was set to work, living as a physical entity. But unlike animals, during their lifetime humans were to take on the mind and character of the One who had created them, to develop in His likeness. To facilitate this development of character, God gave humans work to do and guidelines for how that work was to be performed.

Unfortunately, the story we see in the first few chapters of Genesis is that almost from the very beginning people refused to work in compliance with the way of life God set before them, choosing instead to "do their own thing." Adam and Eve were driven from the Garden of Eden and allowed to decide for themselves the way of life they wanted to live. Mankind had refused the fruit of the tree of life, which would have provided a continuing close relationship with the Creator and the environment He had created.

The original concept of work was bound up in a family-oriented relationship with the environment such that we could realistically refer to it as a way of life. God intended work to be part of our way of life. Our efforts were to be directly tied to the support and development of His family through stewardship of land and animals. In modern parlance we would say we are to take ownership, or responsibility, for the environment in which we live and for the positive development of home and family. This supplies purpose to human efforts and results in a great sense of

fulfillment.

Ownership is a vital key to worker satisfaction. In the context of our personal labor, it means we will be doing things that we feel are productive and useful. This can be accomplished to some degree even in today's urban environment. Obvious examples are starting our own business or working in a small partnership where the various tasks undertaken lead to the construction of the whole. If we look at the Garden of Eden model, the key to worker satisfaction would be ownership of land. Not just a suburban lot, but land enough to require the effort of all family members in providing for the family unit. In the original model there was no urbanization or specialization as we know it today.

Ownership of land creates a bonding by virtue of economic interest. It also ensures direct benefit for any work invested, as well as the emotional reward of seeing results

for personal effort. It helps build loyalty as the effort of each member of the family contributes to the greater whole rather than merely to self-fulfillment.



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Database Administrator

Job Profile (Roles & Responsibilities):

- To support application development activities and project implementation
- Ensure compliance of IT policy and audit controls
- Building new data servers as per the clients requirement and configure them with the standard parameters that are used globally in the firm
- Designing and planning of physical allocation of database devices and other objects in the data servers
- Creation of Data, Log and Backup devices and user databases
- Oracle DataGuard trouble shooting and problem resolutions
- Configuring warm standby and MSA replication as DR for the Product servers and - Maintain the stage servers with the same configurations
- Monitor the critical stage servers for space allocations and performance issues
- Configuring and tuning
- Analyzing and monitoring system performances
- Solving Troubleshooting problems like user and system Database Corruption and restoration

The background:

- At least 3 years experience in Database Administration
- With working experience in Unix/ Linux environments
- Able to create SQL statements and stored procedures in oracle
- Knowledge of XML and HTML will be advantageous
- Have experience in all stages of the system development life cycle
- Able to work in a fast-paced environment
- Knowledge of system administrator tasks for Unix/Linux environment is a plus
- Experience with Oracle Development Tools and C Programming Language will be a bonus

Application Developer

Job Profile (Roles & Responsibilities):

- Application Developer will be responsible for developing custom programs for ERP product
- Excellent understanding of SSADM and/or RUP principles are required
- Will be required to conduct program design using flowcharting and/or UML tools
- Excellent understanding of web technologies and web standards will be beneficial
- Database knowledge of Oracle is required
- Knowledge and understanding of Finance, Distribution, Retail and/or manufacturing domain is a big plus
- Good working experience in supporting customers will be required
- The ideal candidate should be a team player with strong initiative, excellent analytical and problem solving skills

The background:

- At least 2 years experience in Application Development using Procedural or 4GL business oriented languages
- With working experience in Unix/ Linux shell scripting (ksh, csh, bash)
- Able to create sql statements and stored procedures in oracle
- Knowledge of XML and HTML will be advantageous
- Have experience in all stages of the system development life cycle
- Able to work in a fast-paced environment
- Knowledge of system administrator tasks for Unix/Linux environment is a plus
- Experience with Oracle Development Tools and C Programming language will be a bonus

Quality Assurance Manager

Job Profile (Roles & Responsibilities):

- Identifying and allocating tasks in the team
- Defining clear roadmaps and deliverability for the team on a daily basis
- Interact with the client to understand the current Project Road Map and end user deliverables
- Send Project Status Reports to the client
- Developing Detail Design for Automated Test Suites
- Understanding the functional requirements and guiding team to develop System Test Plans
- Reviewing the System Test Plans and testing done by the team
- Understanding the Test Deliverables and try to resolve any issue that comes up during test phase with the client
- Bug tracking and reporting

The background:

- At least 3 years experience in Quality Assurance
- Database skills - should be able to write queries and analyze data as per the business requirements
- Automated testing tools - Win Runner, Test Director, Load Runner, Rational Robot etc.
- Excellent knowledge of manual testing
- Good communication skills
- Experience with change management, bug tracking and test automation software products
- Ability to quickly learn application functionality and business workflow
- Ability to adapt to changing priorities and projects
- Should have good understanding in developing System Test Plans with Data Driven Test Cases
- Ability to coordinate testing or debugging efforts with team members
- Should have basic knowledge of working on Linux using UNIX commands
- Test Automation Experience for Regression and Functional Testing Using Shell Scripts/PL SQL Scripts
- Should have basic knowledge on SQL for querying the database and trouble shooting data error

Quality Assurance Engineer

Job Profile (Roles & Responsibilities):

- In this position, the individual will debug software products through the use of systematic tests to develop, apply and define and maintain quality standards for software
- Execute software test plans as well as analyze and write test standards and procedures
- Maintains documentation of test results to assist in debugging and modification of software
- Analyze test results to ensure existing functionality and recommend corrective action

The background:

- At least 2 years experience in Quality Assurance
- Database skills - should be able to write queries and analyze data as per the business requirements
- Automated testing tools - Win Runner, Test Director, Load Runner, Rational Robot etc.
- Excellent knowledge of manual testing
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You can look forward to an opportunity to work in a stimulating, client-focused environment and exchange knowledge and experience with colleagues from different backgrounds. An attractive remuneration package will be offered to the selected applicants.

All submissions must reach us within 10 days from this advertisement with a passport size photograph and details of two non-related referees. Indicate the position applied for on the top left corner of the envelope or e-mail your CV to the address given below.



Send your résumé to:
General Manager - Human Resources
E-W Information Systems Limited
252, Galle Road, Colombo 3.
jobs@ewis.net



MANAGER FINANCE/ ACCOUNTS ASST.

The Eco Power Group is the leading private developer of mini hydro power plants in Sri Lanka and it has now expanded its activities to East Africa. We are seeking persons to fill the following positions in the Accounts Department of the Group:

Manager Finance

The Manager - Finance will oversee the day to day maintenance of the accounts of the Group and will report to the Senior Manager - Finance who is in charge of all financial operations of the Group. The successful candidate will be a professionally qualified accountant (ACA, ACMA or ACCA) with a minimum of 3 years experience.

Accounts Assistant

The Accounts Assistant will be responsible for maintaining the books and accounts of one or more companies in the Group including all related activities such as preparation of financial statements, reconciliation of bank statements, etc. Candidates should have completed their Advanced Levels and have part qualifications in CIMA/ICSL/AAT. Should also have previous experience with accounting software such as Quick Books and be fluent in MS Office.

Attractive, negotiable, remuneration packages will be available to the selected candidates.

Interested parties should send in their resumes to reach the address below on or before January 30, 2009.

Senior Manager - Finance
Eco Power (Private) Limited
30/1 Bagatalle Road, Colombo 3
Telephone: 4513470/1/2
E-Mail: fmecopower@sltnet.lk
Web Site: www.ecopowersrilanka.com



World Bank Sri Lanka Seeks Applications For The Civil Society Fund 2009

The theme: *Advocacy for Accountability in Local Service Delivery*

Eligibility: Registered civil society organizations in Sri Lanka

Grant Amount: Five grants of US\$9000 each.

**The deadline for submission of applications:
March 2, 2009.**

To receive copies of the application form and guidelines contact:

Ms. Kerima Thilakasena or Ms. Dilinika Peris at the World Bank's Colombo Office, 73/5, Galle Road, Colombo 3 or e-mail: kthilakasena@worldbank.org, Tel: 5561318 or Dilinika Peiris dpeiris@worldbank.org Tel: 5561325

Guidelines for the CSF are available on the website
www.worldbank.lk