

# the SUNDAY TIMES EMPLOYMENT TIMES

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.

A 'culture audit' can help 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. 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.

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### Senior Sales Executive

The candidate should be below 30 yrs of age with a minimum one year experience in a similar capacity. Should be able to -

- Oversee all marketing, advertising and promotional staff and activities.
- Establish marketing strategies to meet organizational objectives.
- Evaluate customer research, market conditions and competitor data.
- Implement the organizations marketing plan.
- Manage correspondence with media and advertising outlets.

Fluency in English & an Outgoing Personality is a must. Applications should reach us before July 10<sup>th</sup> 2010.

Video Wall (Pvt) Ltd  
# 33, Park Street,  
Colombo 2.

### Immediate Job Vacancy Showroom Manager

The ideal candidate will enjoy working with people, be highly organized. Experience working in a retail setting. Interior Decor Experience / Knowledge essential.

#### Key Competencies

Strong written and verbal communication skills in English, Management skills  
Excellent computer skills,  
(Microsoft outlook, Word, Excel, Power Point)  
Good interpersonal skills  
and  
Polished telephone manner required.

Working hours : 9.30 - 7.00

Apply/Contact

Tel : 011 492 7621

suriya@sti.lk

### VACANCIES FOR SALESMEN

A Reputed Timber Importing Company at Wennappuwa (Katuneriya) Need Salesmen with experience in Timber Trade similar capacity. Knowledge in Building Construction will be added Qualifications.

Apply within 07 days  
FAX: 031-2254800



Multiply your career with us



We are a leading software company in Sri Lanka with over 1500 customers. The following vacancies exist in our organization

### Accounts Executive

- Minimum Qualification (ICASL Preliminary, AAT)
- Minimum One Year Experience
- Computer Literacy is Must
- Fluent in English
- Males Only

### Senior Software Engineer (VB.Net)

- Minimum two years experience in VB.Net, MSSQL Server
- With Software related qualification
- Excellent problem solving and communication skills
- Team skills
- Males only

Please forward your CV to:  
email: jobs@accsoft.lk  
85/2 Dharmapala Mawatha, Colombo-07



### UNIVERSITY OF COLOMBO

#### VACANCIES

Post of Chief Medical Officer

The University of Colombo will entertain applications from suitably qualified persons for the above Post up to 23<sup>rd</sup> July 2010.

Application forms and relevant details can be obtained from the Senior Assistant Registrar/Academic Establishments, 'College House', University of Colombo, Colombo 03 either by sending a self-addressed stamped envelope 23x10 cm in size or by personally calling over at the office of the Senior Asst. Registrar/Academic Establishments.

All applications should be sent under registered cover to reach the Senior Assistant Registrar/ Academic Establishments, University of Colombo, 94, Kumaratunga Mundaya Mawatha, Colombo 03 on or before 23-07-2010. The post applied for should be indicated on the top left-hand corner of the envelope.

Applications received after the closing date will not be considered.

Acting Registrar,  
94, Kumaratunga Mundaya Mawatha, Colombo 3.  
July 01, 2010

## VACANCY FOR MARKETING EXECUTIVE- GLOBAL MARKETS

**The Job:** to assist the Head of Marketing in developing global clients for a range of Professional Cleaning Tools and ultimately take responsibility for Client Relationship Management and Business Development

**Skills:** You should have an excellent command of the English language. Knowledge of other foreign languages would be a distinct advantage. Should be numerate with some knowledge in costing with good interpersonal skills and the ability to achieve tight deadlines.

Ideally you will have a Degree/CIM and some exposure to International Marketing, Merchandising or International Sourcing dealing with International Buyers.

The right candidate would be trained in all aspects of International Marketing and can aspire to take on a leadership role in the Marketing Division.

Should be between the age of 25 – 35.

Send your CV within 14 days of this advertisement with names and addresses of two non related referees to:

**The Managing Director  
Beira Group  
Level 3 "Parkway" building  
No.48, Park Street  
Colombo 2**



## Senior Trainer & Support Consultant

Programs are BOI approved and a part of a UK Group of Companies with a presence in Sri Lanka for over ten years. We provide two leading edge software solutions and have become the leaders in Telecom specific operational software in UK with salesstar™ and a leader in the event management software business with OPTIMO™ softwares.

We are now on the look out for young, creative and forward thinking individuals to join our ranks to aid the provision of leading edge software solutions to the world.

### The Job

Training and Support Consultation for our clients including O2, Vodafone Distributors, Silverstone Grand Prix Circuit, and the London Olympics 2012. The job will include training clients in the use of our software, managing sale/delivery dates, and maintaining support communication with clients.

### The Requirements

- University Degree or relevant Professional Qualification.
- Minimum 12months practical experience preferably training and supporting overseas clients.
- Basic knowledge in SQL will be an added benefit.
- Very Good English Proficiency (written & spoken)
- Need a flexible approach to work under pressure and make certain the job is done
- Willing to travel overseas.

An excellent remuneration package awaits the chosen candidate. Please send your CV to jobs@programus.co.uk on or before the 9th of July 2010.



Programus Lanka Ltd  
37/1 W.A.D Ramanayake Mw  
Colombo 02

## FREE LANKA TRADING COMPANY LIMITED

With the largest portfolio of Wines and Spirits in Sri Lanka, With years of experience, have carved a niche for ourselves in the Manufacture, Import, Distribution and Marketing of Liquor. We invite applications from you, for the following post, to join our growing team of professionals and embark on a rewarding career with us.

### RECEPTIONIST

We require a smart, young lady with a pleasant personality to join us as a Receptionist. The ideal candidate would be below 30 years with O/L qualifications and at least one year experience in a similar capacity. An excellent command of English is essential. Telephone skills and a knowledge of basic computing/typing will be considered advantageous.

### SALES EXECUTIVES

You should Possess following requirements:

- G.C.E. (O/L) with English and Mathematics.
- At least One year experience in Sales Marketing and Fair for Sales.
- Fluency in written & Spoken English is advantageous.
- Age below 30 years.
- Preference will be given to individuals with experience in Wine & Spirits FMCG Industries.

### FRONT OFFICE ASSISTANTS

- G.C.E. (O/L)
- Basic Computer knowledge.
- Fluency in written & Spoken English is advantageous.
- Male / Female School leavers may also apply.
- Training will be provided.

Apply to



Free Lanka Trading Company Limited,  
PRINCE ALFRED TOWER,

Level 03, No. 10,

Alfred House Gardens, Colombo 03, Sri Lanka.

Phone: 2 552141, 4 523600, Fax: 2 552140

E-mail: marketing@freelanka.com, smchemicals@freelanka.com



25 Years of Housing Excellence



## Director/CEO

Kelsey Developments PLC, a leading property development company listed on the Colombo Stock Exchange is looking for a dynamic individual to provide leadership and strategic direction to the company.

KELSEY with a 25 year history in property development, is seeking an exceptional individual with an outstanding track record of achievement in a senior management capacity.

If you possess extensive experience in the property sector and can display the outstanding leadership and management skills that will be required to meet the demands of this challenging and varied role, forward your CV to us with the names of two non-related referees to reach the undersigned by 15<sup>th</sup> July 2010.

Chairman

**Kelsey Developments PLC  
75, Arnold Ratnayake Mawatha,  
Colombo 10**

All applications will be treated in the strictest confidence.