



How to make values
live in your
Pg



"Just
Surviving"
Pg

Motivating
Top
Pg



What does it take to succeed? Advice from a pro-

"Honesty and Reliability". These are two of the most important attributes that are needed to succeed in any profession." This was the comment of Mr. Ravi Mayan, the Senior Manager, Human Resources (HR) at Cargills (Ceylon) PLC. Mr. Mayan is an experienced HR professional who studied at the University of Keleniya. He obtained a Bachelor of Commerce (Special) degree from the University and joined Cargills (Ceylon) PLC in 1983. While working, he successfully completed the Diploma in Personnel Management qualification from the National Institute of Business Management (NIBM). He left Cargills in 2000 but rejoined the company in 2005. He is a product of Carey College, Colombo and is presently the President of the Carey College Old Boys' Union.



Mr. Ravi Mayan, the Senior Manager, Human Resources (HR) at Cargills (Ceylon) PLC.

Financial institutions and with a Tea exporting company, and is an active member of the Institute of Personnel Management, having served as their treasurer for eight years. He also has been an Advanced Level accountancy teacher at Wesley College Colombo and his role as a teacher has given him the opportunity to interact with many aspiring young professionals. That, coupled with his extensive experience as a human resource (HR) professional, has given him a good perspective to comment on the needs of the industry and to advice young people who aspire to join it. He discussed some of the issues faced by young people who are looking for employment in his field and the needs of employers.

Many students who leave university find it difficult to find employment and unemployed graduates are resorting to protest activities to win their rights. **In your opinion, what are the reasons for this situation?**

I think we can't say there are no employment opportunities in the country. Employment opportunities are available. The problem is that there is a mismatch between the graduates and the available jobs. The requirement is usually for graduates who are following professional exams.

One reason for the unemployment situation is the state of secondary education. Secondary education should be conducted in a way that supports a student to apply for a job once he or she leaves school. For example if we consider the field of human resources (HR), it is not given any recognition at the secondary school level. Many Advanced Level students do not even know what HR is, but they are aware of professions such as Accountancy, Marketing and Law.

The practical aspects of HR and basic knowledge about it should be taught to school students so that when they complete their Advanced Level studies they are aware that there is a profession called HR. The Institute of Personnel Management is one of the leading institutions where HR is taught. **Contd. on Page 2**

First Interview Check-list

- Gather certificates
- Do background check on company
- Think about the package you want
- Pray to all gods and deities

**ASIA
SECURITIES
(PRIVATE)
LIMITED**



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Asia Securities (Private) Limited is a market Leader in Stock Broking. Due to operational & market expansion The Company has decided to recruit proactive, dynamic, result oriented individuals with strong leadership skills and commitment to fit into the following positions.

Those with the following attributes / Qualifications are welcome to apply:

SENIOR INVESTMENT ADVISORS ASSOCIATE DIRECTOR GRADE

Requirements

- Successfully completed the Certificate in Capital Markets.
- A capable and diligent professional with at least 10 years experience and proven track record at a similar capacity in a reputable organization.
- Excellent interpersonal and communication skills with a passion and drive to succeed.
- Outgoing and friendly personality with the ability to attract investors.
- Should be customer oriented
- Part qualification in Chartered Accountancy, CIMA or CMA will be advantageous.

SENIOR INVESTMENT ADVISORS MANAGER GRADE

Requirements

- Successfully completed the Certificate in Capital Markets
- A capable and diligent professional with at least 5 years experience at a similar level in a reputable organization.
- Excellent interpersonal and communication skills with a passion and drive to succeed.
- Outgoing and friendly personality with the ability to attract investors.
- Should be customer oriented
- Part qualification in Chartered Accountancy, CIMA or CMA will be advantageous.

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Requirements

- Successfully completed the Certificate in Capital Markets
- A capable and diligent individual with at least 1 year experience at a similar level in a reputable organization.
- Excellent interpersonal and communication skills with a passion and drive to succeed.
- Outgoing and friendly personality with the ability to attract investors.
- Should be customer oriented.

TRAINEE INVESTMENT ADVISORS

Requirements

- Applicants should have successfully completed their G.C.E Advanced Level Examination with 3 passes. Those with Certificate in Capital Markets or part qualification in Chartered Accountancy, CIMA or CMA will be advantageous.
- Training will be provided for a period of 6 months during which period the Certificate in Capital Markets must be obtained.
- Only those who have completed this examination and found suitable will be considered for permanent employment.

Remuneration

A remuneration package inclusive of very attractive incentive scheme will be on offer to the ideal candidate, commensurate with qualification and experience.

Please apply by registered mail within 07 days, indicating the post applied for on the top left hand corner. Application should also include names and contact Numbers of two non related Referees addressed to:

Manager Human Resources & Administration
Asia Securities (Private) Limited,
Level 21, West Tower, World Trade Centre, Colombo 01.



Project/ Maintenance Manager - Bangladesh

Our Client is a leading apparel manufacturing company in Bangladesh with a work force of over 6,500 and owned by a reputed group of companies in Sri Lanka. . Currently they are seeking for committed, competent, self motivated and dynamic professional for the above role in Bangladesh.

The ideal candidate should possess:

- A degree in Engineering (Civil Engineering);
- A Minimum of 4 years experience in similar capacity; maintenance experience in the apparel sector would be an added advantage;
- Knowledge on building/project management, basic knowledge in electrical and mechanical engineering, and computer literate in AutoCAD & Ms office;
- Good interpersonal, leadership, project management and language skills in English;
- Personal competencies such as honesty & integrity, drive & adaptability.

Preferable Age limit is 30 - 40 years.

The selected candidate will be provided with a competitive remuneration package (not less than the stipulated Bureau Salaries), fully furnished house provided for the family with domestic help, fully maintained vehicle, medical benefits, return airfares and other fringe benefits. This is a 2 year contract, extendable upon mutual agreement.

Applications together with detailed Curriculum Vitae and Telephone/ Email contact details of two non-related referees, quoting the relevant Reference No: ES10/10303 and Vacancy on both cover letter and envelope, of subject of the email, should be forwarded to reach the address below within the next 7 days:

KPMG Executive Search (Private) Limited,
32A, Sir Mohamed Macan Markar Mawatha, Colombo 3
E-mail: esearch@kpmg.com

website: www.lk.kpmg.com/html/esearch.html

All applications will be treated with the strictest confidentiality. We will correspond only with applicants short-listed for interviews