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- Counter Sales Staff** - Bright & personable young males & females. Salary upto Rs. 14000.
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Chairman/Managing Director

267, Kaduwela Road, Battaramulla 194, Nawala Road, Nawala.

CANADIAN IMMIGRATION OPPORTUNITIES FOR QUALIFIED COOKS, CHEF COOKS AND KITCHEN MANAGERS

AMS will prepare all your immigration documentation

Requirements:
 * 2 to 5 years experience in western style cooking
 * Minimum Commi 1 * Vocational training * Moderate English

REGISTER TODAY - SEND YOUR CV NOW !!!

CENTRE FOR CANADIAN ACADEMIC AND PROFESSIONAL SERVICES (CCAPS)
ASIAN MANAGEMENT SERVICES (AMS)

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 (Between the Australian High Commission and the Colombo International School)
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Leading...

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So how do you build expert power?

But just being an expert isn't enough, it is also necessary for your team members to recognize your expertise and see you to be a credible source of information and advice. Gary A. Yukl, in his book "Leadership in Organizations," details some steps to build expert power. A summary of these steps follows:
 Promote an image of expertise: Since perceived expertise in many occupations is associated with a

person's education and experience, a leader should - in a low key way - make sure that subordinates, peers, and superiors are aware of his or her formal education, relevant work experience, and significant accomplishments.

One common tactic to make this information known is to display diplomas, licenses, awards, and other evidence of expertise in a prominent location in one's office - after all, if you've worked hard to gain knowledge, it's fair that you get credit for it. Another tactic is to make subtle references to prior education or experience (for example, "When I was chief engineer at GE, we had a problem similar to this one"). Beware, however, this tactic can easily be overdone.

Keep informed: Expert power is exercised through rational persuasion and demonstration of expertise. Rational persuasion depends on a firm grasp of up-to-date facts. It is therefore essential for a leader to keep well-informed of developments within the team, within the organization, and in the outside world.

Recognize subordinate concerns: Use of rational persuasion should not be seen as a form of one-way communication from the leader to subordinates. Effective leaders listen carefully to the concerns and uncertainties of their team members, and make sure that they address these in making a persuasive appeal.

Avoid threatening the self-esteem of subordinates: Expert power is based on a knowledge differential between leader and team members. Unfortunately, the very existence of such a differential can cause problems if the leader is not careful about the way he exercises expert power.

Team members can dislike unfavorable status comparisons where the gap is very large and obvious. They are likely to be upset by a leader who acts in a superior way, and arrogantly flaunts his greater expertise.

In the process of presenting rational arguments, some leaders lecture their team members in a condescending manner and convey the impression that the other team members are "ignorant." Guard against this - it can make you look very arrogant.

Act confidently and decisively in a crisis: In a crisis or emergency, subordinates prefer a "take charge" leader who appears to know how to direct the group in coping with the problem.

In this kind of situation, subordinates tend to associate confident, firm leadership with expert knowledge. Even if the leader is not sure of the best way to deal with a crisis, to express doubts or appear confused risks the loss of influence over subordinates.

Maintain credibility: Once established, one's image of expertise should be carefully protected. The leader should avoid making careless comments about subjects on which he or she is poorly informed, and should avoid being associated with projects with a low likelihood of success.

-mindtools.com

RECEPTIONIST

A reputed outdoor advertising company is looking out for a smart girl/lady to be placed in the above position.

She should be able to meet with the following requirements.

- Age between 25-30 years
- Ability to read, write and speak English is a must
- Should have a pleasant personality
- Must have passed G.C.E. (A/L)
- Must possess at least 02 years of experience
- Having experience in personal administration, staff handling (Leave, O/T) is an added advantage

Please send in your CV to:

Ravindra KRS Advertising Services (Private) Limited
 No. 40, Biyagama Road,
 Pethiyagoda, Kelaniya
 Tel : 0777 289690 Email : ravindra@krs.lk

Do you have a flair for writing?

We are looking for a trainee copywriter with good English writing skills. You will receive a good salary and prospects for growth in the advertising field. School-leavers are welcome to apply!

If you think this is the job for you, please e-mail your CV with a brief description of yourself within 7 days to generalinfo@skillsads.com.



SKILLS ADVERTISING & MARKETING (PVT) LTD.
 7/15, Sulaiman Terrace, Colombo 5.
 Email: generalinfo@skillsads.com Web: www.skillsads.com

The Overseas School of Colombo tenders for cafeteria

OSC requires the services of a high quality catering establishment capable of providing both eastern and western meals to run the school cafeteria on a contract basis, commencing August 2011. The cafeteria caters to approximately 550 persons.

Proposals should include the menus with prices and reference to any other catering services operated by them.

The applicants are encouraged to visit the school cafeteria by prior arrangement.

cafeteria

Established in 1957, OSC provides an International stream of education to its diverse international student body.

Proposals marked "Cafeteria" on top left hand corner of the envelope should be sent under sealed cover on or before 22nd May 2011 to:

The Overseas School of Colombo
 Pelawatte P.O. Box 9
 Battaramulla



visit us at www.osc.lk



UNIVERSITY OF MORATUWA, SRI LANKA INVITATION FOR APPLICATIONS/NOMINATIONS - POST OF VICE-CHANCELLOR

The Council of the University of Moratuwa acting in terms of Section 34 of the Universities Act No.16 of 1978 and subsequent amendments, invites applications from, or nominations of persons for the position of the Vice-Chancellor of the University.

Under the provisions of the Universities Act No.16 of 1978, the Vice-Chancellor is a full time Officer of the University. He shall be the Principal Executive Officer, the Principal Academic Officer and the Accounting Officer of the University. He shall be an ex-officio member and Chairman of both the Council and the Senate.

The Vice-Chancellor shall, unless he vacates office earlier or is removed from office in terms of the Universities Act No. 16 of 1978 as amended, hold office for a term of three years or until he completes his sixty fifth year whichever event occurs earlier.

The Vice-Chancellor will be responsible for providing academic leadership, formulating, conducting and introducing management policies and implementing the decisions of the Council, the general administration of the University and should, therefore, uphold the principles of academic excellence, transparency, accountability, democratic management and effective non partisan leadership.

The successful candidate should possess a record of high academic achievement including a strong research profile, proven leadership qualities and interpersonal skills to interact objectively with diverse interest groups, a clear understanding of policy issues and a commitment to the effective implementation of decisions. He should also possess a deep understanding of the ethos and mission of a University including commitment to the community (Prospective Applicants/Nominators are invited to visit the University web site <http://www.mrt.ac.lk> for details).

The Vice-Chancellor is eligible to receive the highest academic salary scale, an entertainment allowance of 10% of the salary and other allowances applicable to the post.

The following documents should accompany applications/nominations and applicant/nominee may be required to present formally or informally his/her vision for the University to the University Council.

1. A complete Curriculum Vitae of applicant/Nominee including date of Birth.
2. A personal statement of vision for the University indicating what the candidate expect to achieve if appointed.
3. A letter of consent from the nominee in case of a nomination.
4. A letter from the employer indicating whether applicant/nominee could be released in the event of his/her appointment to the post, in case of an applicant/nominee serving in Public service, Corporation, Statutory Bodies and Higher Educational Institutions other than the University of Moratuwa.

Applications and nominations should be addressed to the Registrar, University of Moratuwa, Katubedda, Moratuwa and sent under registered cover or hand delivered to reach him on or before 3.00 p.m. on 03.06.2011.

As per the decision of the University Council the identification and ranking of the three eligible candidates, from among the applicants/nominees, to be forwarded to the University Grants Commission, for consideration for appointment, as per the related procedure would be done by the University Council as prescribed in the relevant UGC Circular.

The envelope containing the application/nomination material must be marked "Office of the Vice- Chancellor" on its top left hand corner.

Registrar and Secretary to the Council
University of Moratuwa.
 04-05-2011.



With over 80 years of creating exotic products from fresh fruit, Lanka Canneries is Sri Lanka's leading manufacturer, distributor and exporter of natural foods. MD has held clear market leader position in Jams, Cordials and Sauces for decades and has grown into other range of products including canned fruits, canned vegetables, pickles and chutneys. MD is eminent in the minds of the Sri Lankan consumer and has reaffirmed as one of the most stable and recognized brands in the fmcg space with consistent and impressive growth performance.

HACCP & ISO 22000 Certified Company



BRAND MANAGER

DUTIES AND RESPONSIBILITIES INCLUDE

- Formulate comprehensive brand plans in line with commercial calendar and the business overall strategy.
- Interact with advertising agencies to develop 360° communication strategies.
- Evaluate, make recommendations and implement agreed business plans.
- Initiate product focus and support with the sales force so as to maximize route to market opportunities.
- Interrogate and analyze market intelligence to be used as basis to provide both tactical and strategic proposals to the portfolio direction.
- Create and execute high impact consumer communications. Integrate all media options to achieve brand and business goals which maximize our Return on Investment.

WHO WE'RE LOOKING FOR

The successful incumbent must meet the following criteria:

- Minimum 2-3 years classical marketing experience on reputable brands in FMCG industry a **definite plus**.
- Commitment to Excellence and strong interpersonal skills.
- Must have experience in consumer insight, branding, trade and channel marketing, strategy development.
- Sound financial understanding of Brand income statements.
- Full or part qualifications CIM or SLIM.
- Analytical & strategic thinking skills and implementation.
- Ability to effectively communicate with all divisions / groups within the organization.

WHAT'S ON OFFER - Market Competitive package.

If you think you are up for the challenge & fit the profile.

Please submit your curriculum vitae by mail or e-mail with contact telephone number giving names and addresses of two non-related referees to :

Human Resource Manager
LANKA CANNERIES LTD.
 45/75 Narahenpita Road, Colombo 5. Tel : 2586622. Fax : 2368480.
 E-mail : info@lankacanneries.com Web : www.lankacanneries.com

