

We're Hiring!

If you're looking for an exciting opportunity to build your career, this could be the right fit for you. Please check out the job posting below and apply if it matches your profile.

We look forward to connecting with talented professionals!



WE ARE HIRING

Assistant Manager - Deputy Manager

Organizational Development – HR

Role Overview

We are looking for an experienced and dynamic HR professional to join our Human Resources team and support the growth and people development initiatives of Shanta's Strategic Business Units (SBUs), including Shanta Securities Limited, Shanta Asset Management Limited, and Shanta Equity Limited. The incumbent will play a key role in driving organizational development initiatives, strengthening performance management systems, enhancing learning and development programs, and building a highly engaged workforce.

Key Responsibilities

- Lead and execute high-impact organizational development initiatives aligned with Shanta's capital market business strategy, growth priorities, and operational objectives.
- Drive organizational effectiveness, culture transformation, and change management programs.
- Own and manage the end-to-end performance management framework, including strategic goal setting, key performance indicator (KPI) development, quarterly performance reviews, performance calibration, and annual appraisal cycles.
- Conduct comprehensive Training Needs Analysis (TNA) and identify critical capability gaps.
- Design, launch, and evaluate targeted learning and capability-building programs based on TNA.
- Develop and implement employee engagement initiatives to improve productivity, retention, and employee experience.
- Lead engagement surveys, analyze workforce insights, and drive corrective actions.
- Champion employee recognition programs, leadership communication, internal engagement campaigns, and workplace culture initiatives.
- Measure the impact of organizational development, learning, performance, and engagement programs.
- Challenge underperformance and remove organizational barriers to accelerate execution, strengthen workforce capability, and achieve sustainable business results.

Required Experience & Qualifications

- Minimum 5 years of hands-on HR experience, with strong exposure to Organizational Development, Performance Management, and Learning and Development, preferably within financial institutions or MNCs.
- Bachelor's or Master's degree in Business Administration, Human Resource Management, or a related discipline.
- Candidates with experience in organizational development and learning & training will be preferred.
- Strong understanding of HR practices, frameworks, and organizational effectiveness tools.
- Proven ability to independently manage HR projects and deliver measurable outcomes.
- Excellent communication, analytical, presentation, and stakeholder management skills.
- Ability to develop and implement strategic HR initiatives independently in a fast-paced, performance-driven environment.

Application Process

Interested candidates are requested to email their updated CV mentioning the position title in the subject line.

APPLY NOW
hr@shantaequity.net

APPLICATION DEADLINE
August 15, 2026