



STATE FERTILIZER COMPANY LIMITED

(Ministry of Agriculture, Livestock, Land and Irrigation)



State Fertilizer Company Limited is a fully government - owned enterprise operating under the direct supervision of the Ministry of Agriculture. Our Company is the only state-owned entity importing chemical fertilizers, producing high-quality blended fertilizers, marketing and distribution of these products to meet the fertilizer requirements of the Sri Lankan farmer community.

Applications are invited from qualified external/internal candidates fulfilling below qualifications and capability of delivering results promptly for the following positions at State Fertilizer Company Limited.

Senior Management Service Category - HM 2-1	
Title of the Post	Job Summary and Required Qualifications
General Manager (Positions-01)	Job Summary: The role of the General Manager, as the Chief Executive Officer of the organization, entails exercising the powers, duties and responsibilities assigned by the Board of Directors under the guidance and governance of the Board of Directors, giving leadership and motivating the staff to drive the organization towards maximum productivity, and to bear primary responsibility and accountability for the organization's overall performance. Qualifications / Experience: External Applicants (Below qualifications 01 or 02) 01. Should have obtained a first degree in Science / Agriculture/ Business Administration/ Business Management/Marketing/ Human Resource Management/Commerce, or a first degree obtained related to the field of study, from a university recognized by the University Grants Commission. And Having of a postgraduate degree in the aforementioned field of study, or associate membership in a recognized chartered professional body in the relevant field. And After obtaining degree qualifications, at least 20 years of experience in managerial-level positions at a state corporation, statutory board, or a recognized private sector organization, (Out of which at least 05 years must be at a senior managerial level position). Should have obtained a first degree in Science / Agriculture/ Business Administration / Business Management / Marketing / Human Resource Management / Commerce, or a first degree obtained related to the field of study, from a university recognized by the University Grants Commission and obtaining a Doctoral Degree relevant to the subject field. And After obtaining the Doctoral Degree, experience as an officer with at least 5 years of distinguished service record at a senior management level position in a state corporation, statutory board, state enterprise, or a recognized private sector institution. Internal Applicants. Having completed a minimum of five (05) years of satisfactory service in a position at the Senior Management Service category. with Specific proficiency in providing leadership to multidisciplinary teams, as well as in the efficient management of human and other resources.
Salary Scale: HM 2-1 – 2025 Rs.161,140-12x4,850- 219,340(In accordance with Management Services Circular No. 1/2025)	
● (In accordance with government-approved allowances and Treasury circulars, the individual is entitled to a vehicle (or a transport allowance) along with a fuel allowance, as well as communication allowances.)	
Age: Must be not less than 35 years and not more than 55 years. (Maximum age limit does not apply to internal applicants)	

Senior Manager - HM 1-1 Service Category	
Title of the Post	Job Summary and Required Qualifications
Manager (Human Resources and Administration) (Positions- 01)	Job Summary : Systematically and efficiently managing the planning and formulation of organizational human resource policies, employee recruitment, promotions, disciplinary control, training and development, employee performance management, and organizational administrative functions. Qualifications / Experience: External Applicants (01 or 02 below) 01. Possession of a bachelor's degree, with a specialization in Human Resource Management, Public Administration, Business Administration, Public Management, or Business Management, from an institution recognized by the University Grants Commission. With Possession of a postgraduate degree (Master's) in the aforementioned field of study, or full/chartered membership in a recognized professional chartered institution within the same field. And Possession of at least fifteen (15) years of experience in a managerial-level position within the relevant field, acquired in the government sector, a state corporation, a board, a statutory body, a state-owned enterprise (SOE), or a recognized private sector organization. 02. Holding full membership in a recognized chartered professional body within the relevant field. And Possession of at least fifteen (15) years of experience in a managerial-level position within the relevant field, acquired in the government sector, a state corporation, a board, a statutory body, a state-owned enterprise (SOE), or a recognized private sector organization.
Manager (Procurement and Imports) (Positions- 01)	Job Summary: Preparation of procurement plans in accordance with national procurement guidelines and the legal framework, and the efficient management of all domestic and international procurement activities undertaken by the company. Qualifications / Experience: External Applicants (01 or 02 below) 01. Possession of a First degree-recognized by the University Grants Commission-with a specialization in Supply Chain Management, Business Administration, Commerce, Marketing, or a related field. With Possessing a postgraduate degree (Master's) in the aforementioned field of study, or holding Associate Membership in a recognized chartered professional body within the same field. And Possession of at least fifteen (15) years of experience in a managerial-level position within the relevant field, acquired in the government sector, a state corporation, a board, a statutory body, a state-owned enterprise (SOE), or a recognized private sector organization. 02. Holding full membership in a recognized chartered professional body in the above mentioned subject filed And Possession of at least fifteen (15) years of experience in a managerial-level position within the relevant field, acquired in the government sector, a state corporation, a board, a statutory body, a state-owned enterprise (SOE), or a recognized private sector organization.
For internal applicants (01 or 02 below)	
01. Having met the qualifications for the aforementioned external applicants.	
02. Having completed a minimum of five (05) years of satisfactory service in a position in Grade I of the "Manager" service category, in the relevant field.	
Salary Scale: HM 1-1 -2025 Rs. 140,640 -15x 4,100 - 202,140 (In accordance with Management Services Circular No. 1/2025)	
● (Entitled to government-approved allowances including a vehicle/transport allowance and a fuel allowance as well as communication allowances, in accordance with Treasury circulars.)	
Age : Must be not less than 35 years and not more than 55 years of age. (The maximum age limit does not apply to internal applicants)	

Management Service Category - MM 1-2	
For internal applicants (01 or 02 below)	
01. Having met the qualifications for the aforementioned external applicants.	
02. Having completed a minimum of five (05) years of satisfactory service in a position in Grade I of the "Manager" service category, in the relevant field.	
Salary Scale: MM 1-1 -2025 Rs. 140,640 -15x 4,100 - 202,140 (In accordance with Management Services Circular No. 1/2025)	
● (Entitled to government-approved allowances including a vehicle/transport allowance and a fuel allowance as well as communication allowances, in accordance with Treasury circulars.)	
Age : Must be not less than 35 years and not more than 55 years of age. (The maximum age limit does not apply to internal applicants)	

Title of the Post	Job Summary and Required Qualifications
Assistant Manager (Administration) (Positions - 01)	Job Summary: The primary responsibility involves overseeing duties aimed at maintaining an optimal physical and administrative environment within the organization, by managing all administrative matters related to employees, employee welfare, infrastructure, and legal compliance. Qualifications / Experience: External Applicants Should possess a first degree in Human Resource Management, Public Administration, Business Administration, Public Management, or Business Management-or a degree with a major in one of these fields-recognized by the University Grants Commission. And Possession of at least one (01) year of experience in the subject field relevant to the position, following the attainment of the required qualifications.
Assistant Manager (Human Resource Development / Employee Relations) - (Positions - 01)	Job Summary: The primary role involves the effective management of human resource development and employee relations through corporate recruitment, on boarding, promotions, the maintenance of personnel files and employee data systems, employee discipline, grievance resolution, payroll and statutory benefits, annual training plans, budgeting, and performance evaluations. Qualifications / Experience: External Applicants Possession of a first degree in Human Resource Management, Public Administration, Business Administration, Public Management, or Business Management or a degree with a major in one of these fields-recognized by the University Grants Commission. And Possession of at least one (01) year of experience in the subject field relevant to the position, following the attainment of the required qualifications.
Internal Auditor (Positions - 01)	Job Summary : Preparing annual audit plans, reviewing internal control systems, financial regulations, accounting standards, and risk management methodologies; submitting reports to the Audit Committee; and maintaining compliance with external/government audit institutions. Qualifications / Experience: External Applicants (01 or 02 below) 01. Possession of a degree in the fields of Accountancy, Commerce, Finance, or Business Administration-or a primary degree with a specialization in one of these disciplines-recognized by the University Grants Commission. And Possession of at least one (01) year of experience in the subject field relevant to the position, following the attainment of the required qualifications. 02. Having passed the intermediate-level examination of a recognized chartered professional body in the relevant field of study, and possessing at least one (01) year of experience in the subject area pertaining to the position. After obtaining qualifications
Assistant Manager (Production). (Positions - 01)	Job Summary : Coordinating the production of blended fertilizers, maintaining stocks of direct fertilizer, and overseeing all operational tasks in accordance with the production plan: Qualifications / Experience External Applicants Possession of a bachelor's degree recognized by the University Grants Commission, with a specialization in Supply Chain Management, Logistics and Transport, Science, or Business Management (or a related field). And Possession of at least one (01) year of experience in the subject field relevant to the position, following the attainment of a degree.
Assistant Manager (Sales). (Positions - 01)	Job Summary : The primary responsibility involves managing the systematic control of fertilizer sales operations to achieve the organization's sales targets; supervising field officers; overseeing infrastructure and payment-related activities at regional warehouses; and directing duties related to maintaining effective coordination with the line ministry, the National Fertilizer Secretariat, and other state institutions. Qualifications / Experience : External Applicants (01 or 02 below) 01. Possession of a bachelor's degree in Marketing, Science, Agriculture, or Business Management-or a degree with a major in one of these fields-recognized by the University Grants Commission. And Possession of at least one (01) year of experience in the subject field relevant to the position, following the attainment of a degree. 02. Having passed the intermediate-level examination of a recognized chartered professional body in the relevant field of study, and possessing at least one (01) year of experience in the subject area pertaining to the position after obtaining the qualifications
For internal applicants (01 or 02 below)	
01. Having met the qualifications for the aforementioned external applicants.	
02. Having completed a minimum of five (05) years of satisfactory service in a position within the relevant field under the "Junior Manager" service category.	
Salary Scale: MM 1-2-2025 Rs. 94,170 - 10 x 2,480 , 15 x 3,450 -170,720 (In accordance with Management Services Circular No. 1/2025) (Eligible for communication allowances in accordance with government-approved allowances and Treasury circulars.) Age: Must be not less than 22 years and not more than 45 years of age. (The maximum age limit does not apply to internal applicants).	
Junior Manager Service Category - JM 1-1	
Title of the Post	Job Summary and Required Qualifications
Junior Manager (Production and Operations) (Positions - 01)	Job Summary : Organizing the prompt distribution of fertilizer requirements based on orders received from the regional storage and sales divisions, coordinating with transport agents, maintaining records regarding fertilizer distribution and the production of blended fertilizers, and continuously supervising the production process. Qualifications / Experience : External Applicants Possession of a bachelor's degree recognized by the University Grants Commission with a specialization in Supply Chain Management, Logistics and Transport, Science, or Business Management (or a related field).
Secretary to the Chairman (Positions - 01)	Job Summary : The primary responsibility involves managing the official operations of the Chairperson's office-including the coordination of schedules, appointments, and meetings-as well as the systematic handling of emails and highly confidential documents, while maintaining professional communication with both internal and external stakeholders. Qualifications / Experience : For external applicants (01 or 02 below) Possession of a bachelor's degree recognized by the University Grants Commission-in Business Administration, Human Resource Management, Public Administration, Public Management, Commerce, or Arts, or a degree with a major in one of these fields of study. 02. Possession of a diploma or higher diploma in the relevant field of study-obtained from a technical/vocational training institution or a chartered professional body recognized by the Tertiary and Vocational Education Commission-along with five (05) years of experience in a position within the same field.

Junior Manager (Finance) (Positions - 01)	Job Summary : Effectively managing the organization's accounting and financial control functions, and ensuring the accurate and timely execution of tasks-including the processing of payments and receipts, bank reconciliations, statutory payments, annual stock verifications, and providing support for the preparation of final accounts. Qualifications / Experience : For external applicants (01 or 02 below) 01. Possession of a first degree in Accounting, Finance, Commerce, or Business Administration-or a degree with a major in one of these fields-recognized by the University Grants Commission. 02. Passing the intermediate-level examination of a recognized chartered professional body within the aforementioned field of study.
Junior Manager (Information and Technology) (Positions - 01)	Job Summary : Maintaining the organization's software, hardware, computer networking, Internet facilities, and system security software (virus guard) at an optimal level on a continuous basis, updating the website, and promptly resolving system faults. Qualifications / Experience : For external applicants (01 or 02 or 03 or 04 below) 01. Possession of a degree in the field of Information Technology from a university recognized by the University Grants Commission. 02. Possession of a proficiency certificate in Information Technology-at a level not lower than National Vocational Qualification (NVQ) Level 7-issued by a technical/vocational training institution recognized by the Tertiary and Vocational Education Commission. 03. Possession of a proficiency certificate in Information Technology at a level not lower than National Vocational Qualification (NVQ) Level 6, issued by a technical/vocational training institution recognized by the Tertiary and Vocational Education Commission. And Possession of at least five (05) years of experience in the relevant field, gained after obtaining the qualifications, within the government sector, a state corporation, a board, a statutory body, a state-owned enterprise, or a recognized private sector organization. 04. Possession of a proficiency certificate in Information Technology-at a level not lower than National Vocational Qualification (NVQ) Level 5-issued by a technical/vocational training institution recognized by the Tertiary and Vocational Education Commission; and, following the attainment of such qualifications, possession of at least ten (10) years of experience in the relevant field, acquired within a government institution, state corporation, board, statutory body, state-owned enterprise, or a recognized private sector organization.
For internal applicants (01 or 02 below)	
01. Having met the qualifications for the aforementioned external applicants.	
02. Completion of at least five (05) years of satisfactory service in a post within the relevant subject field under Class II of the "Management Assistant – Non-Technical" service category.	
Note: For the position of Junior Manager (Information and Technology), a minimum of five (05) years of satisfactory service in a relevant field within Grade II of the Management Assistant – Technical (MA-2:1) service category must be completed.	
Salary Scale: JM 1-1 -2025 Rs. 72,650 - 10 x 1,360 - 18 x 2,040 - 122,970 (In accordance with Management Services Circular No. 1/2025) (Eligible for communication allowances in accordance with government-approved allowances and Treasury circulars). Age: Must be not less than 22 years and not more than 45 years of age. (The maximum age limit does not apply to internal applicants).	
Primary Technical (PL-3) Service Category	
Title of the Post	Job Summary and Required Qualifications
Forklift Operator (Positions -02)	Job Summary : Carrying out the transportation, unloading, and loading of raw materials and finished products-required for bulk fertilizer production and operational activities-safely and in accordance with established standards. Qualifications & Experience : External Applicants - Technical skills. Possession of a proficiency certificate at a level not lower than National Vocational Qualification (NVQ) Level 4, issued by a technical/vocational training institution recognized by the Tertiary and Vocational Education Commission, in a field relevant to the duties of the position. Internal Applicants - Employees in the Primary Semi-Skilled (PL 2) or Primary Unskilled (PL 1) service categories who possess five (05) years of experience in the relevant field and have passed a trade test-conducted by a technical college or vocational training institution-at a level not lower than National Vocational Qualification (NVQ) Level 04, corresponding to the functions of the relevant position. Or Possession of a proficiency certificate at a level not lower than National Vocational Qualification (NVQ) Level 04, issued by a technical/vocational training institution recognized by the Tertiary and Vocational Education Commission, relevant to the duties of the position.
Salary Scale: PL-3 - 2025 – Rs.43,280 - 10 x 490 ,10 x 540 , 10 x 590 , 12 x 630 - 67,040 (In accordance with Management Services Circular No. 1/2025) (Government-approved allowances) Age: Must be not less than 18 years and not more than 45 years of age. (The maximum age limit does not apply to internal applicants).	

Other:	
Every Applicant:	
i. Should be a citizen of Sri Lanka.	
ii. Must possess the physical and mental fitness required to effectively discharge the duties assigned to the post well and to serve in any part of the island.	
iii. Must be of an excellent character.	
Below mentioned benefits are entitled to above mentioned positions in addition to salary/allowances	
• Contribution of 15% by the company towards (EPF) and 10 % from the employee.	
• The company will contribute 3% of the salary of employee towards (ETF) from the employer.	
• Contribution to a medical insurance scheme contributing from both the employer and the employee covering the employee and their family members.	
Submission of applications:	
• I hereby request that internal applicants who meet the relevant qualifications to submit their applications specifying said qualifications—to me on or before 12.11.2026.	
• Applications duly completed by qualified external applicants including a curriculum vitae and certified copies of certificates pertaining to educational and professional experience should be sent via registered post, to be received by us on or before 12.11.2026. (The position applied for must be clearly indicated on the top left-hand corner of the envelope). Applications of those employed in state institutions, state corporations, or government-owned companies should be forwarded through the heads of their respective institutions.	
• A copy of the application submitted as per the above instructions must also be sent to the email address general@statefertilizer.lk . Please specify the position you are applying for in the 'Subject line' of the email.	
• Applications that are 'Incomplete', not meeting the required qualifications, or received after the deadline will be rejected.	
• Only qualified and shortlisted applicants will be called for the interview.	
Applications to be addressed to:	
Chairman, State Fertilizer Company Limited, Lakpohora Swarna Jayanthi Mawatha, Hunupitiya, Wattala.	