



MINISTRY OF INDUSTRIES

LANKA MINERAL SANDS LIMITED



VACANCIES - HEAD OFFICE / PULMODDAI PLANT

Applications are invited from qualified applicants for the following posts at fully government owned Lanka Mineral Sands Limited:

01. DEPUTY GENERAL MANAGER (ADMINISTRATION AND HUMAN RESOURCES) (Senior Manager Category HM-1-3)

Station where the vacancy exists – Pulmoddai Plant – 01 Vacancy
External Applicants

(a) Should have obtained a Bachelor's degree in Human Resources Management field obtained from a university recognized by the University Grants Commission along with a postgraduate degree (Masters) in the relevant field / Associate Membership of a reputed Chartered Professional Institute compatible to the relevant subject field

and

Should have at least 17 years of experience in the relevant subject field at a managerial level post in government, in a government corporation, board, statutory institution or reputed private sector institution along with a very good service record.

(b) Should have obtained a Full membership in a reputed Chartered Professional Institute compatible to the relevant subject field

and

Should have at least 17 years of experience in the relevant subject field at a managerial level post in government, in a government corporation, statutory board or reputed private sector institution along with a very good service record.

Internal Applicants

Should have obtained one of the following qualifications:

- (1) Should have fulfilled the qualifications for external applicants mentioned above.
- (2) Should have completed a satisfactory service period of at least 02 years in the relevant subject field in a post in Senior Managerial (HM-1-1) Service Category
- (3) Should have completed a satisfactory service period of at least 07 years in the relevant subject field in a Grade I post in Managerial (MM-1-1) Service Category

Salary Code No. and Monthly Salary Scale relevant to HM-1-3 Service Category

As per the Management Services Circular No. 02/2016

Salary Code No. HM-1-3, Rs. 86,865/- - 2,270x15 = 120,915/-

Salary will be paid placed at the initial salary step of Rs. 86,865/-

Age Limit - Should be not less than 35 years and not more than 55 years. Maximum age limit will not be applicable to internal applicants.

Following additional allowances also will be entitled to HM-1-3 Salary Category

1. A transport allowance as per Circulars PED/1/2015, PED/1/2015(i) and PED/1/2015(ii) or a vehicle of the institution for official duties will be provided
2. Reimbursement of communication bills as per Public Enterprises Circular No. 02/2022
3. Professional Allowance will be paid based on active service period relevant to the post as per Management Services Circular No. 05/2017.

When internal applicants are recruited the salary step to be placed will be decided as per the Provisions in Chapter VII of the Establishment Code.

02. MARKETING MANAGER (Managerial Service Category MM-1-1)

Station where the vacancy exists – Head Office (01 Vacancy)

External Applicants

Educational and Professional Qualifications

A degree in marketing obtained from a university recognized by the University Grants Commission

and

Should have at least one (01) year's experience at managerial level position in the relevant subject field in a Government Department / Corporation / Statutory Board or in a reputed private sector institution after obtaining the degree

Internal Applicants

(a) Should have fulfilled the qualifications for the external applicants mentioned above

(b) Should have completed a satisfactory service period of at least 05 years in the relevant subject field in a post in Junior Managerial (JM 1-2) Service Category

Salary Code No. and Monthly Salary Scale relevant to MM-1-1 Service Category

As per the Management Services Circular No. 02/2016

Salary Code No. MM-1-1, Rs. 53,175/- - 1,375x10, 1,910x15 = 95,575/-

Salary will be paid placed at the initial salary step of Rs. 53,175/-

Age Limit - Should be not less than 22 years and not more than 45 years. Maximum age limit will not be applicable to internal applicants.

Following additional allowances also will be entitled to MM-1-1 Salary Category in addition to the allowances paid in common

- (a) Communication bills will be paid as per Public Enterprises Circular No. 02/2022
- (b) Professional Allowance will be paid based on active service period relevant to the post as per Management Services Circular No. 05/2017.

When internal applicants are recruited the salary step to be placed will be decided as per the Provisions in Chapter VII of the Establishment Code.

03. ELECTRICAL ENGINEER (Managerial Service Category (MM-1-1))

(Station where the vacancy exists – Pulmoddai Plant (01 Vacancy))

External Applicants

Should have obtained one of the following qualifications:

Educational and Professional Qualification

1) Should have obtained a degree in Engineering (Electrical) from a university recognized by the University Grants Commission

and

One (01) year experience in the relevant subject field at a managerial level post in government department / corporation / statutory board or reputed private sector institution after obtaining the degree.

2) Should have obtained a Proficiency Certificate of not less than NVQ Level 07 issued by a Technical / Vocational Training Institute in Electrical Activities recognized by the Tertiary and Vocational Education Commission

and

One (01) year experience in the relevant subject field at a managerial level post in government department / corporation / statutory board or reputed private sector institution after obtaining the qualification.

Internal Applicants

Should have obtained one of the following qualifications:

- (1) Should have fulfilled the qualifications for external applicants mentioned above.
- (2) Should have completed a satisfactory service period of at least 05 years in the relevant subject field in Junior Management (JM 1-2) Service Category

Salary Code No. and Monthly Salary Scale relevant to MM-1-1 Service Category

As per the Management Services Circular No. 02/2016

Salary Code No. MM-1-1, Rs. 53,175/- - 1,375x10 - 1,910x15 = 95,575/-

Salary will be paid placed at the initial salary step of Rs. 53,175/-

Age Limit - Should be not less than 22 years and not more than 45 years. Maximum age limit will not be applicable to internal applicants.

Following additional allowances also will be entitled to MM-1-1 Salary Category in addition to the allowances paid in common

(a) Communication bills will be paid as per Public Enterprises Circular No. 02/2022

(b) Professional Allowance will be paid based on active service period relevant to the post as per Management Services Circular No. 05/2017.

(c) Allowance of Rs. 15,000/- for retaining the Engineers

When internal applicants are recruited the salary step to be placed will be decided as per the Provisions in Chapter VII of the Establishment Code.

04. MINING AND PROCESSING ENGINEER (Managerial Service Category (MM-1-1))

Station where the vacancy exists – Pulmoddai Plant (01 Vacancy)

External Applicants

Should have obtained one of the following qualifications:

Educational and Professional Qualifications

1) Should have obtained a degree in Engineering (Mining and Processing) from a university recognized by the University Grants Commission

and

One (01) year experience in the relevant subject field at a managerial level post in government department / corporation / statutory board or reputed private sector institution after obtaining the degree.

2) Should have obtained a Proficiency Certificate of not less than NVQ Level 07 issued by a Technical / Vocational Training Institute in Mining and Processing recognized by the Tertiary and Vocational Education Commission

and

One (01) year experience in the relevant subject field at a managerial level post in government department / corporation / statutory board or reputed private sector institution after obtaining the qualification.

Internal Applicants

Should have obtained one of the following qualifications:

- (1) Should have fulfilled the qualifications for external applicants mentioned above.
- (2) Should have completed a satisfactory service period of at least 05 years in the relevant subject field in Junior Management (JM 1-2) Service Category

Salary Code No. and Monthly Salary Scale relevant to MM-1-1 Service Category

As per the Management Services Circular No. 02/2016

Salary Code No. MM-1-1, Rs. 53,175/- - 1,375x10 - 1,910x15 = 95,575/-

Salary will be paid placed at the initial salary step of Rs. 53,175/-

Age Limit - Should be not less than 22 years and not more than 45 years. Maximum age limit will not be applicable to internal applicants.

Following additional allowances also will be entitled to MM-1-1 Salary Category in addition to the allowances paid in common

1. Communication bills will be paid as per Public Enterprises Circular No. 02/2022

2. Professional Allowance will be paid based on active service period relevant to the post as per Management Services Circular No. 05/2017.

3. Allowance of Rs. 15,000/- for retaining the Engineers

When internal applicants are recruited the salary step to be placed will be decided as per the Provisions in Chapter VII of the Establishment Code.

05. PRODUCTION ENGINEER (Managerial Service Category (MM-1-1))

Station where the vacancy exists – Pulmoddai Plant (01 Vacancy)

External Applicants

Should have obtained one of the following qualifications:

Educational and Professional Qualifications

1) Should have obtained a degree in Engineering (Production) from a university recognized by the University Grants Commission

and

One (01) year experience in the relevant subject field at a managerial level post in government department / corporation / statutory board or reputed private sector institution after obtaining the degree.

2) Should have obtained a Proficiency Certificate of not less than NVQ Level 07 issued by a Technical / Vocational Training Institute in production recognized by the Tertiary and Vocational Education Commission

and

One (01) year experience in the relevant subject field at a managerial level post in government department / corporation / statutory board or reputed private sector institution after obtaining the qualification.

Internal Applicants

Should have obtained one of the following qualifications:

- (1) Should have fulfilled the qualifications for external applicants mentioned above.
- (2) Should have completed a satisfactory service period of at least 05 years in the relevant subject field in Junior Management (JM 1-2) Service Category

Salary Code No. and Monthly Salary Scale relevant to MM-1-1 Service Category

As per the Management Services Circular No. 02/2016

Salary Code No. MM-1-1, Rs. 53,175/- - 1,375x10 - 1,910x15 = 95,575/-

Salary will be paid placed at the initial salary step of Rs. 53,175/-

Age Limit - Should be not less than 22 years and not more than 45 years. Maximum age limit will not be applicable to internal applicants.

Following additional allowances also will be entitled to MM-1-1 Salary Category in addition to the allowances paid in common

1) Communication bills will be paid as per Public Enterprises Circular No. 02/2022

2) Professional Allowance will be paid based on active service period relevant to the post as per Management Service Circular No. 05/2017.

3) Allowance of Rs. 15,000/- for retaining the Engineers

When internal applicants are recruited the salary step to be placed will be decided as per the Provisions in Chapter VII of the Establishment Code.

06. SECURITY MANAGER (Managerial Service Category (MM 1-1))

Station where the vacancy exists – Pulmoddai Plant – (01 Vacancy)

External Applicants

Educational and Professional Qualifications

1) A degree obtained from a university recognized by the University Grants Commission

and

One (01) year's experience in the relevant field at the managerial level in government police service / defense forces / in a reputed institution after obtaining the degree

Internal Applicants

1. Should have fulfilled the qualifications for the external applicants mentioned above

2. Should have completed a satisfactory service period of at least 05 years in the relevant subject field in a post in Junior Managerial (JM 1-2) Services Category

Salary Code No. and Monthly Salary Scale relevant to MM-1-1 Service Category

As per the Management Services Circular No. 02/2016

Salary Code No. MM-1-1, Rs. 53,175/- - 1,375x10 - 1,910x15 = 95,575/-

Salary will be paid placed at the initial salary step of Rs. 53,175/-

Age Limit - Should be not less than 22 years and not more than 45 years. Maximum age limit will not be applicable to internal applicants.

Following additional allowances also will be entitled to MM-1-1 Salary Category

(a) Communication bills will be paid as per Public Enterprises Circular No. 02/2022

(b) Professional Allowance will be paid based on active service period relevant to the post as per Management Services Circular No. 05/2017.

When internal applicants are recruited the salary step to be placed will be decided as per the Provisions in Chapter VII of the Establishment Code.

07. TRAINING AND SKILLS DEVELOPMENT OFFICER (Junior Management Service Category (JM - 1-2))

Station where the vacancy exists – Pulmoddai Plant – (01 Vacancy)

External Applicants

Educational Qualifications:

Should have obtained a degree in Human Resources Management from a university recognized by the University Grants Commission

Internal Applicants

Should have obtained one of the following qualifications:

(1) Should have fulfilled the qualifications for external applicants mentioned above.

(2) Should have completed a satisfactory service period of at least 05 years in the relevant subject field in Management Assistant Non Technical (MA-1-1) Services Category

Salary Code No. and Monthly Salary Scale relevant to JM-1-2 Service Category

As per the Management Services Circular No. 02/2016

Salary Code No. JM-1-2, Rs. 43,355/- - 755 x 10 - 1,135 x 18 = 71,335/-

Salary will be paid placed at the initial salary step of Rs. 43,355/-

Age Limit - Should be not less than 22 years and not more than 45 years. Maximum age limit will not be applicable to internal applicants.

Following additional allowances also will be entitled to MM-1-1 Salary Category

(a) Communication bills will be paid as per Public Enterprises Circular No. 02/2022

Salary step to be placed when internal applicants are recruited to the post will be decided as per the Provisions in Chapter VII of the Establishment Code.

08. ENGINEERING ASSISTANT (MINING / MECHANICAL / ELECTRICAL / CIVIL / PRODUCTION) Management Assistant (Technical) Service Category (MA - 2-1)

Station where the vacancy exists – Pulmoddai Plant – 03 (Vacancies)

External Applicants

Technological Skills / Proficiency:

Should have obtained a skills / proficiency certificate after successfully following a course of not less than NVQ Level Five (05) relevant to mining / mechanical / electrical / civil / production field as specified by the Tertiary and Vocational Education Commission relevant to the duties of the post of Engineering Assistant.

Salary Code No. and Monthly Salary Scale relevant to MA-2-1 Service Category

As per the Management Services Circular No. 02/2016

Salary Code No. MA-2-1, Rs. 30,310/- - 300 x 10 - 350 x 7 - 495 x 4 - 660 x 20 = 50,940/-

Salary will be paid placed at the initial salary step of Rs. 30,310/-

Age Limit - Should be not less than 18 years and not more than 45 years. Maximum age limit will not be applicable to internal applicants.

Salary step to be placed when internal applicants are recruited to the post will be decided as per the Provisions in Chapter VII of the Establishment Code.

09. ENGINE DRIVER (GENERATOR OPERATOR)

Primary Technical Service Category (PL-3)

Station where the vacancy exists – Pulmoddai Plant – (04 Vacancies)

External Applicants

Educational and Professional Qualifications:

Should have passed in six (06) subjects with at least two (02) credit passes in not more than two sittings at the General Certificate of Education (Ordinary Level) Examination

with

Technical Skills / Proficiency:

Should have obtained a skills / proficiency certificate of not less than NVQ Level Four (04) relevant to the duties of the post of Generator Operator issued by a Technical / Vocational Training Institute recognized by the Tertiary and Vocational Education Commission.

Internal Applicants

Should have obtained one of the following qualifications:

1. Five (05) years experience in the Generator Operator field and employees of Primary Semi-Skilled (PL-2) or Primary Unskilled (PL-1) Service Category who pass the Trade Test of not less than NVQ Level Four (04) compatible to the duties of the Generator Operator from a Technical / Vocational Training Institute

or

2. Should have obtained a skills / proficiency certificate of not less than NVQ Level Four (04) relevant to the duties of the post of Generator Operator issued by a Technical / Vocational Training Institute recognized by the Tertiary and Vocational Education Commission.

Salary Code No. and Monthly Salary Scale relevant to PL-3 Service Category

As per the Management Services Circular No. 02/2016

Salary Code No. MA-2-1, Rs. 26,290/- - 270 x 10 - 300 x 10 - 330 x 10 - 350 x 12 = 39,490/-

Salary will be paid placed at the initial salary step of Rs. 26,290/-

Age Limit – Should be not less than 18 years and not more than 45 years. Maximum age limit will not be applicable to internal applicants.

Salary step to be placed when internal applicants are recruited to the post will be decided as per the Provisions in Chapter VII of the Establishment Code.

10. DRYER OPERATOR

Primary Technical Service Category (PL-3)

Station where the vacancy exists – Pulmoddai Plant – (01 Vacancy)

External Applicants

Educational and Professional Qualifications:

Should have passed in six (06) subjects with at least two (02) credit passes in not more than two sittings at the General Certificate of Education (Ordinary Level) Examination

with

Technical Skills / Proficiency:

Should have obtained a skills / proficiency certificate of not less than NVQ Level Four (04) relevant to the duties of the post of Dryer Operator issued by a Technical / Vocational Training Institute recognized by the Tertiary and Vocational Education Commission.

Internal Applicants

Should have obtained one of the following qualifications:

1. Five (05) years experience in the Dryer Operator field and employees of Primary Semi-Skilled (PL-2) or Primary Unskilled (PL-1) Service Category who pass the Trade Test of not less than NVQ Level Four (04) compatible to the duties of the Dryer Operator from a Technical / Vocational Training Institute.

or

2. Should have obtained a skills / proficiency certificate of not less than NVQ Level Four (04) relevant to the duties of the post of Dryer Operator issued by a Technical / Vocational Training Institute recognized by the Tertiary and Vocational Education Commission.

Salary Code No. and Monthly Salary Scale relevant to PL-3 Service Category

As per the Management Services Circular No. 02/2016

Salary Code No. MA-2-1, Rs. 26,290/- - 270 x 10 - 300 x 10 - 330 x 10 - 350 x 12 = 39,490/-

Salary will be paid placed at the initial salary step of Rs. 26,290/-

Age Limit – Should be not less than 18 years and not more than 45 years. Maximum age limit will not be applicable to internal applicants.

Salary step to be placed when internal applicants are recruited to the post will be decided as per the Provisions in Chapter VII of the Establishment Code.

GENERAL ALLOWANCES AND BENEFITS

Allowances:

01. Cost of Living Allowance of Rs. 7,800/- approved by the Treasury

02. Monthly Food Allowance – will be based on daily attendance
03. Monthly Attendance Incentive – based on daily attendance
04. Hardship allowance of Rs. 4,000/- (Only for employees of the Pulmoddai Plant)
05. Production Incentive paid based on monthly production
06. Monthly Intermediate Allowance of Rs. 5,000/-

Benefits:

01. Annual Production Incentive
02. Annual Bonus
03. Insurance cover for Surgery and Hospitalization and Outdoor Treatment
 - i. Hospitalization Insurance Cover per annum Rs. 200,000/- (including family members)
 - ii. Reimbursement of outdoor treatment bills per annum Rs. 20,000/- (including family members)
 - iii. Reimbursement of Dental Treatment Bills per annum Rs. 5,000/- (including family members)
04. Payment of Medical Expenses up to a standard (specific) limit
 - i. An allowance of Rs. 12,000/- once in two years (Specialists Medical Fee, Medical Test Fee, Spectacles and Hearing Aid expenses)
 - ii. Rs. 12,000/- once in two years for child birth
05. In addition to them will be entitled to other benefits applicable to permanent employees
06. Employee should contribute 10% to the Employees' Provident Fund and the Company contribution will be 15% to the Employees' Provident Fund and 3% to the Employees' Trust Fund

GENERAL CONDITIONS:

01. Every applicant should be a citizen of Sri Lanka
02. Should be physically and mentally fit to discharge the duties entrusted to the post and to serve in any part of the island.
03. Should have an excellent moral character.
04. PAYE (Pay As You Earn) Tax will be charged from the total earnings of the selected applicants

Applicants employed in Government Service/Corporations/Statutory Boards and State institutions should forward their applications through the Heads of relevant Departments / Institutions.

Applications with the signature of the applicant for the above posts along with the photocopies of relevant certificates should be sent by registered post addressed to “Chairman, Lanka Mineral Sands Limited, No. 341/13, Sarana Mawatha, Rajagiriya” to receive before 02nd December 2023. Post applied for should be mentioned on the left-hand top corner of the envelope containing the application.

**Chairman,
Lanka Mineral Sands Limited,
No. 341/13, Sarana Mawatha,
Rajagiriya.**