

Ministry of Transport and Highways

Road Development Authority

Employment Opportunity

Applications are hereby invited from eligible officers to fill the following vacancy based on the new SOR - 2023 approved by the Management Service Department (MSD).

Post : Director General

1. Qualifications

External Candidates :(i or ii below)

- i. A Bachelor of Science in Civil Engineering Degree which is recognized by the UGC.

AND

A Chartered Engineer with Corporate Membership of the Institution of Engineers Sri Lanka (IESL) or any other professional Engineering Institution recognized by the Institution of Engineers Sri Lanka (IESL) and registration in Engineering Council Sri Lanka (ECSL) as a Chartered Engineer

AND

Minimum of 20 years' experience in the relevant field in "Managerial Level" out of which 05 years of experience should be at "Senior Managerial Level" with a proven track record in a Corporation, Board or a reputed Mercantile Establishment after obtaining the first degree.

AND

A proven ability to lead and direct multi-disciplinary teams. Experience in proper deployment and efficient management of human and other resources.

- ii. A Bachelor of Science in Civil Engineering Degree which is recognized by the UGC.

AND

PhD Degree in Civil Engineering or any other relevant field.

AND

A Chartered Engineer with Corporate Membership of the Institution of Engineers Sri Lanka (IESL) or any other professional Engineering Institution recognized by the Institution of Engineers Sri Lanka (IESL) and registration in ECSL as a Chartered Engineer

WITH

At least 05 years' experience in the relevant field at "Senior Managerial Level" with a proven track record and management experience in a corporation, Board or a reputed Mercantile Establishment after obtaining PhD Degree.

AND

A proven ability to lead and direct multi-disciplinary teams. Experience in proper deployment and efficient management of human and other resources.

Internal Candidates:

- iii. Minimum of two (02) years satisfactory service in a post in the Senior Manager category (HM 2-2) or minimum of total four (04) years satisfactory service in a post in the Senior Manager category (HM 2-1) in the subject area relevant to the post.

AND

A proven ability to lead and direct multi-disciplinary teams. Experience in proper deployment and efficient management of human and other resources.

2.

2.1. Age :

Age should be not less than 35 years and not more than 55 years. The upper age limit will not apply to the internal candidates.

2.2. Other:

Every Applicant,

i. Should be a citizen of Sri Lanka.

ii. Should be physically and mentally fit to discharge the duties of the post well and to serve in any part of the Island.

iii. Should be of excellent moral character.

2.3. Recruitment Procedure:

Recruitment will be done by calling for applications through a public advertisement or a newspaper advertisement followed by a structured interview conducted by a panel appointed by the appointing authority. Appointment will be made in terms of section 12 (1) of the RDA Act No: 73 of 1981 with its subsequent amendments, the Board of Directors of RDA, with the approval in writing of the Minister, shall appoint the Director General of RDA.

i. All recruitments to this category should be strictly in compliance with the provision of this Scheme of Recruitment.

ii. The Manual of Procedures (M.O.P.) of the RDA shall be applicable to terms of employment after recruitment and all matters pertaining to that.

iii. The provision in this Scheme of Recruitment shall supersede the provision in the M.O.P. in respect of all matters provided in this Scheme of Recruitment.

2.4. Structured Interview:

Marks allocated for the interview are as follows:

- Relevant additional experience - 30 Marks
 - Relevant additional Educational/professional qualifications - 30 Marks
 - Other achievements - 15 Marks
 - Performance at the interview - 25 Marks
- 100 Marks
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Appointment will be made purely in the order of merit at the interview.

2.5. Date of Qualifying:

The applicant would be treated as qualified only if he/she has completed the necessary qualifications specified under 1, 2.1 and 2.2 before the closing date of applications.

2.6. Confirmation:

An external candidate appointed to this category will be on probation for a period of three years. He/ She will be confirmed at the end of this period provided that his/ her performance and conduct have been satisfactory. The employees selected internally who are already confirmed in the previous post will be subjected to an acting period of one year.

2.7. Salary at Recruitment:

Persons recruited externally will be placed at the initial step of the salary scale. The salary of persons recruited internally will be determined in terms of the provision in chapter VII of the Establishment Code.

3. Appointing Authority will be the Board of Directors of the RDA in accordance with the para No: 12 (i) of the Road Development Authority Act No: 73 of 1981 with its subsequent amendments.

4. Definition:

4.1. For all purposes arising out of this Scheme of Recruitment "Satisfactory Period of Service" means, a period of service during which all the due salary increments during the period immediately preceding the date of application for promotion, have been earned and not subjected to any punishment (other than a warning or a severe warning) for any offence committed by the officer during the period.

4.2. "Due Date" means the date on which this Scheme of Recruitment comes into effect.

5. Salary scale: HM 2-3, 2016 Rs. (98,215 - 12 x 2700 - 130,615) + all other allowances approved by the Government and Road Development Authority.

6. Submission of the Application:

Duly completed applications along with educational, professional qualifications and experience should be sent to Additional Director General (Human Resources), Road Development Authority, "Maganeguma Mahamedura", First Floor, No. 216, Denzil Kobbekaduwa Mawatha, Koswatta, Battaramulla on or before 19.02.2024 and the post applied for should be clearly indicated on the top left corner of the envelope.

➤ **General Conditions applicable to the post:**

- Employees' Provident Fund contribution by the Authority is 12% against 8% by the Employees plus additional contribution of 3% towards Employees' Trust Fund.
- An assigned vehicle with the approved fuel allowance or transport allowance will be provided by the terms of the prevailing public enterprise circular No. PED 1/2015, 1/2015(i), 1/2015(ii) & Administration circular No. 2022/CL/05, RDA/DG/Circular/2022/01.

- Applicant working in the Govt. Departments / state corporations / statutory boards & Authorities should send their applications through the respective heads of the institution / organization.
- Name, address and telephone numbers of two non-related referees should be stated in the application to obtain verifications of the applicant.
- The Qualifications mentioned in the application itself and the relevant certificates such as professional, educational etc. annexed with the application should be considered only for short listing the applications and selection process.
- Applications that are not properly filled in accordance with the given format and non submission of photocopies of relevant certificates together with the application will be rejected.
- The required formal application is annexed herewith.



Chairman
Road Development Authority

**Application for the Post of Director General in the Road Development Authority
(for External / Internal Candidates)**

01	Name with initials:		
02	Name in full:		
03	Address:	Private:	
		Official:	
04	Date of Birth (Year/Month/ Date):		
05	National Identity Card Number:		
06	Nationality:		
07	Gender : Male/Female		
08	Telephone Number and Fax number:	Private	
		Official	
		Mobile	
		Fax:	
		E-Mail Address	
09	PF No:		
10	Date of Frist Appointment :		
11	Present position & place of work:		
12	Date of promoted to the present Grade :		
13	Present Salary Code:		

14. Qualified under which category as per the Circular: Category : i / ii / iii

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External Qualification

Category – (i)

Degree Qualifications:

Title of the Degree	Name of the University/ Institution	Local or Foreign	Effective date of Qualification

AND

The Membership in the chartered Institute:

Membership Category	Institution	Effective date

AND

Experience:

Organization	Position/ Designation	Salary Code approved by MSD	Period From - to	No. of Years

AND

A proven ability to lead and direct multi-disciplinary teams. Experience in proper deployment and efficient management of human and other resources:

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Category - (ii)

Degree Qualifications:

Title of the Degree	Name of the University/ Institution	Local or Foreign	Effective date of Qualification

AND

PhD Degree Qualification:

Title of the PhD	Name of the University/ Institution	Local or Foreign	Effective date of Qualification

AND

The Membership in the chartered Institute:

Membership Category	Institution	Effective date

WITH

Experience:

Organization	Position/ Designation	Salary Code approved by MSD	Period From - to	No. of Years

AND

A proven ability to lead and direct multi-disciplinary teams. Experience in proper deployment and efficient management of human and other resources:

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Internal Qualification

Category - (iii)

Experience:

Organization	Position/ Designation	Salary Code approved by MSD	Period From - to	No. of Years

AND

A proven ability to lead and direct multi-disciplinary teams. Experience in proper deployment and efficient management of human and other resources:

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15. Any Other Qualifications:

16. Working Experience/Service Record (from higher position to Lower position):

Information of the post and Service places of the applicant															
Designation	Managerial Level			Name & Address of the Organization	Service period (Date/ Month/ Year)			Whether organization comes under the purview of Management Service Department Yes/NO	No. of employees in the organization	No. of employees supervised by the applicant directly	Salary code and structure of the applicant relevant to the designation (Salary code relevant to the present post)	Category of Sector			
	Senior / higher Manager	Middle Manager	Junior / Line Manager		From	To	No. of Years					Private	Government	Semi Government	

I certify that the above particulars furnished by me are true and correct.

Date:

Signature of the Applicant:

**Chairman,
RDA**

Mr. / Mrs., (Designation) has been working in our organization since If he/she is selected for this post. He / She can be released from our Organization.

Date:

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Head of the organization / division