



Kasun S Nahallage

Chartered MCIPM, PQHRM

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About Me

As a seasoned HR professional with extensive experience across the full employee lifecycle, I have developed a strong expertise in all facets of Human Resource Management. My experience spans both blue and white-collar employees' at large listed companies, where I operate from the corporate office. My responsibilities include managing all HR functions for all staff at the corporate office, manufacturing plants, warehouses and sales teams across multiple channels.

My expertise covers a broad range of HR functions, including talent acquisitions, talent development, employee relations, industrial relations, performance management, compensation and benefits, organizational development, change management, identifying the vendors & implementation of HRIS.

Further, I am deeply involved in policy formulation, financial management and budget monitoring & controlling, implementations of 5S, ISO, TPM, process restructuring and all employee engagement initiatives. Coupled with my expertise knowledge and experience in a dynamic corporate environment with my academic qualifications, including the Professional Qualification in Human Resource Management (PQHRM), make me a strong candidate for the HR Leadership role within your prestigious organization. I am confident in my ability to contribute to achieve the corporate goals, objectives & strategy aligning with the organization's HR goals, objectives & strategy.

Work Experience

Ceylon Steel Corporation Limited

Head of Human Resources

No of Employees: 700

October - 2025 - February - 2026

Varun Beverages Lanka (Pvt) Ltd - (PepsiCo - SL)

Deputy General Manager - Human Resources

No of Employees: 1000

July - 2020 - October - 2023

Royal Ceramics Lanka PLC

Manager - Human Resources

No of Employees: 1300

October - 2010 - March - 2020

Gal Oya Plantations (Pvt) Ltd (LOLC / Browns Group)

Manager - Human Resources

No of Employees: 1100

April - 2008 - September - 2010

Lanka Hospitals Corporation PLC

Senior Executive - Human Resources

No of Employees: 850

May - 2007 - March - 2008

Sri Lanka Insurance Corporation Ltd

Executive - Human Resources

No of Employees: 1300

March - 2005 - April - 2007

Key Result Areas

- **End-to-End Employee Life Cycle Management:** Extensive hands-on experience overseeing the entire employee life cycle, from manpower planning to off boarding, ensuring seamless HR operations across diverse functions.
- **HRIS Implementation & Administration:** Successfully administrating the company's HRIS for a workforce enhancing system efficiency and data accuracy.
- **Operational HR Management:** Acted as the Single Point of Contact (SPOC) for all HR operational activities, specifically managing over 800 employees within the sales network, ensuring smooth HR processes and quick issue resolution.
- **Employee Relations & Trade Union Engagement:** Plays an active role in trade union discussions and negotiations across unions, fostering positive labor relations and ensuring compliance with legal requirements.
- **Competency Frameworks & Process Mapping:** Develop competency frameworks and map HR processes to streamline operations and align with organizational goals, contributing to improved employee performance and development.
- **Policy Development & Compliance:** Contributing HR policies and procedures development, ensuring that all employees understood and adhered to these guidelines, thereby fostering a compliant and cohesive work environment.
- **Compensation & Benefits Design:** Contributed to the design of competitive compensation and benefits packages, ensuring alignment with industry standards and employee satisfaction.
- **Performance Management Partnership:** Collaborated in the execution of the company's Performance Management System, driving effective performance evaluations and fostering a culture of continuous improvement.
- **Training Needs Assessment & L&D Initiatives:** Conducting the assessment of annual training needs and spearheaded learning and development initiatives for all employee levels, enhancing skillsets and driving organizational growth.
- **HR Analytics & Reporting:** Developed and maintained the company's HR dashboard, providing critical insights and data -driven recommendations to board of directors for informed decision-making.
- **Leadership in Special Projects:** Leading special HR projects, NVQ Certification Program, and the Awareness Program, demonstrating initiative and leadership in enhancing organizational capability.

Personal Information

Name in Full:	Kasun Sharanindu Nahallage
DOB :	24 th April 1985
Gender:	Male
School:	Presidents College - Maharagama
Marital Status:	Married
Nationality:	Sri Lankan
Religion:	Buddhist
N.I.C. No:	851151320V
Passport:	N7015232

Professional Qualifications

- Reading for MBA Cardiff Metropolitan University, UK.
- Successfully Completed the Professional Qualification in Human Resource Management conducted by Chartered Institute of Personnel Management, Sri Lanka (CIPM)
- Successfully Completed the TPM Practitioner Certificate Course conducted by Institute of Lean Management, Sri Lanka (ILM)
- Successfully Completed the Lean in HR, HR in Lean Certificate Course conducted by Institute of Lean Management, Sri Lanka (ILM)

Trainings & Conferences

- Successfully completed The Training Course on Solving Human and Organizational Problems- Teamwork and Leadership Skill Improvement - [SHOP] HIDA - JAPAN
- Successfully completed Leadership Boot Camp & Participate CONEX Organized by Pakistan Society of Human Resources Management - 2023
- Successfully completed Next Tech Wave Business Leaders Executive Development Program Organized by CQUPT - China - 2024

Extra - Curricular Activities

- School Head Prefect - 2003/2004
- President of School Commerce/ Buddhist, Anti-drugs and Debating societies
- Member of school Traffic Wardens Division
- Member of Sri Lanka Police lifesaving society
- Champion - Western province under 20

References

Dr. Neil Bogahalanda (Ph. D)
Director - Talawakelle Tea Estates PLC
Former Group Head of Human Resources - Royal Ceramics Lanka PLC
CEO - Nidek (Pvt) Ltd
nbogahalanda@gmail.com
+ 94 777 751161

Mr. Kokila Sibera
Senior Superintend of Police (Retd)
Senior Manager - Anti-Corruption
Sri Lanka Cricket
Kokila.sibera@srilankacricknet.com
+ 94 773 724446

I do here by certify that the above information furnish by me are true and accurate to the best of my knowledge.

Kasun S Nahallage

10.05.2026