

## CHIEF OPERATING OFFICER

### Job Purpose

Reporting to the Chief Executive Officer (CEO), the position will plan, direct, and coordinate the Gambling Authority's operations relating to licensing, monitoring, investigations, compliance and audit. The incumbent will also identify investment opportunities with a view to growing the gambling industry in Botswana and lead in the reviews of the legislation and periodically propose amendments as necessary.

### The Job

The incumbent will be responsible for, amongst others, the following:

### Policies and Strategies

- Contribute towards the formulation and development of the Authority's corporate strategy utilizing pertinent economic, policy, and market research data and/or information.
- Develop and continuously review the Authority's regulatory framework.
- Participate in policy reviews and propose amendments based on emergent trends from the regulated environment in conjunction with the Legal function and relevant stakeholders.
- Coordinate the development of policies and procedures that guide the regulatory processes of the Authority and ensure effective implementation of such policies and procedures.

### Licensing

- Ensure due diligence in the license application processes as defined in the compliance criteria and liaise with international regulators as part of the verification process.
- Define technical standards for machinery and/or equipment under which the license type is to be issued to ensure fair play.
- Facilitate public hearings for shortlisted applicants to ensure fairness and transparency in the selection process and facilitate the issuance of licenses to applicants.
- Ensure continuous monitoring and inspections before issuing license renewals.

### Investigations

- Ensure effective and accurate investigations against applicants and incidents through the development and implementation of investigation processes, tools, and techniques.
- Review results of investigations and provide recommendations to relevant Board Committees.

### Compliance

- Define compliance audit standards for licensees.
- Coordinate the development of a system log that takes inventory of all gaming equipment and/or machinery with the aim of monitoring the industry, in turn restricting illegal gaming.
- Ensure gaming equipment and/or machinery meet defined technical standards.
- Ensure assurance on levies collected from licensees.
- Ensure licensees and operators use licensed employees and registration of such employees is available during inspections.

### Monitoring

- Assess the patrons' appetite for gambling by reviewing the financial performance of Operators.
- Monitor the type of activities that are advertised to patrons to ensure that they are done in a decent and legal manner.
- Ensure that prices offered in promotions are awarded to the winners to safeguard consumer protection.
- Continuously scan the environment for illegal gambling activities and liaise with relevant authorities to take remedial action against such operations.

### Business Development

- Assess the viability of different license types in different locations in Botswana and make recommendations to the CEO, Board, and Minister to position the issuing of such licenses with the aim of creating employment and growing the economy.
- Appraise potential investors and communicate investment opportunities to the local market through public education, and consultation with potential operators.

### Stakeholder Management

- Develop and maintain strong relationships between the Authority and its external stakeholders to build and maintain awareness of the mandate of the Authority.

## Monitoring and Reporting

- Develop measures to evaluate the performance of the regulated environment and undertakings and ensure periodic reporting.

## Academic Qualifications and Experience

The right candidate will possess a Bachelor's Degree in Law, Finance, Business, Economics, or a related field. A Master's Degree in Law, Finance, Business, Economics, or a related field OR Extensive gambling/regulatory experience is a requirement. A minimum of eight (8) years experience in a senior management role.

If you believe you are suitable for the role, please send your CV, certified copy of Omang, Certified copy of certificates, and application letter to the following address.

Email address: **recruitment@testrite.co.bw**

Subject: **Chief Operating Officer**

Applications Closing Date: **9th December 2023**

**ONLY SHORTLISTED CANDIDATES  
WILL BE RESPONDED TO**