



National Gambling Board

*South Africa*

a member of **the dti** group

## **INSPECTOR: COMPLIANCE OVERSIGHT**

**Reference Number: NGB 07/2017**

**Remuneration Scale: R508,692.74 – R706,517.21 (Total package per annum)**

**Preference will be given to African Females, Coloureds, Whites and people with disabilities**

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### **BRIEF SUMMARY OF THE ACT**

The National Gambling Board is established in terms of the National Gambling Act, 2004 (Act 7 of 2004) as amended. It is a schedule 3A Public Entity in terms of the Public Finance Management Act, 1999 (Act 1 of 1999). National Gambling Act makes provision for the coordination of concurrent national and provincial legislative competence over matters relating to (the continued) regulation of gambling activities and also makes provision for the establishment of uniform norms and standards applicable throughout the Republic in certain gambling activities.

### **STRATEGIC OBJECTIVE**

The strategic objectives stated below straddle and apply across all positions within the NGB. Successful incumbents will be required to execute their functions in consideration of the following strategic objectives i.e. Compliance monitoring of all provinces with gambling legislation, Combating of unlicensed gambling activities, Suppression of illegal gambling activities, Effective monitoring of Limited Payout Machines, Establish and maintain national functional registers, Provide research based authoritative advise on gambling, Conduct public awareness, education and responsible gambling campaigns, Financial efficiency and Human resource efficiency, Improved operational and technical efficiency.

## **PURPOSE**

To ensure that provincial licencing authorities (PLA) and industry behaviour is within acceptable variance from standard norms.

## **KEY PERFORMANCE AREAS**

### **Compliance norms and standards**

- Contribute to development of uniform national norms and standards ( all modes of Gambling);
- Manage and implement the compliance monitoring system;
- Manage and conduct oversight evaluation and inspections;
- Monitoring and investigating the issuance of national licenses by PLA's;
- Evaluating and monitoring B-BBEE compliance within the industry;
- Provide oversight evaluation of PLA's on monitoring Financial Intelligence Centre Act; and
- Conduct evaluation of applications of Limited Payout Machines (LPM).

### **Variance identification and case building**

- Ensure appropriate desk analysis of information received and identification of variances;
- Obtain appropriate intelligence to assist in monitoring; and
- Ensure adherence to norms and standards by the PLA's.

### **Enforcement support**

- Provide support and guidance in instances of voluntary correction;
- Support civil correction, and
- Prepare case and support criminal correction.

### **Annual compliance strategy, business plan and systems with regards to:**

- Providing input into the development and implementing the compliance strategy;
- Providing appropriate input into the Gambling Policy development;
- Providing appropriate divisional input the NGB's strategic plan;
- Ensuring the development of an appropriate and approved business plan for the division;
- Eradication of illegal forms of gambling; and
- Maintaining stakeholder relations.

## **Organisational excellence**

- Ensure appropriate performance management of staff;
- Ensure delivery of appropriate financial management;
- Provide appropriate input into the NGB's organisational strategy and operational plan; and
- Ensure appropriate input into the NGB's quarterly reporting documents.

## **Compliance Management**

- Provide support in cases of alleged violations of rules, regulations, policies and procedures by evaluating, recommending initiation of investigations and resolve same;
- Ensure that compliance issues and concerns within the gambling industry are investigated and resolved; and
- Identify areas of compliance vulnerability and develop corrective action plans for resolution of problematic areas.

## **MINIMUM JOB REQUIREMENTS**

### **Qualifications**

- Three year Degree or National Diploma in Law/Commerce/Internal Audit or Business Management from a SAQA recognised institution.

### **Experience**

- Minimum of 3-5 years' relevant management experience within the Compliance or Regulatory environment.

### **Competencies and skills**

The appointee must have the following **technical** skills:

- Strategic thinking and leadership;
- Gambling industry knowledge;
- Policy development;
- Corporate governance; and
- Computer literacy with respect to MS Office packages.

The appointee must have the following **administrative** skills:

- Report writing skills; and
- Administrative and organisational skills.

The appointee must have the following **managerial** skills:

- General management skills;
- Strong communications and interpersonal skills;
- Problem solving skills; and
- Mentoring and coaching skills.

The appointee must have, as a minimum, demonstrable knowledge of the following pieces of legislation:

- Extensive knowledge of PFMA and applicable regulations;
- In depth knowledge of National Gambling Act and the Regulations;
- In depth knowledge of Provincial Gambling Acts and regulations;
- Knowledge of international norms and standards; and
- Knowledge of Financial Intelligence Centre Act.

The successful applicants' remuneration package will be structured in terms of the NGB's Remuneration Policy, which will include provident fund and medical aid benefits. The NGB subscribes to the principles of Employment Equity and reserves the right to not make an appointment.

The appointee will be required to sign a performance agreement within one (1) month of joining the organisation and this position is subject to a one (1) year probationary period.

To apply for this position, interested applicants are required to complete the NGB employment application form to be obtained from NGB's website [www.ngb.org.za](http://www.ngb.org.za), attach a comprehensive CV, copies of qualifications and identity document.

The completed application can be submitted by e-mail [recruitment@ngb.org.za](mailto:recruitment@ngb.org.za), hand delivered to the NGB offices at 420 Witch Hazel Avenue, Eco Glades 2, Block C, Eco Park, Centurion or posted to the Senior Manager: Human Capital Optimisation, Private Bag x 27, Hatfield 0028.

Background verifications, criminal record checks, citizenship check and competency assessment will form part of the selection process. It is the responsibility of candidates with foreign qualifications to have them verified by the South African Qualifications Authority (SAQA). The NGB reserves the right not to make an appointment.

**CLOSING DATE: 28 MARCH 2017**