

CHIEF TECHNOLOGY OFFICER

Reference Number: NGB/001-2024

Nature of Employment – Permanent

**Remuneration Scale: R1,902,477 – R2,218,229 per annum
(all-inclusive package)**

Preference will be given to Coloured Male and Female, White Male and Female, Indian Male and people with disabilities

BRIEF SUMMARY OF THE ACT

The National Gambling Board (NGB) is established in terms of the National Gambling Act, (NGA) 2004 (Act 7 of 2004). It is a schedule 3A Public Entity in terms of the Public Finance Management Act, 1999 (Act 1 of 1999). The NGB 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 OUTCOMES

The strategic outcomes 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 outcomes:

- ✚ Account for and identify all legal gambling machines, devices and owners, licensed juristic and natural persons and excluded persons;
- ✚ Economic transformation and increased participation of Historically Disadvantaged Individuals in the mainstream gambling industry;
- ✚ Effectively monitored PLA compliance with gambling legislation;
- ✚ Facilitated S16 confiscation of proceeds from illegal gambling activities;
- ✚ Effectively monitored socio-economic patterns of gambling activity within the Republic;
- ✚ Uniformity of legislation in the gambling industry; and
- ✚ Broad-based public education

PURPOSE

The position will be responsible for overseeing all aspects of technology within the NGB. This includes developing and implementing technology strategies, managing the IT infrastructure, ensuring compliance with regulations and driving innovation within the gaming industry.

KEY PERFORMANCE AREAS

Strategy Development and Implementation

- ✚ Strategic management of the Office of the Chief Technology Officer (OCTO) division in order to ensure alignment with international best practices, trends and methodologies.
- ✚ Developing divisional strategic and operational plans.
- ✚ Provide leadership and direct implementation of the division's strategy.
- ✚ Ensure effective co-ordination of divisional strategic planning events and processes to ensure alignment with planning cycles.
- ✚ Develop norms and standards for ICT in the gambling industry.
- ✚ Develop strategies on how to respond to technological advancements in the gambling industry e.g. online gambling, fixed odd betting terminals, electronic bingo terminals, development of monitoring / management systems in the gambling industry and cryptocurrency etc.
- ✚ Develop and execute a comprehensive technology strategy aligned with the NGB's Strategic objectives. This includes identifying opportunities for technological advancements, assessing risks, and making informed decisions.
- ✚ Monitor changes or advancements in technology in the gambling industry for enhanced and effective oversight pertaining to gambling machines, devices, software and games.
- ✚ Stay abreast of relevant laws, regulations, and industry standards related to technology and gambling. Ensure that the technology practices and products in the South African gambling industry comply with all applicable regulatory requirements, including data protection and security standards.
- ✚ Collaborate with other executives to align technology initiatives with overall NGB strategic objectives.
- ✚ Providing appropriate divisional input into the NGB's strategic plan.
- ✚ Ensuring the development of an appropriate and approved business plan for the division.
- ✚ Ensures the development, initiation, maintenance and review of policies, and oversee the implementation in the division's to serve as the framework within which to operate.

Service Delivery Management

- ✚ Project and contract management of the implementation of the National Central Electronic Monitoring System (NCEMS).
- ✚ Stay abreast of emerging technologies such as blockchain, artificial intelligence, and virtual reality, and assess their potential applications in the gambling industry.
- ✚ Ensures availability of NCEMS and National registers.
- ✚ Oversee the development, implementation and maintenance of all projects relating to the entire technology infrastructure of the NGB including NCEMS and National Registers.

Stakeholder Management

- ✚ Manage stakeholder satisfaction and implement strategies for continually improving stakeholder satisfaction within the industry.
- ✚ Identify areas of stakeholder vulnerability and develop corrective action plans for resolution of problematic areas.
- ✚ Establish and maintain strategic partnerships with key stakeholders in order to ensure implementation of programmes (i.e. State Information Technology Agency, Provincial Licencing Authorities and other government entities).

Monitoring, Evaluation and Reporting

- ✚ Monitor the performance of the NGB against the business plan and introduce corrective actions where necessary.
- ✚ Ensure compliance with integrated performance reporting systems.
- ✚ Develop interventions for improved performance of the NGB against strategic objectives, targets and goals.
- ✚ Ensure all necessary reporting and accounting responsibilities of the division is carried out efficiently and in accordance with the set timelines for reporting.
- ✚ Drives achievement of division's targets through effective monitoring and guidance.
- ✚ Submits performance progress reports to input into the National Gambling Board's Annual report.

Budget Management

- ✚ Analyses the business plan to determine the financial requirements.
- ✚ Obtains the budgetary prescriptions from the Finance Division.
- ✚ Determines financial allocations in accordance with deliverables.
- ✚ Submits budget for approval in accordance with policies and procedures.

- + Monitors expenditure against budget and ensures spending occurs within budgetary limits.
- + Peruses monthly expenditure statements from Finance and addresses anomalies.
- + Explores opportunities to reduce costs.
- + Oversee contract management for NCEMS and National Registers.

Human Resource Management

- + Sets performance objectives for the Division and ensure they are cascaded into performance agreements of subordinates.
- + Ensures that all employees have signed performance agreements.
- + Monitors and measures performance quarterly by conducting employee appraisals.
- + Identifies areas of development and draws up action plans to address poor performance.
- + Ensures ongoing training and development of employees.
- + Addresses employee relations matters fairly and promptly.

Risk Management and Governance

- + Ensures that there is a clear assessment of Information Security and Information Technology risks and that appropriate mitigating priority action is being taken on NCEMS.
- + Ensure that there is clear regulatory compliance and oversight. Design and deploy systems for monitoring and analysing gambling activities to detect violations, fraudulent behaviour and patterns of problem gambling.
- + Identify technology related risks that could impact the regulation of gambling.
- + Ensure compliance and develop risk management processes.
- + Exercise cross functional governance to achieve a consistent and transparent approach to technology infrastructure and processes, information and reporting.

Records Management

- + Ensure that records management is performed in accordance with NGB approved file plan and electronic document management.

MINIMUM JOB REQUIREMENTS

Qualifications

- ✚ Bachelors Degree in Information Technology / Electronic Engineering / and/ or Computer Science from a SAQA recognised institution.
- ✚ Certified Information Systems Auditor (CISA) and or Certified Information Security Manager (CISM) certification will serve as an advantage.

Experience

- ✚ Experience in the gambling industry with at least six (6) years in a senior technology management role.
- ✚ Ten (10) years relevant management experience in an ICT environment within the gambling industry.

Competence and skills

- ✚ The appointee must have the following skills:

- Contract management.
- Change management.
- Relationship Management.
- Project Management.
- Critical Thinking.

- ✚ The appointee must have the following knowledge:

- SANS 1718 Technical Standards.
- National Gambling Act, regulations and other relevant legislations.
- Gambling Industry compliance requirements and best practices.
- Promotion of Access to Information Act (PAIA).
- State Information Technology Act (SITA Act).
- Public Finance Management Act (PFMA).

The successful applicants' remuneration package will be in terms of the NGB Remuneration Policy. The National Gambling Board subscribes to the principles of Employment Equity.

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 twelve (12) months' probation 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, attach and complete the following mandatory documents i.e. comprehensive CV, copies of qualifications and identity document. **Failure to submit all requested documents will disqualify your application.**

The completed application with all supporting documents must be submitted by e-mail to cto@basadzi.co.za, hand delivered to the NGB offices at 1085 Francis Baard Street, Hatfield, 0028 or posted to the Human Capital Optimisation, Private Bag x 27, Hatfield 0028.

CLOSING DATE for all applications: **25 MARCH 2024**

Background verifications, criminal record checks, citizenship check and competency assessment will form part of the selection process. It is the responsibility of candidates or applicants with foreign qualifications to have them verified by the South African Qualifications Authority (SAQA). If you have not been contacted within three months after the closing date, please regard your application as unsuccessful.

IMPORTANT NOTICE

By applying for this position, you hereby acknowledge that you have read and accept the following Protection of Personal Information Act (POPIA) disclaimer:

I hereby consent for NGB to process my personal information as part of the recruitment process. NGB shall take all reasonable measures to protect the personal information of applicants and for the purpose of this disclaimer "personal information" shall be defined as detailed in the Protection of Personal Information Act, Act 4 of 2013 (POPIA").

The NGB reserves the right not to fill the position.