



**Chief Executive Officer
Gambling Control Authority**

POSITION COMPETENCIES

A. SKILLS AND ABILITIES

1. Strategic Leadership

- Articulates a clear vision for the Gambling Control Authority and inspire a sense of shared purpose that drives the Authority's vision and long-term direction.
- Develop clear goals that are consistent with approved strategies, identify priority activities and allocate resources appropriately.
- Able to initiate and analyse policies and provide strategic advice at the Ministerial and Board level.
- Demonstrates a clear understanding of political, social and economic factors affecting the Authority.
- Demonstrates strong strategic skills, the ability to develop long term value-creating opportunities for the organization whilst not losing focus on shorter term results.
- Must have sound knowledge of all current relevant legislations governing the Company's operations and all legislation related to public bodies.
- Must have ability to acquire and administer resources (human, financial, material, information) in a manner that instil public trust and accomplish the Authority's goals.
- Is resourceful, optimistic, energetic, open-minded, flexible and capable of solving problems and making sound decisions.



2. Building Relationships

3. Builds and sustains relationships within the Authority, with the Minister, across the Public Service, across agencies and with a diverse range of external stakeholders.
4. Drives a culture of collaboration, participation and values diverse viewpoints to enhance operations.
5. Recognizes importance of consultation, stakeholder engagement and fostering teamwork.
6. Encourages and maintains a performance culture ensuring regular feedback and recognition of achievement.
7. Empowers, mentors and engages in activities to sustain morale.
8. Being able to communicate the big picture clearly to a wide range of internal and external audience with precision, confidence and in an articulate manner.

9. Delivers and Achieves Results/Outcomes

- Drives a culture of achievement and commitment to achieving outcomes beyond expectations.
- Drives an efficient and effective system of planning, reporting progress, monitoring and evaluating of results.
- Exhibits strong organizational ability seen through integration of structures, systems, processes and resources to achieve objectives.
- Stimulate / create a culture of accountability and transparency.
- Uses workforce planning to develop and maintain the capability to deliver services effectively.
- Explores innovative approaches to ensure value for money in services delivery.



B. PERSONAL ATTRIBUTES

1. Integrity/Ethics

- Provides impartial and forthright advice.
- Models high standard of ethics, conduct and probity.
- Widely trusted and seen as a direct, truthful and courageous individual.
- Personifies the values of honesty, integrity, impartiality, transparency and accountability.
- Demonstrate self-awareness and commitment to personal development
- Serve the Government of the day irrespective of personal preferences



2. Commitment & Personal Drive

- Takes responsibility and initiates timely action to resolve issues.
- Is prepared to make tough corporate decisions to achieve desired outcomes.
- Accepts accountability for mistakes made in the organization and ensures corrective action is taken.

3. Intellect and Judgment

- Is analytical, proactive, innovative and able to conceptualize strategic issues faced by the Authority and apply appropriate and cost-effective solutions.
- Has the functional and technical knowledge to carry out the Chief Executive Officer's duties to a high level of accomplishment.
- Makes sound decisions based on common sense, experience and good judgment without prejudice.
- Anticipates implications and applies effective judgment to develop solutions.



3. Creativity and Innovation

- Consistently generates and applies original ideas tackling both simple and complex problems.
- Brings out the best in others, leads them to discover new ideas, solutions and new ways of doing the job and unafraid to use unorthodox methods.
- A team player that respects and listens to his/her colleagues' advice or perceptions
- Ensuring a safe and happy work environment for all employees where they can freely express their creativity and individuality and still value being part of the Gambling Control Authority.
- Pursues new methods and solutions, thinks outside the box and is unafraid to use unorthodox methods.
- Good understanding of new technologies and their application.

C. EXPERIENCE & PAST PERFORMANCE

- Proven experience in management or leadership with a minimum of eight (8) years of services in at least a senior executive position.



D. ACADEMIC QUALIFICATION

- Minimum qualification of a Bachelor degree either in Finance, Accounting, Economics, Legal or Business Management or in other related discipline relevant to this position.