

JOB SPECIFICATION

Grade: Gambling Regulator – GDC Grade 4
Department: Ministry of Justice, Trade and Industry
Responsible to: Head of Policy and Regulation

Duties:

The professional duties of the post shall include:

- Working as part of a team regulating the remote gambling sector in Gibraltar. This will include engagement with operators on policy, compliance and enforcement matters, as well as liaising with licensing colleagues.
- The appointee will be expected to help deliver an effective risk-based system of regulation in the remote sector (in conjunction with colleagues); as well as supporting regulatory work in the land-based sector.
- Carrying out compliance, risk assessment and miscellaneous visits to operators.
- Assist in the conciliation and resolution of disputes between licensees and customers.
- Assist in the investigation of alleged breaches of relevant laws, codes, standards or conditions.
- Compile operational or policy reports where required.
- Participation in relevant international conferences where required, liaising with regulatory counterparts and representing the Gibraltar Gambling Division.
- Keep abreast of regulatory and technological developments as they relate or may impact on the gambling sector.
- Assist in the wider aspects of regulation where required and carry out any other duty compatible with the post which may be requested from time to time by line management (including the Gambling Commissioner and Executive Director).

PERSON SPECIFICATION – GAMBLING REGULATOR, GDC GRADE 4

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications:	Five GCSE (or GCE 'O' Level) passes at A, B or C grade (9-4), or CSE grade 1, two of which must be in English Language and Mathematics. and; Education to A-Level standard or; Evidence of significant professional experience in the gambling regulatory sphere (AML and Social responsibility).	Educated to degree level. Professional development, post graduate study or diploma in AML/TF/Compliance (e.g. ICA vocational training).
Experience:	Hands on regulatory experience with an understanding of the risk-based approach. A good understanding of AML/CFT frameworks and how they fit into the wider law enforcement landscape. A good understanding of social responsibility as it relates to the gambling sector. A working knowledge of issues surrounding the integrity of sports betting and betting markets. An understanding of the remote gambling verticals. The ability to apply legislative frameworks and to make sound decisions about the appropriate level of regulatory intervention. Computer literacy, confident use of general office procedures and systems. Able to convey message to the	Previous experience of having applied the risk-based approach in the context of the gambling industry. Understanding corporate governance and risk frameworks. An understanding of developing regulatory technology and the due diligence process. Numeracy and understanding trading operations. Awareness of remote gaming systems and relevant technology architecture. Being able to evidence working in a dynamic and changing regulatory environment. The ability to maintain databases and to interpret and present statistical information. A good standard of written English and sound drafting skills. Previous management experience.

	regulated sector in a clear and concise way. Project management with evidence of being able to deliver on time in terms of the end product. Confidence to carry out site visits with operation and to deal with all levels up to and including senior management.	A good level of IT skills.
Knowledge:	Excellent analytical skills and the ability to develop constructive solutions to complex problems. A working knowledge of remote and land-based gambling sectors. Commercial understanding including the key elements of business models and the governance arrangements for private and public companies.	A command of regulation and legislation applicable to the gambling industry, An understanding of wider company law and company structures. Understanding risk frameworks as they apply to reducing financial crime.
Other requirements:	A high level of integrity with no criminal or otherwise inappropriate personal history. A willingness to engage in foreign travel necessitating short periods away from Gibraltar.	