

# Executive Search & Selection

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Our client, the Gambling Control Commission invites applicants for the position of:

## Manager, Regulatory Compliance & Governance

The Manager, Regulatory Compliance & Governance will oversee and manage all aspects of regulatory field operations, ensuring compliance with mandates and regulatory compliance requirements while providing strategic direction and support of the Commission's compliance objectives. The position is also responsible for planning, leading and managing the execution of compliance audits, inspections and investigations of licensees and registrants to fulfil the Commission's statutory mandate. Work involves developing effective processes and procedures to facilitate compliance with all relevant laws, regulations and technical standards.

### Qualifications and Experience:

- Bachelor's degree in law, Management, Social Sciences, or related discipline from a recognised institution
- A Master's degree or Postgraduate would be an asset.
- AML/CFT Certification would be an asset.
- A minimum of five (5) years in risk management and compliance experience at a senior level, with prior experience working in a regulatory environment
- Specialist knowledge of local and international standards, legislation, and regulations, including the Gambling and Control Act and relevant laws applicable to the Commission
- Specialist knowledge of the related legislation regulatory frameworks (with specific experience in gambling) and ability to apply it to the Commission

### Key Accountabilities:

- Manages and administers established systems for controlling and monitoring compliance in accordance with legal and regulatory standards, local policies and guidelines, and international best practices.
- Distills information on emerging compliance issues to ensure that management and employees are informed about compliance reporting systems, policies, and practices.
- Provides guidance on interpreting and implementing standards and guidelines for the conduct of inspections on licensees to promote compliance and produce relevant guidance materials.
- Monitors adherence and due diligence to relevant laws, regulations, policies, and standards by gambling license holders.
- Participates in the development and maintenance of compliance reference materials and documentation.
- Participates in the preparation of audit reports and investigative reports related to findings or deficiencies in compliance matters

Please forward a detailed resume in Word (doc.) format in confidence to:  
PricewaterhouseCoopers Limited (PwC)  
Executive Search. Email:  
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**Closing date: 20th October 2024**



### **About the Gambling (Gaming and Betting) Control Commission**

The Gambling (Gaming and Betting) Control Commission (GCC) stands as a distinctive Regulatory Authority, tasked with ensuring the integrity, fairness, and safety of gambling activities within Trinidad and Tobago.

The Authority was established by an Act of Parliament - The Gambling (Gaming and Betting) Control Act No. 8 of 2021, partially proclaimed on August 11<sup>th</sup>, 2021, for the appointment of the Board and for the Regulatory Authority to recruit its staffing complement. The Commission will be implementing a comprehensive and modern system of licensing, regulation, and enforcement mechanisms necessary to build a responsible, strong, and sustainable gambling industry.

The previous legislation was unable to address the expansive, modern gambling industry, which, today, is still experiencing significant technological advancement. Moreover, with gambling – gaming and betting, being one of the fastest growing industries in the world, and Trinidad and Tobago is no exception, it is conservatively estimated to yield more than \$16 billion per year in annual turnover (**pre-COVID 19**).

Already our industry has the potential to make a significant contribution to economic development by way of business growth, employment, revenue and taxation. The GCC will ensure that all gambling activities in Trinidad and Tobago will be conducted in a fair and transparent manner and that the revenue generated will redound to the benefit of all society.

The Commission has definitive authority to govern the operations of the gambling industry and one of its primary aims is to end deregulation and remove the apertures that can be created where illegitimate activity can take place.

While it will be responsible for ensuring law and order in the industry delivered through a comprehensive licensing regime, it will also play an important role in the safety and security of all stakeholders in the industry.

The functions of the GCC include:

- o Regulating and providing oversight to the operation of Gambling in Trinidad and Tobago
- o Collecting fees and levies;
- o Providing information to regulatory, supervisory, and government agencies related to the gambling industry;
- o Ensuring that licensed activities and all gambling activities conducted under the Act take place in a fair and honest manner;
- o Addressing the harmful and adverse effects of Gambling, as well as providing support for the development of communities through areas such as sports, social and community activity, and arts and culture by establishing the Rehabilitation Fund and the Development Fund;
- o Formulating and implementing policies, codes of practice, and other documents for the administration and control of the conduct of Gambling; o Promoting Responsible Gambling in society, i.e. to minimise the potential adverse effects that Gambling can have on individuals and communities.

Under the Gambling Control Act 2021, and the intended licensing regime, persons owning or operating a gaming establishment, manufacturing gaming equipment, selling, importing, supplying and distributing gaming machines and gambling software, providing betting facilities, and utilising premises for betting, are required to apply for and obtain a licence in order to carry out the activities. There are several categories of licences under whose scope a person's operations may fall within, including:

- Gaming Operator's Licence – For the operation of a gaming establishment;
- Betting Operator's Licence – For the operation of a betting shop;
- Bookmaker's Licence – To conduct betting activities;
- Promoter's Licence – To stage live racing and pool betting activities;
- Premises Licence – For the conducting of activities at stipulated premises;
- Personal Licence – With respect to key employees; and
- Any other licence that may be deemed necessary.

The fines for engaging in activity without a licence are quite high and range from a fine of TTD 250,000.00 and imprisonment for three (3) years, up to TTD 10,000,000.00 and imprisonment for ten (10) years, based on the offence committed.