

WESTERN CAPE GAMBLING AND RACING BOARD

The Western Cape Gambling and Racing Board (hereafter referred to as the Board) – an Equal Opportunity Employer - is a statutory body established in terms of section 2 of the Western Cape Gambling and Racing Act, 1996. The Board is responsible for the regulation, monitoring and control of the gambling, horseracing (Totalisator), and betting industry in the Western Cape. The Board invites applications for the following vacant position:

CHIEF EXECUTIVE OFFICER FIVE (5) YEAR FIXED-TERM EMPLOYMENT CONTRACT (subject to renewal, at the Board's discretion, based on excellent performance review)

The purpose of this position is to provide executive leadership, strategic management, and excellent financial performance across all aspects of the organisation, as well as implement a clearly defined growth strategy to ensure effective and efficient functionality and sustainability of the Office of the Western Cape Gambling and Racing Board per the objectives and mandate of the Board.

Minimum requirements are: • An appropriate postgraduate qualification (NQF level 8 or higher) such as Public Administration, Business, Finance, Commerce, Economics, or Law • A minimum of ten (10) years' experience in an executive or senior management position • Proven leadership skills at the executive management and strategic levels • An in-depth knowledge and understanding of good corporate governance • Knowledge and experience in performance monitoring and evaluation against strategy and budget.

In addition, this senior role calls for excellent communication skills and a high level of leadership intelligence. People management, team building, and strong motivational skills are essential, as are advanced computer skills and the ability to network with stakeholders.

The following qualifications and experience will be a distinct advantage: • Management Qualification such as an MBA / MBL or similar • Knowledge and experience of legislation relating to gambling regulation, labour practices, finance management, Broad-Based Black Economic Empowerment and mergers and acquisitions • Knowledge and experience in Governance, Compliance, Systems /IT Audits, Risk Mitigation, Legal and Corporate Services • Working knowledge of legislation impacting organs of state • Knowledge of legislation regulating all facets of the gambling and horseracing industries in South Africa.

The key performance areas of this position will include, inter alia: • Provide oversight in the management of the entity's resources in terms of the PFMA and approved entity strategy and budget • Ensure resource development for improvement in competency and knowledge of developments in the gambling industry • Ensure the development and full implementation of a retention strategy to foster employee engagement • Drive the transformation agenda in the gambling industry in line with Broad-Based Black Economic Empowerment • Ensure effective and efficient execution of regulatory gambling operations in the province • Ensure the development, implementation and maintenance of infrastructure, policies, and procedures relating to employee safety, health, quality, and environmental legislation and standards that adhere to and comply with applicable legislation • Ensure collection of Taxes and Revenue as per the Act • Ensure full implementation of the Board's Strategic Plan and Annual Performance Plans within the approved budget and in compliance with the laws of the province and country • Ensure that the gambling industry is effectively and efficiently regulated and implement strategies for the protection of the Western Cape population against the socio-economic impact of gambling • Ensure that only fit and proper applicants are issued a licence • Ensure that the Board complies with all legislative directives and that the gambling legislation complies with national norms and standards • Ensure good corporate governance and best practices in respect of IT systems for regulatory audit, office records and reporting.

The Board offers a total cost-to-company remuneration package of R 2 012 352 per annum (inclusive of 13th cheque).

To apply, please forward your comprehensive CV and motivation letter to hr@wcgrb.co.za by **15 May 2026**.

Direct inquiries to Mr P Abrahams at primo@wcgrb.co.za

Correspondence will be limited to shortlisted candidates only. If you have not been contacted within four (4) weeks of the closing date, please accept that your application has been unsuccessful. The Board reserves the right not to make an appointment.

All shortlisted candidates will be subjected to a practical assessment that intends to test relevant elements necessary to succeed in the job. The logistics of which will be communicated by the Board.

Following the interview and practical assessment, the selection committee will recommend shortlisted candidates to undergo a competency assessment, in line with the Board's Recruitment and Selection Policy.

Please note that the shortlisted candidates will be required to be available for assessments and in-person interviews at a date and time as determined by the Board. The successful candidate must be prepared to be subjected to a probity investigation.

The Board supports both employment equity and affirmative action as contained in its employment equity plan and affirmative action policies and targets, and the position will be filled per the relevant plan and policies.

To consider any employment application, we will have to process your personal information. A law known as the Protection of Personal Information Act, 4 of 2013 (POPIA) provides that when one processes another's personal information, such collection, retention, dissemination, and use of that person's personal information must be done lawfully and transparently.

To give effect to this right, we are under a duty to provide you with a number of details pertaining to the processing of your personal information. These details are housed under the HR Processing Notice, which can be accessed and viewed on the WCGRB website, <https://www.wcgrb.co.za/notices/>, which HR Processing Notice we request that you kindly download and read.