



**VACANCY ADVICE**  
**GENERAL MANAGER**

**(CONTRACT ROLE 1 – 2 YEARS)**

VPB Gaming (Pty) Ltd, a subsidiary of the Sun Slots Group, based in Gaborone Botswana, is recruiting for a dynamic and influential Botswana-based individual with previous relevant experience to fill the role of General Manager on 1 – 2-year contract basis. This position is based in Gaborone and reports to the Regional General Manager: Sun Slots.

**RESPONSIBILITIES OF THE POSITION INCLUDE BUT ARE NOT LIMITED TO:**

The incumbent is required to contribute to the start-up of the Gaborone-based business and ensure the successful establishment of the business, in its infancy phase. Key success factors for this role are to ensure site acquisitions and deployment of LPMs in accordance with the Botswana Gambling Authority Licence conditions and to appoint, mentor and guide a Botswana citizen to successfully take over the role of General Manager of the business at the end of the contract period.

The incumbent will manage the development and implementation of the regional business strategy, through effectively employing and managing staff and networking with potential suppliers, customers and shareholders, whilst complying with relevant policies, procedures and gaming legislation in this highly regulated and competitive market.

The key result areas for the role includes, amongst others:

- Enhance the organizational effectiveness and efficiency of the company
- Effectively network and build relationships with existing and potential suppliers, customers, shareholders, Gambling Authority and other key stakeholders
- Mentoring and coaching of a successor
- Understand and develop product and marketing strategies to support the business
- Understand and develop support functions within the region
- Lead the roll-out the LPM network in Botswana, in accordance with licence conditions
- Ensure budgets and targets are set, necessary approval is received, and measures are in place to achieve same
- Effective time management to ensure all deadlines are met
- Ensure Board of Directors are informed at all times on relevant issues affecting the business and the organisation
- Ensure compliance with relevant policies, procedures, gaming and statutory laws
- Manage and develop the relationship with LPM sites, ensuring that compliance and disputes are resolved in a professional and timeous manner
- Ensure appropriate business staffing levels and recruitment in accordance with existing policies
- Development, training and performance management of HOD's and staff
- Monthly and quarterly reporting to Board of Directors and other relevant structures/parties

**QUALIFICATIONS, EXPERIENCE, SKILLS AND KNOWLEDGE REQUIRED**

- Relevant 3-year tertiary education, i.e. sales, marketing, finance or similar / significant experience in the industry
- An MBA or relevant post graduate qualification is desirable
- Previous experience within the LPM or similar industry is preferred
- Previous exposure to doing business in Africa essential and in Botswana is preferable
- Excellent business development and implementation experience
- Excellent communication skills and the ability to communicate at all levels
- Strong influencing and negotiation skills

- Experience in managing a large team
- Excellent report writing skills and proficiency in MS Word, MS Excel, MS PowerPoint
- Displays effective leadership skills
- Financial and analytical acumen
- Excellent planning and organizational skills
- Proficiency in English and another South African language (from the region) would be advantageous
- Ability to work effectively under pressure
- To operate within an ethical manner and living the Sun Slots Values at all times
- General ability:
  - To focus on results through customer focus, managing work, planning and organising
  - To express potential through adaptability, initiating action, work standards, innovation and stress tolerance
  - To Interact effectively through communication, building customer loyalty, trust, managing conflict, negotiation and gaining commitment
  - Achieve goals by contributing to team success, follow up, and facilitating change

**Interested parties should email a detailed CV to [vpbgamingrecruitment@sunslots.co.za](mailto:vpbgamingrecruitment@sunslots.co.za) by close of business on Friday, 10 January 2025.**

***POPIA Statement***

Please note that when applying for any position, reference checks will be completed and personal information as defined in the Protection of Personal Information Act 4 of 2013 will be processed. In applying for this position, applicants will be deemed to have consented to such processing as defined in the Privacy Statement Please note that

***Please note only shortlisted candidates will be contracted. Should you not be contacted within 1-month after the closing date of this advertisement, accept that your application has been unsuccessful.***