

ECONOMIC RESEARCHER

Reference Number: NGB/002-2024

Nature of Employment – Permanent

**Remuneration Scale: R1,135,828 – R1,307,083 per annum
(all-inclusive package)**

Preference will be given to Coloured Male and Female, White Male and Female, Indian Male and people with disabilities

BRIEF SUMMARY OF THE ACT

The National Gambling Board (NGB) is established in terms of the National Gambling Act, (NGA) 2004 (Act 7 of 2004). It is a schedule 3A Public Entity in terms of the Public Finance Management Act, 1999 (Act 1 of 1999). The NGB makes provision for the coordination of concurrent national and provincial legislative competence over matters relating to the continued regulation of gambling activities and also makes provision for the establishment of uniform norms and standards applicable throughout the Republic in certain gambling activities.

STRATEGIC OUTCOMES

The strategic outcomes stated below straddle and apply across all positions within the NGB. Successful incumbents will be required to execute their functions in consideration of the following strategic outcomes:

- ✚ Account for and identify all legal gambling machines, devices and owners, licensed juristic and natural persons and excluded persons;
- ✚ Economic transformation and increased participation of Historically Disadvantaged Individuals in the mainstream gambling industry;
- ✚ Effectively monitored PLA compliance with gambling legislation;
- ✚ Facilitated S16 confiscation of proceeds from illegal gambling activities;
- ✚ Effectively monitored socio-economic patterns of gambling activity within the Republic;
- ✚ Uniformity of legislation in the gambling industry; and
- ✚ Broad-based public education

PURPOSE

To conduct research by analysing and reporting on data collected through qualitative and quantitative methods to guide strategic initiatives / interventions in relation to the regulation of gambling in South Africa.

KEY PERFORMANCE AREAS

Provide strategic leadership on the development and management of strategy with regards to research in the NGB

- ✚ Provides strategic leadership on the development and management of Gambling industry research strategy, policies and implementation plan.
- ✚ Provides strategic leadership for research and determine the research agenda for the NGB.
- ✚ Provides guidance in research best practice, norms and standards and provide recommendations and advise to the National Gambling Policy Council.
- ✚ Provides strategic leadership on the management of research, trend analysis methodologies and systems.
- ✚ Provides strategic leadership on the ensuring that research related to the work of the NGB is conducted to develop the economic research strategy for all Provincial Gambling Boards.

Research Analysis and Reporting of Information in the Gambling Industry

- ✚ Manages research projects in order to guide the process from inception to completion.
- ✚ Conduct primary and secondary data analysis on key research projects.
- ✚ Determine methodology to conduct surveys and data collection, and conduct surveys.
- ✚ Conducts desktop research to establish and report on international benchmarks of gambling markets.
- ✚ Reviews international benchmark reports on gambling markets and determines the performance of the South African gambling market in relation to international benchmarks.
- ✚ Identifies research needs for the National Gambling Board (NGB) from benchmarks and provides guidance on transformation initiatives.
- ✚ Designs and develops research methodologies and analysis techniques for both qualitative and quantitative methods.
- ✚ Compiles and reviews analysis reports on the gambling industry in terms of National and Provincial Licencing Authorities PLA) (i.e. gambling statistics, market share and market conduct) to provide a holistic overview of the South African gambling industry.

- ✚ Identifies strengths, opportunities, weaknesses and threats to economic development, B-BBEE compliance and transformation in South Africa.
- ✚ Develops the annual report with a focus on market share and national gambling statistics applicable to those gambling modes regulated by the National Gambling Board for the financial year.
- ✚ Provides annual updates on the socio-economic patterns of gambling activity and important developments in the internal and external environments in which the National Gambling Board operates.
- ✚ Enables gambling sector knowledge to ensure proper development and execution of research information in the sector.
- ✚ Provides regular and detailed analysis of research reports to the dti for identification of matters for legislative consideration.
- ✚ Provides thought leadership by writing articles and publishing papers relevant to the gambling industry.
- ✚ Provides authoritative advice based on research findings to the Minister and the NGPC in terms of the National Gambling Act.

Economic Analysis

- ✚ Analyses and reports on information on the gambling industry in terms of National and Provincial Licencing Authorities PLA) (i.e. gambling statistics, market share and market conduct).
- ✚ Conducts macroeconomic analysis of gambling industry developments and undertakes quantitative analysis of time series gambling data and trends in gambling industry.
- ✚ Analyses data using mathematical models and statistical techniques and prepares reports, tables and charts that present research results.
- ✚ Develops and forecasts future gambling industry trends using econometric modelling techniques and analyses and provides economic advice on developments that are affecting the gambling industry.
- ✚ Develops a database for the storing, manipulation, documentation and sharing of statistics and ensures updated, preservation, and integrity of data on gambling sector performance.
- ✚ Provides economic insight on performance of gambling in South Africa.
- ✚ Maintains good working relations with stakeholders to ensure openness to engagement on research input.
- ✚ Ensures adherence to quality standards and reviews project deliverables regularly through tracking and analysis.
- ✚ Evaluates and integrates information in relation to the impact of current socio-economic development models and potential changes in the gambling industry.
- ✚ Prepares and publishes research papers / bulletins / articles / reports for dissemination within and outside the NGB.

Gambling Sector Performance and trend analysis

- ✚ Monitors and compiles reports on gambling sector performance in terms of market conduct and market share and identifies strengths, opportunities, weaknesses and threats to the economic development, B-BBEE compliance and transformation.
- ✚ Collate and compile required data on modes of gambling.
- ✚ Develops a database for the storing, manipulation, documentation and sharing of Casino, Betting, Limited Payout Machine and Bingo statistics and ensures updated, preservation, and integrity of data on gambling sector performance.

Research Administration

- ✚ Establishes learning and information-sharing networks with stakeholders providing information, research data and knowledge on the gambling industry.
- ✚ Coordinate and respond to general economic/statistical queries on behalf of the organization.
- ✚ Provide information service to other sections within the NGB and also coordinate and distribute gambling sector performance documents.
- ✚ Build strategic relationships and networks with relevant counterparts in international forums.
- ✚ Provides inputs on policy reforms in terms of the National Gambling Act.
- ✚ Provides input into statutory reports and Parliamentary enquiries.
- ✚ Assists in the compilation of strategic management research reports.
- ✚ Coordinates and sets up research seminars, workshops and other research projects.
- ✚ Gives input into the research budget.
- ✚ Oversees the maintenance of a resource centre on all documents, products and reports collected, used and developed by the department.
- ✚ Provides accurate and timely reports related to current status of all research projects and quarterly performance reports on research initiatives.

Financial Management

- ✚ Provide inputs into strategic annual report and ensure that expenditure is in line with approved budget.

Human Resource Management

- ✚ Sets performance objectives for the Division and ensure they are cascaded into performance agreements of subordinates.
- ✚ Ensures that all employees have signed performance agreements.
- ✚ Monitors and measures performance quarterly by conducting employee appraisals.
- ✚ Identifies areas of development and draws up action plans to address poor performance.
- ✚ Ensures ongoing training and development of employees.
- ✚ Addresses employee relations matters fairly and promptly.

Records Management

- ✚ Ensure that records management is performed in accordance with NGB approved file plan and electronic document management.

MINIMUM JOB REQUIREMENTS

Qualifications

- ✚ National Diploma or Bachelor's Degree in Economics / Econometrics or Statistics.

Experience

- ✚ Six (6) years relevant experience in a Researcher position.
- ✚ Eight (8) years relevant experience in a Research environment.

Competence and skills

- ✚ The appointee must have the following skills:
 - Statistical
 - Analytical
 - Relationship Management
 - Project Management
 - Critical Thinking
- ✚ The appointee must have the following knowledge in terms of **legislations**:
 - Knowledge of National Gambling Act.
 - Public Finance Management Act.
 - Knowledge of National Treasury guidelines & regulations.

The successful applicants' remuneration package will be in terms of the NGB Remuneration Policy. The National Gambling Board subscribes to the principles of Employment Equity.

The appointee will be required to sign a performance agreement within one (1) month of joining the organisation and this position is subject to a twelve (12) months' probation period.

To apply for this position, interested applicants are required to complete the NGB employment application form to be obtained from NGB's website www.ngb.org.za, attach and complete the following mandatory documents i.e. comprehensive CV, copies of qualifications and identity document. **Failure to submit all requested documents will disqualify your application.**

The completed application with all supporting documents must be submitted by e-mail to er@basadzi.co.za, hand delivered to the NGB offices at 1085 Francis Baard Street, Hatfield, 0028 or posted to the Human Capital Optimisation, Private Bag x 27, Hatfield 0028.

CLOSING DATE for all applications: **25 MARCH 2024**

Background verifications, criminal record checks, citizenship check and competency assessment will form part of the selection process. It is the responsibility of candidates or applicants with foreign qualifications to have them verified by the South African Qualifications Authority (SAQA). If you have not been contacted within three months after the closing date, please regard your application as unsuccessful.

IMPORTANT NOTICE

By applying for this position, you hereby acknowledge that you have read and accept the following Protection of Personal Information Act (POPIA) disclaimer:

I hereby consent for NGB to process my personal information as part of the recruitment process. NGB shall take all reasonable measures to protect the personal information of applicants and for the purpose of this disclaimer "personal information" shall be defined as detailed in the Protection of Personal Information Act, Act 4 of 2013 (POPIA").

The NGB reserves the right not to fill the position.