



VACANCY ADVICE

GENERAL MANAGER

VPB Gaming Pty Ltd t/a Hot Slots, 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. This position is based in Gaborone and reports to the Regional General Manager.

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, during its early development phase. Key success factors for this role include (among others), ensuring all site acquisitions and the deployment of LPMs are carried out in full compliance with the Botswana Gambling Authority licence conditions.

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

The key result areas for the role includes, among 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
- 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, ensuring full compliance 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 always informed 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 conduct 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 a related field; or significant experience in the industry
- An MBA or relevant post graduate qualification is desirable
- Previous experience within the LPM sector, casino operations or the broader gaming industry is preferred
- Previous experience doing business in Botswana is essential
- Strong background in business development and implementation
- Excellent communication skills and the ability to engage effectively at all levels
- Strong influencing and negotiation capabilities
- Demonstrated experience managing large teams
- Proficient in report writing and skilled in MS Word, MS Excel, MS PowerPoint
- Effective leadership skills
- Strong 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 always living the Sun Slots Values
- 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 by close of business on Friday, 20 June 2025.

POPIA Statement

Please note that when applying for any position, reference checks will be completed and personal information as defined in the Data Protection Act 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 only shortlisted candidates will be contacted. Should you not be contacted within 1-month after the closing date of this advertisement, accept that your application has been unsuccessful.