



Our client, a gaming operator in Southern Europe is looking to appoint a **Director of Operations, **IT Manager** and **Marketing Manager** to be based in the Mediterranean.**

**All interested candidates can apply in writing and forward a CV to
Dr. Christian Gernert at europe@codego.com
www.codego.com**

CLOSING DATE: 11th September, 2010

DIRECTOR OF OPERATIONS

Will have the responsibility for developing, managing, leading and growing an existing team both for the land based and online operations. This position is a newly created responsibility intended to raise the visibility and more effectively achieve the goals of the company.

Responsibilities

- Candidates must be able to clearly communicate the mission of the organization to a variety of audiences including the media, gaming operators, industry regulators and officials, the customers and general public.
- Developing, managing, leading and growing an existing team both for the offline and online operations.
- Business development - Creating synergies between the online and offline operation.
- Attracting International poker tournaments.
- Effective and successful running of the offline and online operations.

Requirements

- Minimum 3 years of experience in executive/senior managerial position in Gaming Operations responsible for gaming properties.
- Fluent in English & Italian.
- Strong consulting skills with the ability to advise and make recommendations, provide assistance or help with planning from a basis of personal expertise where no formal or direct reporting relationship exists
- Technically proficient in managing the gaming floor.
- Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
- Plan, organize, direct, control, or coordinate operations in offline and online casinos.
- Strong knowledge and experience managing offline and online casino operations.

IT MANAGER

The IT Manager will be responsible to manage all the IT Resources and IT functions within the core and support operations of the organization. Create and maintain proper IT Governance throughout the organization by establishing policies, procedures and standard that are compliant with the gaming laws and industry best practices. Provide strategic program direction and leadership, team management and stewardship for idea through implementation, of the various existing and evolving company's business systems, solutions and processes.

Duties & Responsibilities

- Reliable and dedicated member of the 24/7 enterprise network technical team.
- Manage technical projects, including integrations/migrations, for small to medium sized projects.
- Administer an enterprise network with focus on security, scalability, redundancy, robustness and disaster recovery.
- Actively concentrate and monitor company systems, working to achieve 100% uptime with full redundancy.
- Implement, support and promote Company policy and procedures.
- Participate in after hour's emergency response team and conduct after hour upgrades when required.
- Technical research where required (IT general, industry news, security, new technology).
- Involves thorough understanding of key technical architectures, operating systems, host platform software and hardware, and all supporting processes and integration dependencies.
- Have a strategic and critical role for the success of the organisation's growth.
- Together with the Marketing Manager, to constantly seek new methods of leveraging further revenues from the casino online system features.
- Report on the technical option(s) available for the organisation to offer its services online and how the casino can compete uniquely in the online gaming market.

Requirements

- 5+ years of experience in a mixed O/S environment with emphasis on Microsoft Windows.
- Excellent interpersonal, organization, and communication skills.
- Deadline driven, passionate, determined to succeed and stay on top of a rapidly changing industry.
- Workstation Deployment, Active Directory, Exchange Server, ISA Server, WSUS, DNS, IIS, Enterprise Anti-Virus, Enterprise Backup, etc.
- MS SQL 2005, clustering, backup and recovery, replication, performance tuning, developer support, etc.
- BSc. in Computer Science or equivalent education and experience.
- Experience with several of the following areas required: casino and/or leisure industry, slot systems, loyalty program infrastructure, data warehousing, product marketing or customer relationship marketing.

Competencies (Behavioral)

- Apply problem-solving techniques to achieve organizational goals
- Identify and understand issues, comparing data to draw conclusions and apply solutions
- Prioritise effectively, scheduling work, determine tasks and resources
- Ability to self manage to project goals
- The Casino is open 24 hours per day, seven (7) days per week; therefore, you must be flexible to work any and all times as per the operational requirements

MARKETING MANAGER

To develop, establish, maintain and analyse marketing strategies in order to meet and/or improve financial performance by the organisation through positive public relations, marketing activities, branding, promotions, corporate partnerships, direct mail/database, group sales, special events and advertising. All duties are to be performed within the guidelines of the relevant gaming authority/jurisdiction and Internal Control Standards

Requirements

- Minimum 3 yrs gaming industry experience.
- Business or marketing-related degree or equivalent professional qualification.
- Fluent in English & Italian.
- Experience in all aspects of developing and maintaining marketing strategies.
- Technical marketing skills.
- Possess strong interpersonal and communication skills.
- Experience should include time managing of at least four (4) of the following functions: database marketing, casino advertising, casino general marketing, casino promotions, casino special events, public relations or junket operations.
- A passion for customer service is a must.
- The Casino is open 24 hours per day, seven (7) days per week; therefore, you must be flexible to work any

and all times as per the operational requirements.

Key Competencies

- Excellent written and verbal communication skills.
- Organization and planning.
- Problem analysis and problem-solving.
- Team-leadership & collaboration.
- Formal presentation skills.
- Persuasiveness, Adaptability, Innovation, Eye for detail, Decision-making.

