

## **JERSEY GAMBLING COMMISSION**

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## **INFORMATION PACK** **CHAIR VACANCY 2026**

### **Part One – The Jersey Gambling Commission**

#### **Background**

The Commission is responsible under the Gambling (Jersey) Law 2012, for the licensing and supervision of providers of gambling services, and investigation of whether any person is complying with, contravening, or committing an offence under an enactment relating to gambling.

The Commission is a statutory body corporate, set up under the Gambling Commission (Jersey) Law 2010 (the “**Commission Law**”). The Commission Law established the Commission as an independent body, fully responsible for its own regulatory decisions. The Commission is accountable for its overall performance to the States of Jersey through the Minister for Sustainable Economic Development.

#### **The Commission’s key purpose**

This is to ensure application of the Guiding Principles set out in the Commission Law that any gambling services provided:

- should be conducted responsibly and with safeguards necessary to protect children and vulnerable people;
- should be regulated in accordance with generally accepted international standards to prevent fraud and money laundering, and should not be permitted to be a source of crime; and
- should be verifiably fair to consumers of those services.

The Commission must take the action it considers appropriate to:

- protect children and other vulnerable persons from addiction to gambling and from other forms of harm associated with gambling;
- make assistance available to persons who are or may be affected by problems related to excessive gambling; and
- otherwise avoid and reduce problems related to gambling.

In so doing, the Commission

- reduces the risk to the public of financial loss due to dishonesty, incompetence or malpractice by, or the financial unsoundness of, providers of gambling services;
- protects and enhances the reputation and integrity of Jersey in commercial and financial matters, as those are affected by Gambling;
- safeguards the best economic interests of Jersey; and
- counters gambling related crime both in Jersey and elsewhere.

In support to its key purpose, the Commission aims to:

- ensure that all entities it authorises meet fit and proper criteria;
- ensure that all entities it regulates are operating within accepted standards of good regulatory practice;
- match international standards in respect of gambling regulation, and specifically relevant anti-money laundering and terrorist financing defences;
- identify and deter abuses and breaches of regulatory standards; and
- ensure the Commission operates effectively and efficiently, and is accountable to the States of Jersey through the Minister for Sustainable Economic Development as prescribed in the Commission Law.

### **The Board of Commissioners**

The governing body of the Commission is its Board of Commissioners. The Board of Commissioners is responsible for setting the strategic aims of the Commission, the exercise of statutory and regulatory powers of the Commission and ensuring that the necessary financial and human resources are in place for the Commission to meet its objectives and fulfil statutory objectives.

A full time Executive Staff serves the Commission. The [Commission's website](#) includes information describing the powers and duties of the Board of Commissioners and its Executive Staff.

The current Commissioners are:

Mr Bruno Santos-Costa  
Ms Jennifer Bridge, MBE  
Mr Barry Faudemer  
Dr Jason Lane

Biographies of current Commissioners can be obtained from the [Commission's website](#).

In addition to the Board, Advocate Cyril Whelan, MBE, past Chair, is retained as an agent of the Commission to provide continuity until November 2026.

## **Appointment of Commissioners**

The Commission Law sets out the arrangements in relation to the appointment of Commissioners. It requires that the Commission consist of a Chair and not less than two other Commissioners up to a maximum of four. The Commissioners are all non-executive with the exception of Dr Lane.

The appointment of the Chair is made by the Minister on the recommendation of the Jersey Appointments Commission after open competition.

The Commission Law requires that all Commissioners should have (between them) experience in or knowledge of:

- provision or regulation of gambling services, or regulation of other activities that are regulated in a similar manner;
- action similar to the action to be taken under the social responsibility function;
- financial, legal or other aspects of management of bodies similar to the Commission; and
- social conditions in Jersey.

To that end the composition of the Board should be such to achieve a proper balance between the interests of persons carrying on the business of gambling services, the users of such services and the interests of the public at large.

## **Commission Website**

Further information about the work of the Commission, including the latest Annual Report of the Commission's work, can be obtained from the Commission's Website [www.jgc.je/publications/annual-reports](http://www.jgc.je/publications/annual-reports).

## **PART TWO – Role of the Chair**

### **Principal Accountabilities**

The Chair is responsible with their colleagues on the Board for ensuring that the Commission fulfils its statutory functions as set out in the Commission Law.

### **The Role**

The role of Chair on the Board includes the following responsibilities:

1. Presiding over Board meetings and ensuring that the Board operates efficiently and effectively.
2. Contributing to discussions on, and agreeing, the strategic objectives and policies that the Commission should follow.
3. Monitoring the performance of the Executive against the objectives agreed annually by the Board.
4. Approval of the annual budget, annual report, final and interim (if any) financial statements and any financial forecasts which are to be published.
5. Satisfying themselves as to the integrity of the Commission's financial statements and that robust financial controls and systems of risk management are in place.
6. Exercising non-delegated statutory functions and powers under the Gambling Law, such as approving significant changes to licensing policies, approving fee increases above RPI and agreeing sector-specific consultations.
7. Ensuring that the Commission operates effectively and efficiently and is accountable to the Minister for Sustainable Economic Development as defined under the MoU.

### **Person Specification**

Candidates for the position of Chair should ideally possess most or all of the following skills, experience and qualifications:

#### **Part One – Personal Qualification and Experience**

1. Experience of regulation, either through having worked as a regulator, or through having been a regulated person with direct experience of responding to regulatory requirements.
2. An awareness and understanding of the needs of the public and the public interest having worked in roles which serve to enhance and protect the public interest.
3. A sound knowledge of the workings of the Island including its social, political and commercial environment.
4. A working knowledge of any of the following: law, audit, dependency or behavioural issues together with a general understanding of business management.
5. An understanding of the local and international environments in which the Commission operates.
6. Experience of operating at Board level, together with demonstrable skills and understanding of corporate governance.

## **Part Two – Personal Style and Behaviour**

1. A high level of analytical ability, combined with an ability to take a wide view on regulatory matters as they affect Jersey.
2. A high standard of integrity, impartiality, transparency and objectivity in the performance of their functions.
3. An understanding of the need for, and commitment to, international standards as they apply to the gambling industry.
4. An appreciation of the importance of innovation, flexibility and enterprise in the local gambling industry.
5. An understanding of individual behaviour and how different skills and experience can be harnessed together to make an effective team and a proven ability to work as a member of a team.
6. A clear understanding of the role of a non executive and how they will support the executive in the delivery of the Commission's objectives and statutory responsibilities.
7. Recognised as having involvement with and contributing to the local community.

## **Terms and Conditions of Engagement**

Appointments are made for a term of between three and five years which may be renewable up to a maximum of ten years.

The Chair will be paid a fee (currently £15,000 per annum) plus any reasonable out of pocket or other expenses incurred in the course of carrying out their duties. After appointment for twelve months, the fee will be increased by RPI until the completion of their term of office.

## **Time Commitment**

Commissioners are expected to commit to an average of two days a month to the Commission, occasionally more when necessary. This will include time required to review relevant papers and attend Board of Commissioners' meetings (held quarterly). Board Members are encouraged to attend meetings of industry bodies and fellow regulators at least once during their term of office. The Commission will cover reasonable expenses in accordance with its relevant policies and procedures.

## **Additional Information**

### **Code of Conduct regarding Conflicts of Interest**

Upon appointment, Commissioners are required to adhere to a Code of Conduct regarding Conflicts of Interest and sign an “Undertaking regarding confidentiality and investment dealing”.

### **Conduct of Commissioners**

The Board of Commissioners endorses and abides by the Code of Conduct for Appointment as set out by the Jersey Appointments Commission. In so doing Commissioners are expected to act in accordance with the Nolan Principles<sup>1</sup> for conduct in public life:

#### **1. Selflessness**

Holders of public office should act solely in terms of the public interest.

#### **2. Integrity**

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

#### **3. Objectivity**

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

#### **4. Accountability**

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

#### **5. Openness**

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

#### **6. Honesty**

Holders of public office should be truthful.

#### **7. Leadership**

Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

To that end:

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<sup>1</sup> <https://www.gov.uk/government/publications/the-7-principles-of-public-life/the-7-principles-of-public-life--2>

- Commissioners shall not stand for election as a Member of the States without the prior consent of the Board;
- Commissioners should not publicly support a candidate for election as a Member of the States without first notifying the Board;
- Commissioners may take a public part in any political matter as long as they have due regard to the reputation and standing of the Commission. However, the Board should be consulted prior to any participation in any particular matter;
- Commissioners shall not apply for any executive or non-executive positions in any regulated entities without the prior consent of the Board;
- Commissioners charged with a criminal offence or involved in a civil or disciplinary action must promptly inform the Board;
- Commissioners convicted of a criminal offence or sanctioned as a result of disciplinary action which may prejudice the interests of the Commission may be liable to dismissal.

### **Response Instructions**

If you wish to apply for this post, please respond by completing the attached application form. You may also submit a comprehensive CV plus any other supporting material in the manner and by the deadline stated in the advertisement. A CV is not a substitute for the application form which must be filled out in full in order to be considered for the position.

Part One of the Person Specification lists a number of criteria that are applicable to the post. It is important that in your written submission you provide evidence or examples of your proven experience against each of those criteria where possible.

Identification and management of conflicts of interest are particularly important, and your written submission should identify any conflicts that might arise and indicate how they would be managed.

For those candidates invited for interview, these responses will be further developed and discussed together with those criteria listed in Part Two of the Person Specification.

Please ensure you give the name, position, organisations and telephone contact numbers of at least two referees. If you specifically do not wish referees to be approached without your prior permission please indicate this in your application. References will only be taken on those candidates taken forward to the final interview stage.

Finally, please ensure you provide a telephone contact number and an email address.