



JOB DESCRIPTION

POSITION TITLE: VICE PRESIDENT FOR OPERATIONS

REPORTING RELATIONSHIPS

ACCOUNTABLE TO: LAS CASAS GAMING INC.

REPORTS TO: JOSE MARIA ACUZAR AND LEO A. BARROSA

ROLE OVERVIEW:

We are seeking for a dynamic and experienced Vice President of Operations to lead our operational efforts and drive efficiency and excellence across all aspects of our gaming business. Reporting directly to the Chairman or President, the VP of Operations will play a critical role in overseeing day-to-day operations, optimizing processes, and implementing strategic initiatives to support the company's growth and success.

KEY RESPONSIBILITIES:

1. Provide strategic leadership and direction for all operational functions within the company, including games development, sales production, gaming sites management, customer service, and quality assurance.
2. Develop and implement operational strategies and initiatives to optimize efficiency, reduce costs, and enhance productivity across all areas of the business.
3. Lead and manage a high-performing operations team, providing mentorship, guidance, and support to ensure alignment with company goals and objectives.
4. Collaborate with cross-functional teams, including game development, marketing, finance, and legal, to drive integrated and cohesive business operations.
5. Establish and monitor key performance indicators and metrics to track operational performance, identify areas for improvement, and drive continuous optimization.
6. Oversee the production and release of gaming products, ensuring adherence to quality standards, timelines, and budget constraints.
7. Manage relationships with external partners, vendors, and suppliers to ensure seamless collaboration and fulfillment of operational requirements.
8. Develop and maintain strong relationships with regulatory bodies and compliance teams to ensure adherence to gaming regulations and standards.
9. Lead crisis management and risk mitigation efforts, ensuring the company is prepared to effectively respond to any operational challenges or emergencies.
10. Drive a culture of innovation, collaboration, and excellence within the operations team, fostering a positive and inclusive work environment.

QUALIFICATIONS AND SKILLS:

1. Bachelor's degree in Business Administration, Operations Management, or a related field; MBA or equivalent advanced degree preferred.
2. 5 years of executive-level experience in operations management, preferably within the gaming or entertainment industry.
3. Proven track record of successfully leading and scaling operations teams in a fast-paced and dynamic environment.



4. Deep understanding of gaming operations, including production processes, distribution channels, and regulatory requirements.
5. Strong strategic planning and analytical skills, with the ability to develop and execute effective operational strategies.
6. Excellent leadership and management capabilities, with a focus on fostering a collaborative and high-performance culture.
7. Exceptional communication and interpersonal skills, with the ability to build relationships and influence stakeholders at all levels of the organization.
8. Demonstrated ability to drive results, make data-driven decisions, and lead organizational change initiatives.
9. Strong problem-solving and decision-making abilities, with a proactive and solutions-oriented mindset.
10. Passion for gaming and a deep understanding of gaming industry trends, consumer preferences, and competitive landscape.

Prepared by:

Approved by:

STEPHANIE JANE GUIAS

Admin/HR/Legal Assistant

JOSE MARIA ACUZAR

Chairman

Reviewed by:

Received by:

LEO A. BARROSA

President

Employee