

Job title: Senior Manager, Performance Optimization	Location: <i>Insert the country and/or city where the role is to be based</i>
Function: Product and Tech Reports to: Head of Performance Operations	No. of direct reports: 2-4 No. of non-direct reports: 0
Budgetary responsibility:	NGR/P&L:
Purpose of role	
<p>We're Entain. Our vision is to be the world leader in sports betting and gaming entertainment by creating the most exciting and trusted experience for our customers, revolutionising the gambling space as we go. We're home to a global family of more than 25 well-known brands, and with a focus on sustainability and growth, we will transform our sector for our players, for ourselves and for the good of entertainment.</p> <p>This role will be pivotal in enabling the transformation and evolution of Entain's Product & Technology department into a Product-led powerhouse. You will act as an ambassador for positive change whose primary motivation is achieving incremental improvement and bringing people together.</p> <p>You will be responsible for designing, promoting, and optimizing our governance framework to achieve a high performing, efficient and effective P&T operating model. Through close collaboration with the P&T teams you will foster a culture of continuous improvement by introducing and implementing continuous feedback processes which will feed an ongoing improvements backlog.</p> <p>You will be responsible for designing and optimizing tooling to enable efficiency and time to market, shaping it to best support the operating model.</p>	
Key responsibilities	
<p>Main:</p> <ul style="list-style-type: none"> • Designing and promoting a governance framework encompassing the product development lifecycle, OKRs and benefit realisation to achieve the optimal P&T Op model. • Collaborating closely with the Change and Communications Manager to help inform the P&T communications strategy. • Designing and optimizing tooling to enable efficiency, time to market and empower Product to lead. • Designing and implementing a continuous feedback process which will feed an improvements backlog and drive efficiency and productivity. • Building and overseeing a team who can support the ongoing commitment to continuous improvement. • Building a highly organized and informative document repository system which will become the central knowledge hub for Product & Tech. • Designing and implementing consistent reporting templates and standardization of documentation in line with best practice. • Governing and owning the agile playbook, ways of working, pdlc and path to production. <p>Managerial responsibilities:</p> <ul style="list-style-type: none"> • Develop and communicate clear goals and objectives for the team aligned to our business strategy and OKRs. • Recruit, develop, and retain top talent, actively coaching the team to develop and grow, creating development opportunities as they arise. • Create a positive and productive work environment that motivates and inspires people to perform their best work. 	



Specialist skills and experience

Essential:

- Strong communicator, the ability to share or understand information, ideas and feelings successfully.
- Strategic thinker, thinking beyond immediate tasks to contribute to long-term strategy and vision
- Strong and demonstrable leadership skills, evidenced through experience in previous roles of a similar stature and nature.
- Adept in Stakeholder Management
- Managerial experience with prior experience having managed a team of 2+ direct reports.
- Extensive experience in Change Management, the ability to plan, communicate, implement, and support the smooth transition of individuals and organizations through periods of significant change, ensuring successful adoption and minimal disruption.
- Expert in Project/Programme Management, planning, organising, and overseeing tasks, resources, and timelines to achieve specific objectives and deliver successful outcomes within a defined scope.
- Proficient Technical Acumen, to effectively communicate with development teams and understand technical constraints.

Desired:

- Knowledge of the Gaming Industry

Competencies / behaviours

- Strong communication skills
- Stakeholder engagement: Builds effective working relationships
- Collaboration: Communicates effectively with a positive impact
- Builds capability: Invests in developing oneself (and others)
- Analytical thinking: Thinks critically, providing well-reasoned insights through a commercial lens
- Sets direction: Contributes to a clear direction for the business
- Agility: Quickly adapts and remains flexible while managing risks
- Drives performance: Continually raises the bar for oneself (and others)
- Acts with integrity: Takes ownership and does the right thing
- Delivers results: Plans for success and gets the job done

Diversity and equal opportunities:

As a global employer, Entain is committed to providing a safe, fun, and inclusive culture where our people feel like they truly belong.

We are a multicultural business that values, celebrates and respects individual differences, so whatever your sexuality, gender, gender identity, ability, age, race, religion or belief, you will have a voice here, and the space to do your best work.

Our diverse internal networks provide the support for you to express your views and make a positive difference, all for the good of entertainment.



For the good of entertainment