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A TOP EMPLOYER CERTIFIED FOR TWO CONSECUTIVE YEARS



Casino Administration - Gaming Optimization and Analytics Senior Analyst / Analyst

Job Descriptions:

- ❖ Conduct in-depth analysis from various gaming systems, including table games, slots, loyalty program, to identify trends, patterns and opportunities
- ❖ Develop predictive models and perform statistical analyses to optimize game mix, floor layout, spreads and pricing
- ❖ Evaluate the performance of implemented strategies, communicating the findings to stakeholders effectively with insights and recommendations
- ❖ Create and maintain dashboards and reports that provide clear and meaningful information
- ❖ Perform competitor market research, identifying business opportunities and current market trends

Position Requirements:

- ❖ Bachelor degree in Data Analytics / Statistics / Mathematics / Gaming / Finance / Actuarial / Engineering will be priority considered
- ❖ 1 – 2 years relevant working experience is required
- ❖ Experience in Power BI / Tableau / SAS / SSRS / SQL / Python / R / VBA
- ❖ Strong analytical and problem-solving skills
- ❖ Strong communication and presentation skills
- ❖ Good command in English and Cantonese

Hotline: 8118 6293

If you are interested, please send your CV to sclcareer@sands.com.mo



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Casino Administration - Gaming Optimization and Analytics Assistant Manager

Job Descriptions:

- ❖ Conduct and communicate in-depth ad-hoc analysis, providing insights and recommendations to senior management
- ❖ Oversee the planning, execution and delivery of analytics projects. Ensuring projects are completed on time, within scope and aligned with business objectives
- ❖ Manage and mentor a team, providing guidance, support and continuous professional development
- ❖ Develop predictive models and perform statistical analyses to optimize game mix, floor layout, spreads and pricing
- ❖ Develop business plans to optimize casino revenue and operational efficiencies through analyzing KPIs, market trends, etc.

Position Requirements:

- ❖ Bachelor degree in Data Analytics / Statistics / Mathematics / Gaming / Finance / Actuarial Studies/ Engineering will be priority considered
- ❖ 3 – 4 years related working experience is preferred
- ❖ Strong command of Experience in Power BI / Tableau / SAS / SSRS / SQL / Python / R / VBA programming language
- ❖ Experience in using Microsoft SQL Server Management Studio
- ❖ Strong communication and presentation skills
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Casino Administration - Concession Administration Officer

Job Descriptions:

- ❖ Prepare and submit application to obtain the government's approval of planned investment to be part of the approved investment plan, as well as to monitor and follow up on the progress of the approvals
- ❖ Communicate with internal stakeholders as needed to obtain the necessary information for the submissions and ensure that they are submitted to the government in a timely manner
- ❖ Perform administrative works and support for daily operation of Concession Administration Team, e.g. documents retention and organization, translation between Chinese and English for internal and external usage, and industry research, etc.
- ❖ Perform any other ad hoc task as requested by management

Position Requirements:

- ❖ Bachelor degree in Communication, Regulatory, Finance or Business Administration related will be priority considered
- ❖ Fluent in English and Cantonese
- ❖ Good command of computer skills (Microsoft Word, Excel and PowerPoint)
- ❖ Good interpersonal skills and being a team player
- ❖ Project management and Finance skills on casino/hotel industry is desirable

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Casino Administration – CAD Officer

Job Descriptions:

- ❖ Assist in preparation of gaming area layout submission package in accordance with government's requirements. Ensure all technical drawings meet government standard and are delivered accurately and timely under the guidance and request of superiors in Casino Compliance team
- ❖ Support the preparation and execution of technical drawings for gaming submission and respond to ad-hoc technical requests from government or SCL's management
- ❖ Liaise with relevant internal parties to help verifying any necessary information to ensure the correctness and integrity of all layouts
- ❖ Maintain and update essential production assets, including master floor plans and other mapping documents, ensuring they are well-organized and readily accessible for internal usage
- ❖ Proactively develop a fundamental understanding of core business operations and technical CAD standards by seeking specialized training and knowledge instilled by CAD Technician

Position Requirements:

- ❖ Bachelor degree will be priority considered
- ❖ Good in Cantonese and English, fair in Mandarin
- ❖ Good command of CAD & Design Software
- ❖ Proactively manage timelines and workload in a timely and effective manner

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Market Development - Product Mix & Segmentation Branding – Executive / Senior Executive

Job Descriptions:

- ❖ Assist in preparing brief-in to Branding / Ecommerce for creating materials according to established guidelines for different membership tiers
- ❖ Support the execution of member tier promotions
- ❖ Help implement branding activities for top membership programs, ensuring consistency in campaign delivery
- ❖ Coordinate the scheduling and placement of casino media spots, ensuring timely delivery and quality checks
- ❖ Collect competitor and industry updates, and prepare summary reports for managers to review
- ❖ Provide administrative and operational support to the team, assisting in project coordination and documentation

Position Requirements:

- ❖ Bachelor degree in Business Administration or Marketing will be priority considered
- ❖ 3 – 4 years working experience and 1 -2 years in related area is preferred; less experience will be consider as Executive
- ❖ Strong interpersonal and communication skills
- ❖ Good command in Cantonese, Mandarin and English
- ❖ Knowledgeable and proficient in Windows, PowerPoint, Excel and Word

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Special Events & Promotions – Loyalty Marketing Events & Promotions - Manager

Job Descriptions:

- ❖ Responsible for execution of the assigned Events and Promotions on time, with quality and within budget
- ❖ Liaise with other departments to provide requirements as well as develop plans for F&B, Décor, entertainment, and operations
- ❖ Ensure that all casino accounting, legal, procurement and finance SOPs are followed during execution of the events. Supports all documentation and communication with these departments
- ❖ Brief and train Sales and Service marketing teams on the event targets, operational details and mechanics
- ❖ Liaise with internal departments or external agencies to source entertainment, décor, F&B, and location for events & Promotions
- ❖ Manage and coach assigned executives and sr. executives on the assigned events & promotions

Position Requirements:

- ❖ Bachelor degree in Events Management or Marketing preferred will be priority considered
- ❖ 5 or more years working experience and 1 – 2 years managerial level experience is preferred
- ❖ Strong interpersonal and communication skills
- ❖ Good command in Cantonese, Mandarin and English
- ❖ Creative, adoptable, quick decision making and have a good aesthetic taste
- ❖ Organized and able to manage/deliver multiple work streams
- ❖ Knowledgeable and proficient in Windows, PowerPoint, Excel and Word

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Special Events & Promotions - Program, Campaign & Partnership – Manager

Job Descriptions:

- ❖ To be assigned as a leader and manage the development of redemption catalog, direct offers and promotions from planning to execution, with expertise of market trend and market research
- ❖ To lead the negotiation and coordination with variable parties including both internal departments and external agencies on assigned projects, and work closely with Procurement and Supply Chain to get tailor made products, premium and luxury service and unique experience within the approved budget. Also, as a key person in charge of overall planning of redemption catalog.
- ❖ To be a key contact person and moderator with Sands Rewards Service and Casino Sales team on the execution procedure and marketing system set up in order to achieve the best result of the assigned projects
- ❖ To develop communication strategy and materials to drive Promotions awareness across all internal and external channels
- ❖ To manage variable casino systems setting and lead the system enhancement projects from ACSC, Redemption System and Sands Rewards mobile APP

Position Requirements:

- ❖ Bachelor degree in Business Administration or Marketing will be priority considered
- ❖ 5 or more years working experience and 3 – 4 years supervisory experience is preferred
- ❖ Strong interpersonal and communication skills
- ❖ Good command in Cantonese, Mandarin and English
- ❖ Knowledgeable and proficient in Windows, PowerPoint, Excel and Word

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Special Events & Promotions - Program, Campaign & Partnership – Senior Executive

Job Descriptions:

- ❖ To be assigned as a project leader to assist in development of redemption catalog, Casino offers and Promotions from planning to execution
- ❖ To coordinate with variable parties including both internal departments and external agencies on assigned projects, and work closely with Procurement and Supply Chain to get tailor made products, limited edition items, premium and luxury service etc. within the approved budget
- ❖ To liaise with Sands Rewards Service and Casino Sales team on the execution procedure in order to achieve the best response rate of the assigned projects
- ❖ To develop communication strategy and materials to drive Promotions awareness across all internal and external channels
- ❖ To manage variable casino systems setting from ACSC, Redemption System, and Sands Rewards mobile APP for each assigned project

Position Requirements:

- ❖ Bachelor degree in Business Administration or Marketing will be priority considered
- ❖ 3 – 4 years working experience and 1 -2 years in related area is preferred
- ❖ Strong interpersonal and communication skills
- ❖ Good command in Cantonese, Mandarin and English
- ❖ Knowledgeable and proficient in Windows, PowerPoint, Excel and Word

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Special Events & Promotions - Program, Campaign & Partnership / Paiza Experience - Executive

Job Descriptions:

- ❖ To be assigned as a project leader to assist in creative development of Casino Promotions from planning to execution
- ❖ To coordinate with variable parties including both internal departments and external agencies on assigned projects, in order to deliver quality works within timeline and budget
- ❖ To liaise with Sands Rewards Service and Casino Sales team on the execution procedure in order to achieve the best response rate of the assigned projects
- ❖ To develop communication strategy and materials to drive Promotions awareness across all internal and external channels
- ❖ To work with Procurement and Supply Chain to get tailor made products, limited edition items etc. within the approved budget

Position Requirements:

- ❖ Bachelor degree in Business Administration or Marketing will be priority considered
- ❖ 1 – 2 years working experience is preferred
- ❖ Strong interpersonal and communication skills
- ❖ Good command in Cantonese, Mandarin and English
- ❖ Knowledgeable and proficient in Windows, PowerPoint, Excel and Word

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Special Events & Promotions – Loyalty Marketing Events & Promotions - Executive

Job Descriptions:

- ❖ To be assigned as a project leader to assist in creative development of Casino Events & Promotions from planning to execution
- ❖ To coordinate with variable parties including both internal departments and external agencies on assigned projects, in order to deliver quality works within timeline and budget
- ❖ To liaise with Sands Rewards Service and Casino Sales team on the execution procedure in order to achieve the best response rate of the assigned projects
- ❖ To provide communication materials to drive Events & Promotions awareness across all internal and external channels
- ❖ To work with Procurement and Supply Chain to get tailor made products, limited edition items, premium deco production etc. within the approved budget

Position Requirements:

- ❖ Bachelor degree in Business Administration or Marketing will be priority considered
- ❖ 1 – 2 years working experience is preferred
- ❖ Strong interpersonal and communication skills
- ❖ Good command in Cantonese, Mandarin and English
- ❖ Get along with fellow Team Members and work as a team
- ❖ Knowledgeable and proficient in Windows, PowerPoint, Excel and Word

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Strategic Analysis

Senior Analyst / Analyst – Analysis

provide innovative analysis to support decision making and operational efficiencies

Senior Analyst / Analyst – Data Services

maintain data warehouse, data migration, ensure data integrity, and implement BI tools for analytics

Position Requirements:

- ❖ Bachelor Degree in Business / Statistics / Hospitality Management / Data Science / Computer Science or other related field
- ❖ 2 - 3 years of related working experience; less experience/fresh graduate will be considered for Analyst position
- ❖ Detail-minded with strong numerical sense and high accuracy
- ❖ Strong analytical skills and data presentation skills
- ❖ Strong command of VBA / SQL / SAS / Python or other programming languages
- ❖ Good communication skills in English and Chinese

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Audit Services Group – Internal Auditor

Job Descriptions:

- ❖ Design and execute risk-based audits and consulting activities across enterprise functions
- ❖ Deploy data analytics to enhance audit insights
- ❖ Perform root-cause analysis on variation and recommend opportunities for effective governance, risk management and control processes
- ❖ Create interactive dashboards and visualizations to communicate audit findings to stakeholders
- ❖ Liaise with external auditors and regulators

Position Requirements:

- ❖ Bachelor Degree holder
- ❖ 1-2 years of related work experience; work experience in Integrated Resort is an advantage
- ❖ Fluent in English and Chinese
- ❖ Strong verbal and written English communication and presentation skills
- ❖ Must have knowledge of auditing standards, principles and techniques
- ❖ Proficient in MS Office Suite; data analytics tools experience is a plus
- ❖ Certification in (or in the final stages of attainment in) one of the following: CIA, CPA or CISA is preferred

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Operations Excellence – Manager

Job Descriptions:

- ❖ Oversee and manage internal mystery shopping programs covering all departments
- ❖ Serve as the primary point of contact for all departments regarding internal audits
- ❖ Conduct staff training on Forbes standards and service quality expectations
- ❖ Ensure the quality and accuracy of audit reports and maintain up to date roster of full-time staff involved in audits
- ❖ Assist to analyze audit trends and provide photo or videos for follow up and process improvement when possible
- ❖ Utilize the internal audit program to perform pre-QA audits for brand hotels, supporting their readiness for annual QA inspections

Position Requirements:

- ❖ 3 – 4 years of relevant experience in hotel management or quality assurance role, 1-2 years' experience in a managerial level role
- ❖ Strong understanding of hospitality standards especially Forbes standards
- ❖ Excellent communication and training skills
- ❖ Fluent in English and Chinese

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Operations Excellence – Senior Analyst

Job Descriptions:

- ❖ Responsible for transforming customer data into actionable insights through robust analysis, reporting, and database management
- ❖ Analyze guest feedback, survey results, behavioral data, and CX performance metrics to identify trends, insights, and improvement opportunities that enhance guest experiences and business outcomes
- ❖ Develop, maintain and enhance Executive dashboards and automated reporting system for key CX KPIs, ensuring accuracy, and timely delivery to the management
- ❖ Build, manage and maintain high-volume CX databases and survey datasets among SCL properties, ensuring data accuracy and accessibility. Utilize SAS, SQL and Power BI effectively; Python is an advantage
- ❖ Manage multiple reports and ad-hoc analysis under tight timeline with strong ownership, attention to details, and structured problem-solving capabilities

Position Requirements:

- ❖ Bachelor Degree in Finance, Hospitality, Statistics, Mathematics or Business
- ❖ Strong analytical skills
- ❖ Strong adaptability in dynamic working environment and ad-hoc project
- ❖ Fluent in English and Chinese
- ❖ Experience with customer experience platforms (Qualtrics, Medallia, Zendesk)
- ❖ Advanced Excel skills including pivot tables, VLOOKUP, and statistical functions
- ❖ Proficient in SAS, SQL, Power BI, Python, R

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優化管理及質量監控部 - 協調專員

工作内容:

- ❖ 負責對公司旗下各物業進行服務流程審核
- ❖ 依據公司服務標準及福布斯標準評估各項服務質素，並撰寫報告
- ❖ 持續跟進最新福布斯及業界標準與趨勢，不斷提升審核品質
- ❖ 追蹤審核問題，確保問題能及時解決，並推動持續優化

職位要求:

- ❖ 具博彩業相關經驗優先
- ❖ 熟悉福布斯評核標準，能夠獨立工作
- ❖ 良好中文(廣東話及普通話)溝通能力
- ❖ 注重細節和觀察力強
- ❖ 熟悉Microsoft Office (Excel, PowerPoint)

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Manager / Assistant Manager

Human Resources – Training & Development

Job Descriptions:

- ❖ Support the Team Management to executive and monitor the strategic and tactical training plans for Sands China, ensuring alignment with corporate objectives
- ❖ Consult with internal business units to conduct performance and needs analysis, identify training solutions and leverage opportunities for capability enhancement
- ❖ Manage strategic partnerships with external training providers, consultants, academic institutions to build a network of resources and support
- ❖ Develop, implement and evaluate the effectiveness of training and development programs; recommend and implement continuous improvements

Position Requirements:

- ❖ Bachelor Degree in Business, Human Resources, Hospitality or related field preferred
- ❖ Possess certificate of Train-the-Trainer
- ❖ At least 5 years classroom training / facilitation experience
- ❖ Experience in project design and management
- ❖ Experience in conducting needs analysis and curriculum development
- ❖ Proven analytical and organizational planning skills
- ❖ Excellent verbal and written communication skills in English, Cantonese and Mandarin

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Cyber Security – Senior Analyst

Threat Intelligence

Job Descriptions:

- ❖ Collect, analyze, and interpret cyber threat intelligence from multiple sources (OSINT, commercial feeds, internal telemetry)
- ❖ Identify emerging threat actors, tactics, techniques, and procedures (TTPs)
- ❖ Correlate threat data to assess risks relevant to the organization's environment
- ❖ Investigate alerts, incidents, and suspicious activities to determine scope and impact. Participate in cross-functional incident response coordination
- ❖ Track threat actor groups, campaigns, malware families, and attack infrastructure
- ❖ Monitor dark web, forums, and underground communities when applicable
- ❖ Utilize Threat Intelligence Platforms (TIPs) to manage indicators (IOCs) and context
- ❖ Work with SIEM, EDR, and SOAR tools to enrich detection and response capabilities
- ❖ Assess cyber threats in the context of business risk and geopolitical developments
- ❖ Provide recommendations for risk mitigation and security improvements

Position Requirements:

- ❖ Bachelor degree in Cyber Security or Information Technology related field
- ❖ 5 years or above experience in related area
- ❖ Strong understanding of Cyber threat landscape and attack methodologies; Network security, endpoint detection, and cloud environments and Malware analysis (basic to intermediate level)
- ❖ Familiarity with frameworks: MITRE ATT&CK and D3FEND
- ❖ Ability to translate technical intelligence into business impact
- ❖ Experience with SIEM, EDR/XDR platforms, Threat Intelligence Platforms
- ❖ Fluent in English and Cantonese

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