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37,540 Cruise passengers; 13 ships to visit this week



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Ministry's Business Asset Grant Program Comes to Successful Conclusion

On Wednesday Nov 23, the Ministry of Investment, Innovation and Social Development confirmed that its business asset preservation grant program, given to tourism related businesses and administered via the Cayman Islands Centre for Business Development (CICBD), has concluded.

A successful innovative pilot program in September and October 2021 allocated through the CICBD provided vital support for Caymanian-owned businesses involved in watersports and land tour operations. Supplementary funding was approved subsequently by Parliament in March 2022 (*), and continued to be administered by the CICBD until its conclusion.

Initially, in the pilot programme, these grants were targeted specifically towards asset preservation for businesses involved in watersports and land tour operations. Similar support was provided for the benefit of other qualifying tourism related businesses including transportation and restaurants- all of whom were anticipating more sustainable levels of tourism following the re-opening of the borders in 2022. Over



► Hon. Andre Ebanks, MP

400 businesses received this support, with approximately \$7.5 million in funding distributed.

Commenting on the success of the program, the Hon. Minister André Ebanks said,

"At the conclusion of the Ministry's asset preservation grant program, the Ministry is humbled that this innovative type of funding assistance provided a critical lifeline above and beyond the equally important stipend paid to tourism workers to replace personal income. With these grants, Caymanian businesses were able to pay to maintain or repair equipment, or make insurance or loan payments, since these and other costs continued to accrue regardless of the border closure. Nearly \$7.5 million given in grants contributed to the survival of over 400 recipient businesses until the revitalisation of the tourism industry was underway."

Ms. Tamara Ebanks, Acting MIISD Chief Officer, praised the administration of the program by the CICBD, stating,

"Since the very beginning of the global pandemic, the Centre has played a key role in the Government's response to alleviating the economic consequences of a prolonged absence of tourism. I commend the Centre for administering the business asset grant program for nearly eighteen months, with excellent public service, accuracy and efficiency." She added, "It truly is fitting that the Centre was honoured for its efforts at the Deputy Governor's Team Awards event earlier this year."

Ms. Althea West-Myers, Director of the CICBD, noted that the Centre has resumed its important and primary mandate, to build capacity in micro and small businesses in the Cayman Islands and to advocate on their behalf. Ms. West-Myers said,

"The Centre has turned its attention to providing other forms of business development support that are equally important to business viability. These include an array of workshops, training opportunities, business coaching, conducting business assessments and facilitating networking events. All of these are offered at no cost to participants," said West-Myers. "We encourage all local businesses, entrepreneurs, potential mentors and investors to engage with us as we continue to build and enhance the environment for local businesses to thrive."

Holiday Decorating Safety Tip  

Take Your Time
Never rush while hanging lights or decorations and never stand above the three rungs from the top of the ladder.



Set up the ladder so that it is on a firm, secure and level foundation.

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Ministry of Youth, Sports,
Culture & Heritage
Cayman Islands Government

Statement from Deputy Premier and Minister for Border Control & Labour

**Hon. Chris Saunders, MP
On Permanent Residence (PR)
Applications**

No PR Moratorium imposed

The Government is aware that there have been recent questions raised on whether a moratorium on the granting of Permanent Residence (PR) has been imposed. The Government wishes to make it clear that no such moratorium is in effect.

There has been an increase in application processing time, which is the result of applications undergoing increased scrutiny. This has become necessary due to a number of factors, including increased reports of marriages of convenience and other questionable activity. As a result, WORC has stepped up its due diligence with regard to all applications, and in particular those which raise any red flags.

The Government owes a responsibility to the local community to ensure that those receiving Permanent Resident status have achieved this honour through merit. To understand the gravity and importance of being granted Permanent Residence, applicants must realise and appreciate that the Caymanian community is giving you a pathway to their precious birthright. It is not only the right to reside here, but the opportunity to build your life and family here, to further your career here, and to begin your path to full citizenship of the Cayman Islands. It is the first step to becoming Caymanian.

As a small population, it is important that we are mindful that our national identity remains. The massive societal change caused by the doubling of our Islands' population in just one generation should give everyone pause. The effects can be seen through some of the challenges we have today, especially with regard to housing, which is a basic human right.

There have been countless studies done on countries that have not thrived due to under-development, but no studies done on those that have developed so rapidly that their resources and infrastructure have been placed under great strain.

On 15 November, the world population reached a milestone of eight billion people. Consider that average population growth is less than one percent per year in most developed countries and then recognise that in just eight months the Cayman Islands population grew by 10.5 percent.

This is what we observed when comparing the population count from the Census in October 2021 and the popu-



► Chris Saunders

lation count at the end of June 2022 as per the Labour Force Survey. Naturally there would be no template for this kind of rapid expansion.

So it is therefore necessary, indeed imperative, that we focus on sustainable development and thoughtful population growth to ensure we have a successful society for our children and future generations.

In the granting of Permanent Residence applications, the burden of care is great. We must seek to ensure that those we welcome among us will better our community for the advancement of all.

Permanent Residence is not an automatic right. It is a privilege granted to those deserving residents who have become a part of the very fabric of our community. It is not a status to be conveyed to anyone perpetuating divisions in our society.

New applicants must recognise that taking an entitlement approach is not the mindset of someone looking to integrate. People should not expect that they will be given Permanent Resident status automatically after being here for a certain amount of time. It does not work that way.

We also do not want to reward those taking short cuts or making misrepresentations in the application process. So yes, we owe everyone involved - both genuine and qualified applicants as well as the local community - the necessary care and due diligence to ensure that the people we invite to live here permanently are truly deserving.

We take this responsibility very seriously, as we would like to recognise and

reward those long-term residents who have played by the rules and who have greatly benefited our community. We don't want to cheapen their contribution. We fully recognise that Cayman's success was achieved in partnership with people who came here and made our Islands their home.

The existing "points" system of evaluating applicants' worthiness to gain Permanent Residence is currently undergoing a full review by a committee of people from diverse backgrounds. The PACT Government believes it is the members of this community who should decide who gains the right to live among them. It is not a decision that should be made by either businesses or politicians, but by the Caymanian community.

I would like to correct the misperception that no PR applications have been reviewed or granted this year. Since January 2022, 98 PR applications have been approved and 61 have refused. To put this in context,

I would like to share with you the annual number of Permanent Residence grants dating back to 2009:

Permanent Residence Applications 2009-2022

Year	Approved:	Re-fused:	Total # Processed:
2009	584	1197	1781
2010	270	225	495

2011	323	136	459
2012	217	110	327
2013	212	92	304
2014	246	89	335
2015	20	13	33
2016	17	26	43
2017	550	242	792
2018	407	316	723
2019	285	85	370
2020	167	41	208
2021	392	154	546
2022	98	61	159
T o - tals:	3788	2787	6575

You will note that the 2022 numbers are not the lowest annual numbers by far. Look back to 2015 and 2016, when just 33 and 43 applications respectively were processed and only 37 approved in total over the two years. Where was the outcry at that time?

It is the very attitude of entitlement that has grown around the issue of Permanent Residence that shows us we need a new approach. People must understand that merely coming here as an employee and remaining for a certain number of years does not automatically make you entitled to PR. It merely gives you the opportunity to apply. It is how you live in our community, and your commitment to our community, that will determine whether your application is granted.

However, the Government understands that any delays in processing could impact people's lives and plans for the future, and as a result Workforce Opportunities & Residency Cayman (WORC) is actively reviewing the process to determine how it may be expedited without compromising the necessary levels of scrutiny,

A special project team has begun a review of pending PR applications. It is intended that applications will be reviewed in date order, with the oldest being reviewed first.

The project team is made up of selected WORC personnel who possess legal standing through delegated powers by the Acting Interim Director, as defined by the Immigration (Transition) Act (2022 Revision).

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Family of firsts in Cayman Accountancy



► Phillip Pierson

Phillip Pierson, associate director at business advisory Quantuma, has mirrored his grandfather's success, by becoming the first Caymanian insolvency practitioner within a Cayman Islands accountancy firm to pass the INSOL International Foundation Certificate in International Insolvency Law.

His grandfather, Dr. the Hon. Linford A. Pierson, OBE, JP, PhD, LLM, FCCA was the first born Caymanian to qualify as a professional accountant on the island in 1978, where he went on to serve as an elected Member and Speaker of the then Legislative Assembly.

Throughout his 10-year career, Phillip has gained extensive experience in corpo-

rate restructuring and insolvency including liquidations and receiverships across multiple industries and territories, including the US, UK and the Channel Islands. Phillip's latest achievement adds to his Master of Science in Accounting and Certified Public Accountant (CPA) and Certified Fraud Examiner (CFE) qualifications.

Phillip joined Quantuma's Cayman Islands team on 1 April 2022. Quantuma initially acquired Alchemy, a local assets and financial loss recovery firm, in January 2021. Alchemy was founded by Angela Barkhouse who now heads Quantuma's Cayman office.

Angela Barkhouse, managing director and head of Quantuma's Cayman

Islands office, said: "We are incredibly proud of our teammate and the accomplishments Phillip has under his belt in his esteemed career to date. We are sure that he will go on to achieve as much success as his grandfather, and we are thrilled to have him in the Quantuma family."

Phillip Pierson, associate director at Quantuma, said: "It is an honour to follow in my grandfather's footsteps and create another milestone in Caymanian accountancy history and for our family as well. Throughout my career, I've always followed his mantra that "anything worth doing is worth doing well", and I believe this has helped lead me to where I am today."

RBC appoints new Area Vice President Personal Banking and Country Head

RBC Royal Bank (Cayman) Limited ("RBC") has announced the appointment of Ericka Rolle as Area Vice President, Personal Banking, and Country Head, Cayman Islands.

In this role, Rolle has assumed full responsibility for the Cayman market, leveraging her extensive experience as a banking executive, having spent nearly 30 years in the industry. She is enthusiastic and well-prepared for this new challenge and leadership opportunity for the Cayman Islands market, which was effective earlier this year.

Rolle previously held the role of Managing Director of RBC FINCO in The Bahamas, where she was central to the successful day-to-day operations and instrumental in aligning RBC FINCO with RBC's overall digital journey. Thanks to her stellar leadership, commitment, and ingenuity, her team exemplifies a high-performance culture of success even in the face of a chal-



► Ericka Rolle

lenging economic climate.

Rolle has held progressively senior lead-

ership roles in Sales and Operations with proven results during her broad banking tenure and has served on several boards, including the Safeguard Insurance Brokers Board, where she served as Chairman. She has earned numerous awards in the financial industry, including the Leo Award, the pinnacle of RBC employee accomplishment.

RBC in the Caribbean

With more than 110 years of dedicated service to the region, RBC has a presence in 10 countries and territories, with 38 branches and over 2,800+ employees serving more than half a million clients. As one of the Caribbean's leading diversified financial services companies, RBC provides personal and News Release commercial banking, wealth management, corporate and investment banking, insurance and trust and asset management services to a wide range of clients,

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About RBC

Royal Bank of Canada is a global financial institution with a purpose-driven, principles-led approach to delivering leading performance. Our success comes from the 92,000+ employees who leverage their imaginations and insights to bring our vision, values and strategy to life so we can help our clients thrive and communities prosper. As Canada's biggest bank and one of the largest in the world, based on market capitalization, we have a diversified business model with a focus on innovation and providing exceptional experiences to our 17 million clients in Canada, the U.S. and 27 other countries. Learn more at rbc.com.

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DRONE RESTRICTIONS AND SAFETY DURING THE CAYMAN ISLANDS AIR SHOW

The Civil Aviation Authority of the Cayman Islands (CAACI) would like to advise the public of the restrictions on flying small unmanned aircraft (also known as drones or unmanned aerial vehicles) during the Cayman Islands Air Show in Grand Cayman and Cayman Brac.

The Director-General of the Civil Aviation Authority of the Cayman Islands (CAACI) has restricted the airspace surrounding the event in accordance with the provisions of Article 68 (1)(a) of the Air Navigation (Overseas Territories) Order 2013, as amended as per follows:

Grand Cayman, 2nd and 3rd December, 7:00am – 5:00pm:

The flight of all aircraft, including small unmanned aircraft (SUA), also known as Drones, is prohibited within 3 (three) nautical miles of the Air Show, offshore at Seven Mile Public Beach from surface to 8000 ft above mean sea level.

Cayman Brac, 4th December, 11:00am – 2:00pm:



The flight of all aircraft, including small unmanned aircraft (SUA), also known as Drones, is prohibited within 3 (three) nautical miles of the Charles Kirkconnell International Airport,

Cayman Brac from surface to 8000 ft above mean sea level.

For the avoidance of doubt, the restriction applies to both approved commercial SUA/ Drone operators and recre-

ational enthusiasts unless specifically approved for this event by the CAACI.

Drone detection systems will be deployed to protect the Air Show airspace and the CAACI is

collaborating with the RCIPS to ensure that the restricted airspace is appropriately policed.

For any additional information, please email civil.aviation@caacayman.com or call 949.7811.

Gimistory line-up is Homegrown for 2022

Gimistory storytelling festival has a truly local flavour this year with a full line-up of Caymanian and resident storytellers at every event. Six shows are set to take place at parks and beaches across all districts of the Cayman Islands between Friday, 25 November and Friday, 2 December 2022. These family-friendly events are free and open to all.

Founded more than two decades ago, the Gimistory festival celebrates the ancient art of storytelling and revitalises a form of community entertainment that is part of Cayman's heritage. Whether light-hearted or profound, the stories stimulate the imagination and shed new light on cultural mores.

Run by the Cayman National Cultural Foundation to celebrate a Caymanian tradition of oral storytelling, Gimistory introduces a new generation of storytellers to the stage this year after CNCF held open auditions last month.

First-time Gimistory performers Je Vaughnie Ebanks, King Navassa, Cindi Welcome, Camille Angel, and Aimee McKenzie, will join veteran tellers such as Nasaria Suckoo Chollette, Rita Estevanovich, Matt Brown, Lesley-Ann Bernard-Ricketts, Martin Keely, and a host of other storytelling favorites. Their stories range from old-time fables and Caribbean classics to new and original stories, mixed with folk music and the perennially popular duppy stories.

The Fry Fish Competition evokes the spirit of sharing the bounty of land and sea, so endemic to Caymanian cultural heritage. It promotes a spirit of community, with volunteers from each district coming together to prepare the food and



► Nasaria Suckoo Chollette – Storyteller, poet, artist, and cultural activist



► Matt Brown - Caymanian actor, filmmaker, producer, and media personality



► Rita Estevanovich – Actor, cultural amateur, and international performer

drink samples, using traditional methods. Audience members can enjoy watching district teams cook on the caboose and later - the highlight - to sample the delightful flavours. At the same time, judges are evaluating the cooks' efforts (presentation, taste etc.). The results of the Competition are tallied on the final night of

Gimistory, Duppy Night at Smith's Barcadere and the results are shared with sponsors, tellers, volunteers, and the public, which celebrates everyone's efforts.

Natalie Urquhart, CEO of the Cayman National Cultural Foundation, said, "The art of storytelling has not lost its relevance in today's world of digitization and information overload. Storytelling engages and connects with audiences in any format but is especially powerful live and on stage. Gimistory appeals to audiences of all ages,

whether hearing the stories for the first time or reminiscing about grandparents telling the same stories in days past. There is something for everyone."

As part of the Gimistory festival, CNCF has also organised a series of storytelling visits at schools in the Cayman Islands. Several tellers will visit primary and secondary schools to share their voices and encourage students to find their own voices on stage. Additionally, both Northward and Fairbanks Prisons will be included as part of the storytelling festival tour.

The Gimistory schedule for public shows this year is laid out slightly different than past years. CNCF and The Cayman Brac Pirates Fest Committee has partnered for this year's Gimistory. Gimistory tellers will be the highlight of the entertainment segment for the Cayman Brac Heritage Day as follows:

- Friday, 25 November – Spot Bay Community Park, Cayman Brac
Show times: 10:30-11:00am and 1:15-2:15pm

Grand Cayman will flow consistently for the week of 28 November to 2 December. Gates open at 7:00pm and showtime from 7:30-9:00pm

- Monday, 28 November – Jefferson Beach (We4st Bay Public Beach), West Bay

- Tuesday, 29 November – East End Public Beach, East End

- Wednesday, 30 November – Hutland Park, North Side

- Thursday, 1 December – Coe-Wood Beach, Bodden Town

- Friday, 2 December – Smith Barcadere, George Town

For more information, visit <https://arts cayman.org/gimistory>.

MAJOR CRYPTO FIRM COLLAPSE HOVERS OVER CAYMAN MEETING OF REGIONAL FINANCIAL REGULATORS

The collapse of the US crypto firm FTX has sent shockwaves throughout the global cryptocurrency industry with pressure now intensifying for government regulation of the sector.

The scandal that has enveloped Bahamas-based FTX is now the subject of a court case and probe by the US government looking into the scale of the operation, its management and regulation of the industry.

The company was said to be valued at US\$ 32 billion.

CAYMAN CONNECTION

A report by the UK's Guardian newspaper into the legal wranglings surrounding the collapse of the company said "the court was told FTX's customers were largely based offshore in the Cayman and Virgin Islands, which accounted for a third of customers between them. The next two biggest customer bases were China and the UK."

It also said the failed cryptocurrency platform's 50 biggest customers are owed nearly US\$3.1bn after its sudden collapse.

A recent survey by industry publication CoinJournal, placed Cayman second among the top 10 most crypto-tax friendly



countries divided into three broad areas – short-term capital gains tax, long-term capital gains tax and income tax.

Meanwhile, it is expected that the FTX collapse and its implications for the wider global financial sector, of which Cayman is a key player, will come up at the meeting of the Caribbean Financial Action Task Force (CFATF) being hosted by the Cayman Islands Government from November 26th to December 1st.

Over 130 local delegates will be participating in the meetings, representing a wide cross-section of competent authorities, representatives from the Anti-Money Laundering Steering Group and the Inter-Agency Coordination Committee.

Cayman is taking over the chairmanship of the CFATF with Attorney General Samuel Bulgin, who currently serves as vice chair, is slated to assume its chairmanship

during the plenary, taking over from Bermuda which is the current chair.

"The Cayman Islands Government is well aware of the importance of financial services to its economy and the need to proactively engage in the global fight against money launderers and those who finance terrorism and proliferation," Mr Bulgin said in advance of the meeting.

The plenary will commence with an opening ceremony, emceed by the Attorney General, Hon. Samuel Bulgin, KC, JP, where His Excellency the Governor, Mr. Martyn Roper, OBE, the Premier, Hon. Wayne Panton and Minister for Financial Services, Hon. André Ebanks will make opening remarks.

THE FTX EFFECT

The fallout from the sudden collapse of FTX, one of the world's largest cryptocurrency companies, is being assessed to determine the extent of the impact and steps that are likely to bring the high-risk but ballooning industry under regulatory supervision by governments and international agencies.

According to the UK's Daily Mail newspaper, "the sheer size of FTX's collapse

highlights the massive market risks inherent in the growing crypto industry." Saying that billions of dollars of wealth may have been destroyed in a few days, it also reported that the circumstances have prompted investigations by the Justice Department and Securities and Exchange Commission.

The UK is among countries, including the US, looking into regulating the sector and launching their own versions of cryptocurrencies as the global market continues to expand despite a series of setbacks.

According to the London-based City AM newspaper which reports on the UK's finance industry, "Watchdogs in the UK have been edging into the space but currently only regulate crypto firms under anti-money laundering rules."

The Financial Times has commented that "FTX's collapse underscores the need for regulating crypto" and argues that "activities that touch the real world should have the most effective guardrails."

The Bank of England, the UK's central bank, has warned that the implosion of FTX has underlined the need to rapidly bring crypto within the remit of financial watchdogs before it threatens the stability of the wider financial system.

POLICE NEWS

Police Issue Advisory on Thefts from Vehicles, Two Arrests Made

Police are investigating a number of incidents of thefts from vehicles in recent weeks.

On Thursday, 17 November, officers responded to a report of a theft from a vehicle which had occurred outside an address on Main Street in George Town. A vehicle had been parked at the location when a man entered the vehicle and took a personal item. Later that day a man, age 26 of Bodden Town, was arrested on suspicion of theft in relation to the incident. Police were also able to recover the stolen item.

The man has been granted bail as investigations continue.

On Sunday, 20 November, officers responded to another report of a theft from a vehicle which had occurred outside an address on West Bay Road, where a bag containing a number of electronic devices and personal items was taken. With the assistance of the owner, officers were able to locate the stolen items, and arrested a man on suspicion of theft from a motor vehicle.

He has also been granted bail pending further investigation.

In both cases it transpired that the culprits attempted to sell the stolen items for significantly less than their proper value. The public is advised to be wary of purchasing goods offered by individuals for prices much lower than would be expected. If you are unable to ascertain how the in-

dividual came into possession of the items, it is better to not proceed with a purchase, as purchasing stolen goods in such circumstances may make you liable to prosecution for the criminal offense of Handling Stolen Goods.

In addition, both of these cases, along with several other recent thefts from vehicles, involved vehicles that were left unlocked. As such, police are taking this opportunity to remind the public of steps they can take to avoid becoming victims of such thefts:

1. Don't leave valuables, including shopping bags, handbags, electronics, money or jewelry where they are visible in your vehicle.
2. Don't leave valuables overnight or for extended periods in your vehicle.
3. Park vehicles in well-lit areas and if possible in places with security cameras or security officers on sight.
4. Lock up your vehicle. Ensure that all doors and windows are properly closed whenever you leave your vehicle.
5. Don't leave vehicles running or leave vehicles with the keys inside unattended, even for a short amount of time.

The RCIPS is investigating these incidents and is encouraging all members of the public to report any such incidents to the police, regardless of whether or not anything was stolen, by contacting 9-1-1, or your nearest police station.

Police Seek Owner of Recovered Kayak



Officers have recovered a yellow kayak which was found by a member of the public at a location on Bodden Town Road on Monday, 21 November.

The kayak is described as being a two-seater, yellow in colour, with the words "Ocean Kayak" and "Malibu Two" written on the side. A photo of the kayak is attached.

The RCIPS is inviting the owner of the kayak to contact the Bodden Town Police Station at 947-2220 to arrange for collection, and to be prepared to provide evidence of ownership.

Man Charged with Possession of Unli-

censed Firearm Following Social Media Video

A man, age 38 of George Town, was formally charged on 16 November with Possession of an Unlicensed Firearm. The charge stems from a video that was posted on social media earlier this year, where the man was seen holding a shotgun. Investigations determined that the man is not a licensed firearms holder and that the shotgun belonged to a licensed firearm holder who is known to him.

The man appeared in court yesterday, 22 November, and was bailed pending a further appearance on 13 December.



TOTAL SHIPS - 13
TOTAL PASSENGERS - 37,540

Monday	Tuesday	Wednesday	Thursday	Friday
28	29	30	1	2
Brilliance of the Seas	Odyssey of the Seas	Caribbean Princess	Norwegian Pearl	
Disney Dream	Norwegian Dawn	Carnival Vista	Carnival Paradise	
Disney Magic		Carnival Sunrise	Celebrity Apex	
		Marella Discovery 2		
		Nieuw Amsterdam		
Total Passengers	Total Passengers	Total Passengers	Total Passengers	Total Passengers
9,000	6,746	14,242	7,552	0

East End honors and celebrates its seafarers

By Christopher Tobutt

The Cayman Islands has been honoring its seafarers in each district with special Seafaring Heritage days across the Islands. The first one took place at the East End Civic Centre on Tuesday 15 November.

The first district celebration took place at the East End Civic Centre on Tuesday 15 November. Mr. Alfonso Wright, Executive Chairman of Celebrate Cayman, welcomed everyone.

Mr. Wright explained that, Originally, Cayman's seafarers would have been recognized as part of the National Heroes Day Celebrations in January 2021, but Covid got in the way, making it impossible to honor them properly. So, to make up for it, it was decided that each district would celebrate and honor their own seafarers, and their families. Only this time, because they are so important, every single seafarer found in the records from different sets of records would be put on the list and invited to the celebrations, enlarging the original list of just around 1000 to more than 3000 in total.

The new list didn't just include captains and other seafarers who had risen high in seafaring ranks, either, but all of them, and regardless of how long they were at sea. That is because all of them contributed to building and transforming the Cayman Islands by sending home their money every month to their wives and families, who used it for whatever they needed, and would build houses for it, or use it to help with their children's education. That is why the Cayman Islands owe them so much, and should never forget them or begin taking them for granted.

Ms. Carmen Conolly spoke forth a heartfelt prayer, not only for the Seafarers alone but for the Cayman Islands: "Thank you Heavenly Father for your blessings and for our Government, who has prepared this evening, to celebrate our seamen, and been through so much to make our seamen feel wanted and know that they have done the works to carry these islands through.

One of the seafarers being honored was East End's Ednay McLean, who went to sea between 1972 and 1975. was one of the



► Seafarer, Ednay McLean



► Alfonso Wright



► East End MP Isaac Rankine

seafarers being honored. "I sailed on the Maracoona Conveyor, I sailed on the Imperial Isle, and the Ottawa, and we had a good time, they were good days. I've been all around the world, to Africa, Europe and America," he said, "and this event is honoring all the seamen for their contribution to the Cayman Islands. We are the people who built these islands, because we used to get our money and send it home to our families."

East End MP Isaac Rankine recalled listening to the men's stories, when they came home. He had asked one of them what to do to prevent sea sickness, because he felt he would follow in their footsteps and go to sea too, but he was told, 'No, times are changing. Don't go to sea. There is some-

thing better for you now.' The Seafarers had made a new path for him, as they made new paths and new futures for all Caymanians.

There was a quotation from one of the Seafarers: "Leaving my family behind, not knowing what lay ahead, leaving them in tears...I looked at the sky, I offered my prayers, I asked God for guidance and strength. But the simple beliefs of a simple man lay in his hand and on my head."

There was a charming presentation from three girls from the East End Primary School, a dance and song, and then the names on the long list were read out by East End MP. Each of the seafarers was asked to stand, as their names were called, and they were presented with their certificates af-

terwards. Only a few of them that were on the list were present, but often sons, daughters, brothers or sisters stood up in their place if they could not be present.

Samuel Rose, Cabinet Secretary read the poem Allotment Day by Ms. Virginia Suckoo:

"Where are all these women going so dressed up, with bags in hand, church shoes and church hats. Something going on, that I never heard about? You never heard? Someone said, with a shout, 'its Allotment Day on the twentieth,"

They're all lining up at the front of the shop, jostling to get to the front of the line, waiting to hear if their names will be called. It is taking such a long time. Its Allotment Day on the 20th"

GAS PRICES



Location	Gas Station	Regular	Premium	Diesel
East End	Eastern Star Rubis (Woody's)	5,88	n/a	6,25
NorthSide	Jack's Esso (Jack's II)	5,98	6,9	6,9
Bodden Town	Lorna's Rubis	5,89	6,11	6,61
Bodden Town	Mostyns Esso	5,9	6,11	6,38
Savannah	Savannah Rubis	5,92	6,33	6,25
Red Bay	Barcam	5,96	6,15	6,99
Red Bay	On The Run (Brown's Red Bay)	5,96	6,15	6,41
George Town	Peanuts	5,72	6,18	6,05
George Town	Jose's Escape	5,67	6,17	6,57
George Town	Refuel	5,62	5,85	6,05
George Town	Esso Tigermart 4 Way Stop (JS)H&B 11	5,96	6,15	6,96
George Town	Eastern Avenue Rubis	5,89	6,11	6,61
George Town	Walkers Rd. Rubis	5,92	6,26	6,61
George Town	On The Run (Mike's Walkers Rd.)	5,96	6,15	6,86
George Town	On The Run (Brown's Industrial Park)	5,96	6,15	6,37
George Town	On The Run (Mike's 7 Mile)	5,96	6,15	6,86
West Bay Rd.	H & B Esso (H&B 1 Seven Mile)	5,96	6,15	6,91
West Bay Rd.	7 Mile Rubis (AA 7 Mile)	5,89	6,11	6,61
West Bay	Hell Esso	5,96	6,07	6,4
West Bay	Esso 4 Way Stop (Four Winds)	n/a	n/a	n/a
George Town	Scotts Landing	6,2	n/a	5,83
Cayman Brac	West End	n/a	5,58	6,65
Cayman Brac	Tib Mart	n/a	5,58	n/a
Little Cayman	Village Square	n/a	7,89	8,18

Lowest Prices	Grand Cayman	5,62	5,85	5,83
Highest Prices	Grand Cayman	6,2	6,9	6,99

FUEL EXPENSE REDUCTION



Frequent and fast acceleration – Avoid heavy acceleration and drive below the speed limit. Frequent and swift acceleration burns fuel at a faster rate.



Additional Weight – Empty your car trunk of heavy items that can be located elsewhere. Your vehicle will use more fuel when carrying heavier loads



Vehicle Replacement – Consider replacing your vehicle with a fuel efficient model

Jamaica stems guns from US

Jamaican authorities are in talks with counterparts in the United States on measures to stem the flow of illegal guns onto the island. The Jamaican crime rate has soared in recent years and the use of firearms has increased alarmingly.

Jamaica Prime Minister Andrew Holness said the discussions are focused on greater security measures at ports, including securing more scanners.

"I've put to our US friends, the need to require greater identification for persons

sending packages to Jamaica from the US," Holness said.

Guns have been used in over 80 per cent of 1,200-plus murders committed in Jamaica each year. The government and security forces are increasing their efforts to remove the illegal weapons from crime scenes. A gun amnesty that ended on Saturday yielded over 90 firearms and more than 2,500 rounds of ammunition claimed Holness. And more than 650 illegal firearms are seized each year.

However, there is pressure on the Holness administration to increase its lobby

of the US government to reduce the flow of guns from there to Jamaica. Holness said: "We will also be opening discussions with our US friends to have special operations to target Jamaican dons overseas who are using their resources and influence to solicit and direct murders here in Jamaica."

He told the conference at the National Stadium in Kingston that for too long, foreign dons have operated with impunity. "We're going to ensure that they can no longer stay in another country and direct crime here," he insisted. He blasted them for orchestrating activities that are destroying the communities they left behind.

"Personally, I think it is a shame that someone who got the opportunity to migrate would use that opportunity to seek to make their community a living hell for the people they have left behind," he stated.

"Instead of sending back computers and assisting with school fees they're sending guns and bullets to encourage you to kill your brothers and sisters. They mean us no good. They must be arrested and locked away for good."

Holness added: "We will put a stop to this."

He mentioned that it was not only criminals overseas who were remotely involved in crime and murders in Jamaica. "In our local prisons, criminals are conducting extortion operations and directing murders; right out of our prisons."

To curtail the longstanding problem, Holness said he has given instructions for the construction of a new high security prison, designed to make it difficult for inmates to communicate with anyone outside.

The prime minister also pointed to the new Corrections Bill which includes stiffer custodial penalties for correctional officers who assist prisoners in obtaining contraband such as cell phones



► Jamaican police on patrol



► A massive seizure of guns from Miami

Icon of the Seas will soon debut



► Icon of the Seas will have 40 bars and restaurants

The world's largest cruise ship will be operating around the Caribbean soon. The cruise ship industry came to a screeching halt during the Covid pandemic but has made a spectacular bounce back this year.

The 250,800-ton ship, Icon of the Seas, built by Royal Caribbean, will have capacity for over 5,600 guests at double occupancy when it debuts in Miami in January 2024, sailing week-long cruises. It'll be able to hold up to 7,600 passengers — a new record for

a passenger ship and have 20 decks with 40 dining and drinking options.

Guests will first be impressed by a massive multi-deck pearl structure when boarding, which will provide a jaw-dropping moment.

Royal Caribbean's neighbourhood concept will also be back, with new five areas and returning favourites, plus some tweaks. The popular Central Park will be lush, with 20 percent more greenery.

Dominica snap election in turmoil



► Dominica Labour Party supporters celebrate in 2019

Sir Dennis had proposed presenting the first phase of his report by the end of November with the Parliament tabling the Register of Electors legislation in December and the plan to enact it in January 2023.

As he addressed a political meeting of his ruling Dominica Labour Party, Skerrit, 50, who became Prime Minister in 2004, said Dominica is not the first country in the Caribbean to call a snap poll, giving examples of St Kitts-Nevis and Barbados doing the same recently.

In the 2019 general election, the ruling DLP won 18 of the 21 seats in the Parliament with the remaining three going to the UWP. Skerrit is among six DLP candidates who have already been declared winners in the December 6 poll with the Electoral Office announcing that 45 candidates will contest the remaining 15 seats at stake.

Skerrit denied that democracy was at risk, using as an example Grenada where the ruling party has enjoyed a clean sweep three times in the past elections.

He said: "The incumbent government in Barbados has won two consecutive elections with a clean sweep of the Parliament on each occasion and democracy is not under siege. But in Dominica, an opposition party that has lost five consecutive general elections chooses three years into the term to get rid of its leader, to break itself into factions, and to choose leadership candidates...and I am a villain for calling an election when the opposition has its pants off."

Dominica Prime Minister Roosevelt Skerrit has called a snap general election on December 6, much to the annoyance of the two main opposition parties who have called for a total boycott.

Skerrit defended his decision, two years ahead of the constitutional deadline, dismissing opposition allegations that he is moving towards a dictatorship on the Nature Isle.

The United Workers Party and the Dominica Freedom Party said they are boycotting the election claiming that promised electoral reform has not materialised.

They are urging citizens to boycott the elections until Sir Dennis Byron, the former president of the Caribbean Court of Justice, completes his assignment as the sole commissioner advancing the efforts toward electoral reform.

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Applications are invited for the position of **MASON**

Preferred minimum of 10 years' experience. The successful candidate will be required to work a minimum of 45 hours per week including weekends and evenings, as required.

Salary will be paid weekly at an hourly rate of \$12 per hour with Health & Pension Benefits provided in accordance with Employment Law.

Only applications from Caymanians, Status Holders and Legal Residents will be considered at this time.

Email resume to susan@elite.ky

UNDER THE ALMOND TREE LTD T/A THISTLE GENERAL CON- TRACTOR

Applications are invited for the position of **PIPE FITTER**

Must have a minimum of 5 years' experience.

The successful candidate will be required to work a minimum of 45 hours per week including weekends and evenings, as required. Salary will be paid weekly at an hourly rate of \$12 per hour. Health & Pension Benefits provided in accordance with Employment Law.

Only applications from Caymanians, Status Holders and Legal Residents will be accepted at this time.

Email resume to susan@elite.ky



UNIVERSITY COLLEGE CAYMAN ISLANDS

UCCI is inviting qualified applicants for the following position:

Executive Assistant, President's Office
Division: Administration

Overview

The Executive Assistant to the President's Office is the principal aide to the President, providing specialized services and support on a broad range of matters of institutional importance. He or she assists in providing leadership and direction for initiatives, special projects, time or critically sensitive decisions. The Executive Assistant ensures that key ongoing projects are effectively designed, coordinated, managed, implemented, evaluated, and/or meet scheduled deliverables while maintaining effective relationships with key internal and external partners. The Executive Assistant works with senior University leadership, faculty and staff, board members, students and a wide range of external partners on a breadth of strategic, operational, political and organizational issues. Responsibilities include management of the Office of the President and oversight of the President's calendar. The Office of the President is a dynamic and fast-paced environment; the successful candidate is flexible, discerning, and able to balance competing priorities and projects.

Requirements

- Minimum Bachelor's degree and 3 to 5 of demonstrated progression reporting to and providing advanced administrative support to C-Suite or Senior Management; Master's and university experience is preferred.
- Excellent skills in critical thinking, judgment and decision making.
- Talent for prioritizing multiple simultaneous demands effectively and quickly shifting priorities as necessary. Responds flexibly to change.
- Self-directed, dependable and detail oriented with high integrity, fairness and emotional maturity.
- Demonstrated experience in building trust-based relationships with internal and external stakeholders.
- Exceptional oral and written communication skills.
- High level of discretion and confidentiality.

Responsibilities

- Manages heavy and dynamic Presidential calendar, ensuring the President spends time in accordance with stated priorities, as President, and the needs of the University.
- Serves as primary point of contact for the President between University and community individuals for purpose of scheduling appointments, appearances, events, and document signatures.
- Develops appropriate communication between the President and internal and external constituencies.
- Tracks priorities for the President and manage progress to goals.
- Anticipates the needs of the President and provide the appropriate support and guidance to ensure the team is operating efficiently and effectively.
- Fosters productive and collaborative relationships internally and externally on behalf of the President.
- Serves on the planning committee for major Presidential events with external and VIP constituencies.

Compensation

- KYD \$54,504.00 - \$73,296.00 (Grade K) per annum.
- Medical, pension and annual leave, 4 weeks

How to apply

Applications should include a cover letter and CV to recruitment@ucci.edu.ky along with three (3) professional references.

Deadline: December 16th 2022

Only shortlisted candidates will be contacted



Laundry Equipment Maintenance / Delivery Man:

Will be responsible for the day-to-day maintenance of all the company's equipment which includes industrial washers and dryers between 80 lbs. and 450lbs, steam pressers both manual and pneumatic pressing machines. Will be required to trouble shoot and enact repairs both at the main plant and other locations which includes plumbing, mechanical, electrical and or technical issues - key knowledge in these areas are essential. Must be able to read and understand manuals for machinery, while being able to diagnose issues before and after they arise. Will be required to work closely with management and other technicians to enact repairs. Formulating scheduling for regular maintenance will be required. Must be able to work in a fast pace environment, while using initiative to resolve issues. Must be able to work with little or no supervision, while being able to report to management.

Delivery Personnel: Will be required to pick up and deliver customers' clothing and linens, directly from clients or other store locations. Required to communicate with customers, staff, and management. must be able to work withing specific timetable. Must be able to drive a truck.

Must have over 5 years' experience in plumbing, mechanical and electrical issues while specializing in maintenance and repairs for laundry and dry-cleaning equipment. Must be able to work with gas and diesel engines, while having technical knowledge of their operations. Must be able to lift heavy loads, minimum of 25lbs. Must have a good command of the English language, while able to read, comprehend and understand industrial equipment manuals. Must be a high school graduate while having passes in English and Math's and should have certification showing qualifications in maintenance. Require grade 3 group license. Must be able to read, write and speak English fluently.

Salary range between \$10.00 - \$12.00 an hour depending on experience.

LAUNDRY ASSISTANT

Must have a good command of the English language, while being able to read and write English fluently. Ability to speak and write another language would definitely be an asset. Although on the job training will be provided, applicant should have basic knowledge of the laundry business, while being familiar with and able to identify a wide range of fabrics. Must be able to read and understand instructions regarding the general care and cleaning of all types of wearing apparels, household items and hotel linens. Having at least 1-2 years' experience would be advantageous.

Must have good customer service skills, while being computer literate in Microsoft Word and Excel.

Applicant must be able to understand and follow instructions from Management and senior staff personnel. Must be able to work weekends, public holidays and shifts if and when necessary. Salary ranges between CI\$6.15 - \$7.50 per hour depending on experience, with health and pension benefits.

Interested applicants for both positions must apply in person at Puritan Cleaners (1980) Ltd at its office at 337 Eastern Avenue, George Town, Grand Cayman to complete an application form. References will be required, along with copies of school leaving certificates, and clean police record.

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UNIVERSITY COLLEGE CAYMAN ISLANDS

UCCI is inviting qualified applicants for the following position:

Position: Application Project Manager

Division: Information Technology

Overview

Reporting to the Executive Sponsor, in this role the Application Project Manager (APM) is responsible for managing the process redesign as well as to oversee, add value, challenge and approve workstream process redesign. Ensure support to all stakeholders, to prioritize workloads and effectively manage issues to ensure optimal service for the duration of the project. The role is required to ensure continuity and full compliance of the system's implementation ensuring and all processes are followed.

Requirements

- Bachelor's Degree Computer Science, Masters ideally
- Have a minimum of 3-5 years
- Finance experience, preferably an accountant with multi years' experience implementing systems
- Proven experience working in a higher educational environment
- Proven experience with system implementation
- Proven experience managing process documentation and redesign with continual improvement
- System implementation experience, particularly around ERPs

Responsibilities

- System implementation experience, particularly around ERPs
- Finance experience, likely accountant with multi years' experience implementing systems
- Experience in managing process documentation and redesign and continual improvement
- Be the subject matter expert for all things SIS (Blackbaud and Jenzabar) for all departments (Registrars, Finance, Student life and Faculty).
- Understand in minute detail the Registrars, Finance, Student life and Faculty current state and support the business process redesign team creating new state
- Work very closely with all the workstream leads and understand different departments requirements for the new SIS system, and eventually take over their responsibilities as the project transitions from a migration plan to a business-as-usual plan.
- Provide application support to all stakeholders, to prioritize workloads and effectively manage issues to ensure optimal service
- To ensure that all Jenzabar procedures and processes are effectively documented to agreed standards and kept up-to-date.
- Works closely with users, the IT team and Jenzabar to manage and problem solve application issues
- Oversees security, user access and permissions on Jenzabar
- Maintains the Jenzabar database, actively monitoring database health and works proactively to produce central reports from the system. System expert – source of knowledge for user groups including faculty
- Consolidate and create sufficient documentation to ensure each department has resilience in maintaining operations after migration is complete
- Create high quality training documentation and digital training materials, conducting training sessions to develop the skills of team members and instruct users. Creates and maintains user group training plans with subsequent training logs to ensure all staff have sufficient training to be able to utilize the system investment.
- Responsible for ensuring the ongoing integration / smooth operation of all interfaces into and out of the SIS system, including defining and documenting what data flows and when.
- Overall responsibility for system upgrades, requiring liaison with Jenzabar and the IT team
- Creates a 3–5-year application roadmap, detailing out expected upgrades and product lifecycle.
- Cross trains with other applications specialists so has an understanding of all UCCI applications

Compensation

- KYD \$ 89,124 to \$119,868 per annum. (Grade G)
- Medical, pension and annual leave (20 days).
- This will be a two (2) year fixed term contract

How to apply

Submit a cover letter and CV to recruitment@ucci.edu.ky along with three (3) professional references.

Deadline: December 16th, 2022

Only shortlisted candidates will be contacted.



IS RECRUITING **CONSTRUCTION MANAGERS** and **SITE SUPERINTENDENTS**

Applicants must have extensive knowledge in all aspects of General Contracting for high end residential and commercial projects.

GENERAL REQUIREMENTS

- Minimum 10 years recent work within the construction industry
- Must possess strong oral and written English communication skills
- Strong managerial, leadership and client negotiation skills
- Proven ability to maintain momentum to complete projects within the required timeline and achieve a high-quality finish.
- Verifiable experience handling multiple projects simultaneously
- Solid knowledge of submittals, RFI's, shop drawings, change orders, punch lists and closeouts
- Ability to develop and manage site crews
- Must have clean police record, valid driver's license and own means of reliable transportation
- OSHA safety certificate within past 3 years

Construction Manager applicants:

- Verifiable experience with preparing and managing full project budgets, accurate reporting of expenditures and forecasting receivables and payables
- Verifiable experience in estimating and proposal writing
- Proven ability to manage a variety of project methods including design-build
- Advanced computer skills in MS Office, MS Project and cost control software
- Previous experience using Auto CAD a definite asset
- Foresight to manage procurement of material with long lead times
- PMP Certification a definite asset

Salary range: \$75,000.00 – \$90,000.00 per annum

Site Superintendent applicants:

- Minimum of 5 years in a supervisory capacity
- Proven ability to direct work and supervise performance of in-house crews and subcontractors
- Ability to work within scheduled timelines and ensure quality of work is kept to a high standard
- Experience coordinating resource and material scheduling
- Exceptional attention to Quality Assurance and Safety procedures and policies
- Intermediate computer skills in MS Office, experience using MS Project an asset

Salary range: \$60,000.00 – 75,000.00 per annum

Send Cover Letter and Detailed Resume to: banley@phoenix.com.ky

Visit our website: www.phoenix.com.ky

Only suitably qualified applicants will be contacted. Closing date to apply is 12-Dec-22.



Senior Associate – Dispute Resolution

We are seeking a candidate who is a qualified Attorney-at-Law in the Cayman Islands, with at least six years' post qualification experience with a top tier litigation practice in commercial and civil litigation who will support and participate in the successful growth of the firm's Dispute Resolution team. It is essential that applicants have a demonstrable background in acting for investors/dissenters in Section 238 matters and advising stakeholders in respect of cross-border proceedings including liquidations, receiverships and complex restructurings.

Applicant must: be a resourceful team player with sound legal technical skills and excellent drafting skills; be client and service focused with excellent client facing skills; be able to build and maintain relationships with clients, to help retain and attract more clients and work into the business; and have the ability to demonstrate effective supervision and guidance, when required, to Associates, Articled Clerks and Paralegals to develop the skills of the team, delegate and appropriately manage and monitor their work.

Salary will be in the range of USD \$180,000 to \$220,000 dependent on experience and qualifications, plus statutory benefits as required by law. Applicants are advised that they will need to meet the required criteria in standard tests to demonstrate the skills required for the above position.

Interested Caymanians, permanent residents or any persons qualified for this role should apply via the application page on our website. A full job description and outline of required skills and experience can be found at: <https://collascrill.pinpointhq.com/vacancies>

Application deadline - 5 December 2022



UNIVERSITY COLLEGE CAYMAN ISLANDS

UCCI is inviting qualified applicants for the following position:

Position: Application Project Manager (Student Life)

Division: Information Technology

Overview

Reporting to the Application Project Manager (APM) and the Director, Student Life, the Application Project Manager (Student Life)(APMSL), in this role the APMSL is required to support the APM for the duration of the project. The role is required to ensure continuity and full compliance of the system's implementation ensuring and all processes are followed.

Requirements

- Bachelor's Degree
- Have a minimum of 3 to 5 years
- Finance experience, preferably an accountant with multi years' experience implementing systems
- Proven experience working in a higher educational environment
- Proven experience with system implementation

Responsibilities

- Dual reporting line to Implementation Project manager and Student life Director
- System implementation experience, particularly around ERPs
- Finance experience, preferably an accountant with multi years' experience implementing systems
- Experience in managing process redesign
- Joint responsibility with the student life director for overall workstream budget, plan and deliverables
- Understand in minute detail the student life current state and lead business process redesign to create new state and create migration plan in conjunction with Jenzabar to achieve on time successful delivery
- Ensure that Student life workstream design is documented and signed off by all stakeholders, particularly Student life Director and Student life team
- Ensure that full and continuous communication happens with all stakeholders
- Manage the Student life testing environment to ensure successful transfer of data
- Ensure minimum fortnightly formal joint review meetings with Student life Director and Project manager
- Work closely with all other workstreams to identify complicated multi departmental areas and ensure efficient design, sign off and implementation of multi departmental processes (E.g admissions with Registrars / Financial Aid with Finance etc)
- Ensure sufficient Student life training and documentation to ensure Student life department has resilience in maintaining operations after migration is complete
- Manage the Student life training program to ensure all Student life personnel are suitably trained in the new product.
- Assess in detail after discussing with all stakeholders and make recommendations of cost benefit analysis of system rationalizations e.g Simplicity vs Jenzabar, google notes, Microsoft excel consolidation / transfer of data, new ways of working into Jenzabar
- Responsible for ensuring the creation and ongoing integration / smooth operation of all student life interfaces into and out of the SIS system, including defining and documenting what data flows and when.
- Manage grandfathering of current Blackbaud / other system operations to ensure all necessary arrangements are in place to ensure continuity of operation of ceased support Blackbaud for the 2 years until migration
- Ensure all historical Student life data on Blackbaud / other systems is considered and arrangements made for necessary data storage / transfer into Jenzabar
- Become a Jenzabar champion / functional expert and leverage our investment by exploring all opportunities for transitioning off-system solutions into the core Jenzabar system

Compensation

- KYD \$ 79,656 to \$ 107,148 per annum (Grade H)
- Medical, pension and annual leave (20 days).
- This will be a two (2) year fixed term contract

How to apply

Submit a cover letter and CV to recruitment@ucci.edu.ky along with three (3) professional references.

Deadline: December 16th 2022

Only shortlisted candidates will be contacted.



UNIVERSITY COLLEGE CAYMAN ISLANDS

UCCI is inviting qualified applicants for the following position:

Position: Application Project Manager (Finance)

Division: Information Technology

Overview

Reporting to the Application Project Manager (APM) and the Chief Financial Officer (CFO), the Application Project Manager (Finance)(APMF), in this role the APMF is required to support the APM for the duration of the project. The role is required to ensure continuity and full compliance of the system's implementation ensuring and all processes are followed.

Requirements

- Bachelor's, Computer Science
- Have a minimum of 3 to 5 years
- Proven experience working in a higher educational environment
- Finance experience, preferably an accountant with multi years' experience implementing systems
- Proven experience with Papersave

Responsibilities

- System implementation experience, particularly around ERPs
- Experience in managing process redesign, especially in the area of Procure to Pay and order to cash
- Joint responsibility with the CFO for overall workstream budget, plan and deliverables
- Understand in minute detail the Finance current state and lead business process redesign to create new state and create migration plan in conjunction with Jenzabar to achieve on time successful delivery
- Ensure that Finance workstream design is documented and signed off by all stakeholders, particularly Finance staff and CFO
- Ensure that full and continuous communication happens with all stakeholders
- Manage the Finance testing environment to ensure successful transfer of data
- Ensure minimum fortnightly formal joint review meetings with CFO and Project manager
- Work closely with all other workstreams to identify complicated multi departmental areas and ensure efficient design, sign off and implementation of multi departmental processes (e.g student billing from Registrars and Financial Aid with Student Life)
- Ensure sufficient Finance training and documentation to ensure Finance department has resilience in maintaining operations after migration is complete
- Manage the Finance training program to ensure all Finance personnel are suitably trained in the new product.
- Assess in detail after discussing with all stakeholders and make recommendations of cost benefit analysis of system rationalizations e.g Papersave vs Jenzabar
- Make plan for management of payroll bearing in mind Jenzabar does not do payroll
- Consider arrangements for HR systems and data
- Include other ancillary systems to ensure global by in and opportunities for synergies – Blackboard, Slate
- Responsible for ensuring the creation and ongoing integration / smooth operation of all finance interfaces into and out of the SIS system, including defining and documenting what data flows and when.
- Manage grandfathering of current Blackbaud operations and ensure all necessary arrangements are in place to ensure continuity of operation of ceased support Blackbaud for the 2 years until migration
- Ensure all historical Finance data on Blackbaud / other systems is considered and arrangements made for necessary data storage / transfer into Jenzabar

Compensation

- KYD \$ \$89,124 to \$119,868 per annum (Grade G)
- Medical, pension and annual leave 20 days.
- This will be a two (2) year fixed term contract

How to apply

Submit a cover letter and CV to recruitment@ucci.edu.ky along with three (3) professional references.

Deadline: Dec 16th, 2022

Only shortlisted candidates will be contacted.



Senior Associate – Corporate, Finance & Funds

We are seeking a candidate who will support and participate in the successful growth of the firm's Corporate, Finance & Funds team. By providing legal advice on a wide range of matters to commercial clients (both institutional and private).

The successful applicant must have a minimum of 10 years of post-qualification experience gained in banking and finance as well as general corporate law both in the Cayman Islands and the British Virgin Islands. They must advise clients competently and confidently on the technical aspects of banking and finance work, corporate and commercial matters and funds. Applicant must be a resourceful team player with sound legal technical skills and excellent drafting skills. Be client and service focused with excellent client facing skills. Be able to build and maintain relationships with clients, to help retain and attract more clients and work into the business. The ability to demonstrate effective supervision and guidance to Associates, Articled Clerks and Paralegals to develop the skills of the team, delegate and appropriately manage and monitor their work, providing guidance when required.

Salary will be in the range of USD\$180,000-\$220,000 dependent on experience and qualifications, plus statutory benefits as required by law.

Applicants are advised that they will need to meet the required criteria in standard tests to demonstrate the skills required for the above position.

Interested Caymanians, permanent residents or any persons qualified for this role should apply via the application page on our website. A full job description and outline of required skills and experience can be found at : <https://collascrill.pinpointhq.com/vacancies>

Application deadline - 30 November 2022



**UNIVERSITY COLLEGE
CAYMAN ISLANDS**

UCCI is inviting qualified applicants for the following position:

Position: Student Information System Application Specialist

Division: Information Technology

Overview

Reporting to the Chief Information Officer (CIO) Student Information System Application Specialist, in this role the Student Information System Application Specialist is required to support to all stakeholders, to prioritize workloads and effectively manage issues to ensure optimal service for the duration of the project. The role is required to ensure continuity and full compliance of the system's implementation ensuring and all processes are followed.

Requirements

- Bachelor's Degree
- Have a minimum of 3-5 years
- Finance experience, preferably an accountant with multi years' experience implementing systems
- Proven experience working in a higher educational environment
- Proven experience with system implementation
- Proven experience managing process documentation and redesign with continual improvement
- System implementation experience, particularly around ERPs

Responsibilities

- System implementation experience, particularly around ERPs
- Finance experience, likely accountant with multi years' experience implementing systems
- Experience in managing process documentation and redesign and continual improvement
- Be the subject matter expert for all things SIS (Blackbaud and Jenzabar) for all departments (Registrars, Finance, Student life and Faculty).
- Understand in minute detail the Registrars, Finance, Student life and Faculty current state and support the business process redesign team creating new state
- Work very closely with all the workstream leads and understand different departments requirements for the new SIS system, and eventually take over their responsibilities as the project transitions from a migration plan to a business-as-usual plan.
- Provide application support to all stakeholders, to prioritize workloads and effectively manage issues to ensure optimal service
- To ensure that all Jenzabar procedures and processes are effectively documented to agreed standards and kept up-to-date.
- Works closely with users, the IT team and Jenzabar to manage and problem solve application issues
- Oversees security, user access and permissions on Jenzabar
- Maintains the Jenzabar database, actively monitoring database health and works proactively to produce central reports from the system. System export – source of knowledge for user groups including faculty
- Consolidate and create sufficient documentation to ensure each department has resilience in maintaining operations after migration is complete
- Create high quality training documentation and digital training materials, conducting training sessions to develop the skills of team members and instruct users. Creates and maintains user group training plans with subsequent training logs to ensure all staff have sufficient training to be able to utilize the system investment.
- Responsible for ensuring the ongoing integration / smooth operation of all interfaces into and out of the SIS system, including defining and documenting what data flows and when.
- Overall responsibility for system upgrades, requiring liaison with Jenzabar and the IT team
- Creates a 3-5 year application roadmap, detailing out expected upgrades and product lifecycle.
- Cross trains with other applications specialists so has an understanding of all UCCI applications

Compensation

- KYD \$ 70,224 to \$94,440 per annum. (Grade I)
- Medical, pension and annual leave (20 days)
- This will be a two (2) year fixed term contract

How to apply

Submit a cover letter and CV to recruitment@ucci.edu.ky along with three (3) professional references.

Deadline: December 16th 2022

Only shortlisted candidates will be contacted.

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Newspaper Advertisement Full page	850	10 x 13.5	1200
Newspaper Advertisement 2/3 page	750	10 x 8.37 or 6.6 x 13.5	900
Newspaper Advertisement 1/2 page (horizontal)	550	10 x 6.67	700
Newspaper Advertisement 1/2 page (Vertical)	550	4.9 x 13.5	700
Newspaper Advertisement 1/3 page	450	4.9 x 8.37	400
Newspaper Advertisement 1/4 page	350	4.9 x 6.67	350
Newspaper Advertisement 1/5 page	250	4.9 x 3.25 or 3.22 x 4.96	200
Newspaper Advertisement 1/8 page	150	4.9 x 3.25 or 3.22 x 4.96	200
Newspaper Advertisement 1/16 page (Mini)	50	4.9 x 1.55 or 2.38 x 3.25	100
Front Page Banner	400	10 x 1.5	
Inserts	400		
Advertorial 1/2 Page	500		
Graphic Design	50		

All ads are full colour

**Advertising Deadlines
(48 Hours prior Publication Day)**

Publication Day	Deadline (12pm (noon))
Monday	Thursday
Wednesday	Monday
Friday	Wednesday

2 days notice for ads

For further information or to book an advert call 916 2000 or email: sales@caymaniantimes.ky

SUDOKU

Sudoku is a number-placing puzzle based on a 9x9 grid with several given numbers. The object is to place the numbers 1 to 9 in the empty squares so that each row, each column and each 3x3 box contains the same number only once. The difficulty level of the Conceptis Sudoku increases from Monday to Sunday.

Conceptis Sudoku

By Dave Green

	9					5		
4	6		3		2		9	7
		2		6		1		
	4		6		1		7	
		9				6		
	3		5		9		8	
		3		1		7		
6	1		8		5		2	4
	8						3	

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Answer to previous puzzle

9	8	1	2	7	6	3	5	4
7	6	3	4	1	5	9	2	8
5	2	4	9	3	8	6	7	1
1	5	8	3	6	4	7	9	2
6	7	9	8	2	1	4	3	5
4	3	2	5	9	7	8	1	6
8	1	6	7	5	9	2	4	3
2	9	5	6	4	3	1	8	7
3	4	7	1	8	2	5	6	9

Difficulty Level ★★★★★

Difficulty Level ★

3/12

CROSSWORD

By THOMAS JOSEPH

- ACROSS**
- 1 Join the regatta
 - 5 Maryland player
 - 9 Banks of baseball
 - 11 Fields
 - 13 Crossed the creek
 - 14 Sales talk
 - 15 Outback runner
 - 16 Hawaiian resort
 - 18 Contempt
 - 20 Baseball score
 - 21 Squall
 - 22 Le Pew of cartoons
 - 23 Curtain holder
 - 24 Hurried flight
 - 25 Do some laps
 - 27 Strong winds
 - 29 Assam export
 - 30 Cold War easing
 - 32 Door-opening phrase
 - 34 Receipt line
 - 35 Culpability
 - 36 Ignominy
- DOWN**
- 38 "Love Story" writer
 - 39 Bengal cat
 - 40 Posted
 - 41 Car scar
 - 1 Put in stitches
 - 2 Friend of Porthos
 - 3 It began around 1760
 - 4 Fiction
 - 5 Short putt
 - 6 Composer Satie
 - 7 It begins around 66
 - 8 Prepare to move
 - 10 Painter Hopper
 - 12 Glisten
 - 17 Objective
 - 19 Ruin
 - 22 Blanched
 - 24 Current news
 - 25 Rough guesses
 - 26 "Citizen Kane" creator
 - 27 Setting item
 - 28 Flower part
 - 30 Resided
 - 31 Put forth
 - 33 Yemen neighbor
 - 37 Secreted

C	R	O	P		S	C	O	O	T	
H	O	N	O	R		H	E	N	R	I
A	S	I	D	E		U	N	T	I	L
R	I	O		M	E	N	T	H	O	L
M	E	N	T	O	R			E	L	I
				O	V	A	L		G	E
	A	S	T	A		A	D	O	S	
L	I	T		L	E	T	O			
A	M	I		M	E	N	T	A	L	
M	E	N	T	I	O	N		A	L	E
E	D	G	E	S		T	A	B	L	E
S	T	E	E	L		S	P	O	O	K
T	O	R	M	E			T	O	W	S

Yesterday's answer

THOMAS CROSSWORD BOOKS 1-8! Send \$4.75 (check/m.o.) for each book to 628 Virginia Dr., Orlando, FL 32803

1	2	3	4		5	6	7	8	
9				10		11			12
13						14			
15				16	17				
18			19				20		
	21						22		
		23				24			
25	26				27			28	
29				30					31
32			33					34	
35						36	37		
38						39			
	40							41	

3-23

Word Search

B	T	K	E	L	L	E	R	A	U	Q	A	T	K	H
R	E	R	F	M	O	A	C	N	B	P	V	G	E	S
B	M	E	O	J	I	E	O	P	Q	R	A	Q	A	E
X	P	D	C	B	D	V	I	C	A	C	U	V	A	Z
A	E	I	H	X	U	Z	C	L	R	L	N	S	H	H
L	R	R	C	B	T	Q	O	Y	U	A	E	Q	H	S
S	A	M	T	P	S	L	L	N	C	L	H	T	K	A
Z	P	O	E	T	G	I	L	I	Z	P	J	C	T	W
N	V	S	K	O	C	R	A	C	J	A	W	T	G	E
O	A	C	S	G	W	D	G	W	U	Y	T	O	C	J
Y	R	X	E	R	K	O	E	K	B	N	U	N	T	L
A	N	P	A	S	T	E	L	O	I	A	Z	E	T	P
R	I	D	Q	D	B	T	I	A	C	A	M	I	V	O
C	S	H	U	Y	D	L	P	H	U	U	N	S	T	Y
T	H	O	W	V	S	W	E	J	Z	T	Y	E	I	F

- Acrylic
- Aquarelle
- Brush
- Canvas
- Charcoal
- Collage
- Crayon
- Easel
- Gouache
- Model
- Oils
- Paint
- Palette
- Pastel
- Sketch
- Studio
- Tempera
- Tint
- Tone
- Varnish
- Wash

Find the listed words in the diagram. They run in all directions - forward, back, up, down and diagonally.



Have fun with
**CAYMANIAN
TIMES**

CURTIS

By Ray Billingsley

THE AMAZING SPIDER MAN

By Stan Lee

JUDGE PARKER

By Woody Wilson & Mike Manley