

Times Caymanian

Friday Edition

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December 27, 2024

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RCIPS' holiday safety operation continues



5 Cruise Ships, 15K Passengers visit on New Year's Day

15 cruise ships are scheduled to visit the Cayman Islands next week with five calling in one day.

According to the Port Authority of the Cayman Islands, between Monday December 30 and Friday January 3rd the ships are expected to bring a total of

47, 688 passengers to our shores.

New Year's Day Wednesday January 1, 2025, the George Town Port is expected to be bustling with the most activity as 5 cruise ships bring 15,556 passengers, a significant im-

SEE 5 CRUISE SHIPS, PAGE 12

LIMITED TIME ONLY
\$10,000 REWARD



See page 5

SPIKEY-HAGGIS is still missing!
 (Blonde, with a distinctive scar on his left hip)

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Luke Arnold Donates Birthday Money to NCVO to Help Children in Need



► Luke Arnold

In an inspiring act of kindness and generosity, 9-year-old Luke Arnold has donated the full amount of his birthday money to the NCVO, a local nonprofit organisation dedicated to the care, education and well-being of children and families in need of support in the Cayman Islands.

Rather than spending his birthday money on toys or treats, Luke made the heartfelt decision to help others in the Cayman community. "I wanted to do something special for my birthday," Luke shared. "I thought it would be nice to help other children who don't have a lot."

The donation of over \$500.00 was presented by Luke's Dad, Gregg Arnold, to the NCVO, who expressed deep gratitude for the young boy's selflessness. "Luke's ges-

ture shows the power of compassion and how even the youngest members of our community can make a real difference," said the team at NCVO.

At this time of year the NCVO are fundraising to ensure every child within their community is able to treat Christmas as a time of joy.

"We are incredibly moved by Luke's generosity," added Jodie Miller, Marketing and Fundraising Coordinator. "It's a reminder to all of us that kindness knows no age, and we can all contribute to making the world a better place. His act has sparked a wave of inspiration within the community, encouraging others to consider giving back in meaningful ways."

Mail Services to Canada Resume



The Cayman Islands Postal Service (CIPS) advises the public that they are now accepting mail destined for Canada.

Following news that the Canada Industrial Relations Board (CIRB) has ordered employees to return to work and postal operations to resume, Canada Post has announced they will start accepting all inter-

national mail as of Monday, 23 December 2024.

However, CIPS advises customers to expect delivery delays as significant backlogs caused by the disruption are addressed and operations are stabilized. Customers are encouraged to plan accordingly and allow for the extended delivery time.



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Interest rate Changes on USD Credit Facilities

Effective December 23, 2024, CIBC Caribbean will adjust its KYD and USD Prime Rates from 7.75% to 7.50%.

This adjustment is in response to the change in the US Federal Funds rate announced by the Federal Reserve Open Market Committee in the United States on December 18, 2024.

Should you have any queries, speak with your Branch or Relationship Manager.

For more information on the CIBC Caribbean variable and 2,3 & 5yr fixed mortgage rates call us at (866) 743- 2257.

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Spikey Haggis

*Blonde, (not white)
with distinctive scar
over his left hip*



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HOPING FOR A CHRISTMAS MIRACLE

Minister Jay Ebanks Launches A-PATH Grant Program to Support Caymanian Talent in the Planning, Infrastructure, Agriculture, Transport, and Housing Sectors

Honourable Johany 'Jay' Ebanks, MP and Ministry of Planning, Agriculture, Housing, Infrastructure, Transport, and Development (PAHITD) is thrilled to launch the A-PATH Grant Program. A-PATH, which stands for Advancement in the Cayman Islands through Planning and Infrastructure, Agriculture, Transport, and Housing, offers grants targeting Caymanians between the ages of 18 and 44 who are seeking higher education in the mentioned fields. Applications for the grant program will be open today and will close on January 17, 2025 at 11:59PM. Understanding the paramount importance of the planning, infrastructure, agriculture, transport, and housing (PATH) sectors to the sustainable growth and progress of the Cayman Islands, the A-PATH Grant Program will equip talented Caymanians to contribute effectively to the mentioned sectors. Regarding the grant program, the Honourable Minister Johany 'Jay'

Ebanks, MP commented, "This is a tremendous opportunity to build local talent in the planning, infrastructure, agriculture, housing and transport sectors. I encourage all eligible Caymanians to apply for this grant program." To ensure a fair selection process, a dedicated selection committee has been established. The committee will meticulously assess all applications. Successful applicants will be awarded with grants that can contribute to their educational journey in approved tertiary institutions.

Eligible applicants are encouraged to submit their applications to mpahitd@gov.ky.

Applicants will also be required to provide a personal statement outlining their career aspirations and commitment to the continued development of the Cayman Islands.


For further information on the A-PATH Grant Program, please contact the A-PATH Grant Secretariat at mpahitd@gov.ky.



Ministry of Planning,
Agriculture, Housing,
Infrastructure, Transport
& Development
Cayman Islands Government



A-PATH
Grant Program



A-PATH Program Applications Open

Deadline: 17 January 2025 | 11:59 PM
Submit via email to: mpahitd@gov.ky

Criteria:

1. Be able to provide proof of Caymanian status (as is defined in the Immigration (Transition) Act (2022 Revision)).
2. Be between the ages of 18 to 44 years old.
3. Submit application within the stipulated timeframe.
4. Have at minimum of one character or work ethic reference.
5. Able to prove having an interest in the planning, agriculture, housing and transport sectors.
6. Is already registered in a full-time post-secondary program related to the planning, agriculture, transport and housing sectors in the Caribbean Region, the USA or the United Kingdom.
7. Be available for an in-person interview.

IMAC Mourns the Passing of Former CIMA Head of Insurance, Gordon Rowell

The Insurance Managers Association of Cayman (IMAC) is deeply saddened to learn of the passing of Gordon Rowell, former Head of Insurance at the Cayman Islands Monetary Authority (CIMA), and a highly respected figure in the Cayman Islands insurance industry.

Beyond his role at CIMA, Gordon held senior positions with various organizations, including Chief Executive Officer at the Cayman Islands National Insurance Company Ltd. (CINICO), Vice President at Marsh Management Services (Cayman) Ltd., Chief Reinsurance Officer at TWG Re, and Chief Operating Officer of Time Insurance Company II by Haven Holdings.

His expertise extended to consultancy roles with BDO Advisors LLC as



► Gordon Rowell

a healthcare system consultant to the government of Turks and Caicos Islands, and the International Monetary Fund (IMF) as technical assistant participating in IMF missions to Belize and Vanuatu.

Gordon also worked with the British government during its review of the British Overseas Dependent Territories by KPMG in 2020, and was a member of the delegation working closely with the Financial Action Task Force (FATF).

He was a Fellow of the Life Management Institute (FLMI) of the Life Office Management Association (LOMA), and an Associate in Reinsurance (ARE) of the American Institute for Chartered Property Casualty Underwriters (AICP-CU).

IMAC recognizes Gordon's immense contributions to the Cayman Islands insurance market and extends heartfelt condolences to his family, friends and colleagues.

The Insurance Managers Association of Cayman (IMAC) represents the international insurance industry in the Cayman Islands. IMAC liaises with government and the regulator on the industry's behalf and promotes innovation and international competitiveness to maintain Cayman's advantageous market position. The Cayman Islands is the second largest domicile in the world for captives and a dominant jurisdiction for healthcare captives, group captives, catastrophe bonds and international reinsurance.

CIMA Pays Tribute to Former Head of Insurance, Gordon Rowell

The Cayman Islands Monetary Authority (CIMA) is deeply saddened to learn of the passing of Gordon Rowell, who served as Head of the Insurance Supervision Division from 2001-2003 and then again from 2009-2013, and who played a pivotal role in shaping the Cayman Islands as a leading jurisdiction in the global insurance market.

Gordon began his tenure with CIMA in 1997 as a Senior Analyst and moved up through the ranks. He was instru-

mental in modernising the Cayman Islands' Insurance Law, which came into effect on November 1, 2012. Gordon was also a dedicated advocate for the Cayman Islands, representing the jurisdiction on global platforms and contributing significantly to the development of its insurance sector.

CIMA's Chief Executive Officer, Cindy Scotland, OBE, reflected on Gordon's legacy: "It is with great sadness that we bid farewell to our dear col-

league, whose contributions have forever shaped the insurance sector. Gordon was a visionary whose dedication paved the way for the current success of the insurance industry. He was also instrumental in laying the groundwork for the quickly expanding reinsurance market. Beyond his professional brilliance, he had an incredible ability to bring lightness and laughter to any situation, making even the toughest days brighter. A true intellectual, he rose

through the ranks with determination, earning the admiration and respect of all who had the privilege of knowing him. He will be deeply missed, but never forgotten."

CIMA extends its deepest condolences to Gordon's family: Madeleine, Matthew and Lana, his friends, and colleagues. His legacy will continue to inspire those who work in the Cayman Islands financial services industry and beyond.

Cayman Islands Director of Tourism Honoured as Director of the Year by Caribbean Journal

The Cayman Islands Department of Tourism (CIDOT) is proud to congratulate our Director of Tourism, Mrs. Rosa Harris, on being named Director of the Year by Caribbean Journal as part of their 2025 Caribbean Travel Awards. This prestigious accolade recognises Mrs. Harris' exceptional leadership and her steadfast commitment to advancing the Cayman Islands as a premier luxury destination while preserving our rich cultural heritage and renowned Caymanian hospitality.

Serving as Director of Tourism for over a decade, Director Harris has played a pivotal role in shaping the Cayman Islands' global tourism strategy. Under her leadership, the Cayman Islands achieved its best-ever year for stayover arrivals in 2019, a milestone that underscored her ability to innovate and elevate the destina-



► Cayman Islands Director of Tourism Rosa Harris

tion's appeal to travellers worldwide.

In addition to her work in the Cayman Islands, Mrs. Harris recently served as Chair of the Board of Directors for the Caribbean Tourism Organization (CTO), a role in which she provided visionary leadership to the entire region. Balancing this dual responsibility as both Director of Tourism for the Cayman Islands and Chair of the CTO Board of Directors, she championed sustainable growth and collaboration across the Caribbean.

This recognition by Caribbean Journal is a true testament to her dedication and exceptional achievements.

The entire CIDOT team extends heartfelt congratulations to Director Harris for this well-deserved honour and looks forward to her continued success in shaping the future of Cayman Islands tourism.

CIFA makes donation to Sustainable Cayman



The Cayman Islands Football Association (CIFA) donated KYD \$2,280 on Wednesday, 18 Dec. to Sustainable Cayman, a local non-profit organization dedicated to promoting environmental sustainability and conservation across the islands. The donation was made during a presentation ceremony at the CIFA Centre of Excellence.

The funds were raised through proceeds from gate entries during CIFA's recent Char-

ity Shield matches, with CIFA matching the total amount collected from ticket sales.

"We are committed to supporting efforts that not only preserve the natural beauty of our islands but also ensure a sustainable future for our youth," CIFA President Alfredo Whittaker said.

"Sustainable Cayman's mission perfectly aligns with these goals, which made them an ideal choice."

Sustainable Cayman, established more than a decade ago, aims to support sustainability through healthy communities and a flourishing natural environment. The organization focuses on environmental preservation and community empowerment, with initiatives such as shoreline revitalization, wetland conservation and public education about biodiversity and ecosystems.

"We want to extend sincere thanks to the Cayman Islands Football Association for selecting Sustainable Cayman as the recipient for fundraising efforts from your Charity Shield matches," Sustainable Cayman Ambassador Rickeem Lashley said. "Your funds will help support projects such as our recently launched Pirate Cove Nature Park, the Wetlands Thrive, Life Survives campaign and other initiatives that protect critical ecosystems like our mangroves and support sustainable development."

Al Ebanks, another ambassador for the organization, echoed these sentiments. "As low-lying islands like ourselves in the Cayman Islands, we are affected by external shocks. Support from CIFA and others allows us to address these challenges, protect our natural environment and provide security for our future water, energy, and agricultural needs," she said.

CIFA's contribution underscores its commitment to fostering strong community ties and promoting activities that benefit both present and future generations. Beyond monetary support, Whittaker noted CIFA's interest in exploring collaborative opportunities with Sustainable Cayman to engage young football players in learning about environmental stewardship.

Dart helping to preserve a vital piece of Cayman's maritime history

In the spirit of holiday giving, Dart donates US\$30,000 to restore the S.V. Fair Weather, the last Caymanian-made schooner sailing the seas and to bring her home to the Cayman Islands.



► (Left to right) Paul Deegan of the Fair Weather Foundation, Alex Medina apprentice from Inspire Cayman Training and Chris Rowland of the Fair Weather Foundation.



► S.V. Fair Weather at sea.

The Fair Weather Foundation, a non-profit organisation dedicated to preserving maritime heritage and culture in the Cayman Islands, has received some much needed wind in its sails, bolstering efforts to preserve a vital piece of Cayman's maritime history thanks to a financial donation from Dart.

The foundation's mission came to life after the S.V. Fair Weather, the last Caymanian-built sailing schooner, was found to be still afloat in 2021 on the other side of the Atlantic. In the years since, the organisation struck a deal to purchase the vessel that was built in 1947 and has been charting a course to get it restored and brought back home to teach young Caymanians about their seafaring heritage and give them practical skills and hands-on sailing experience.

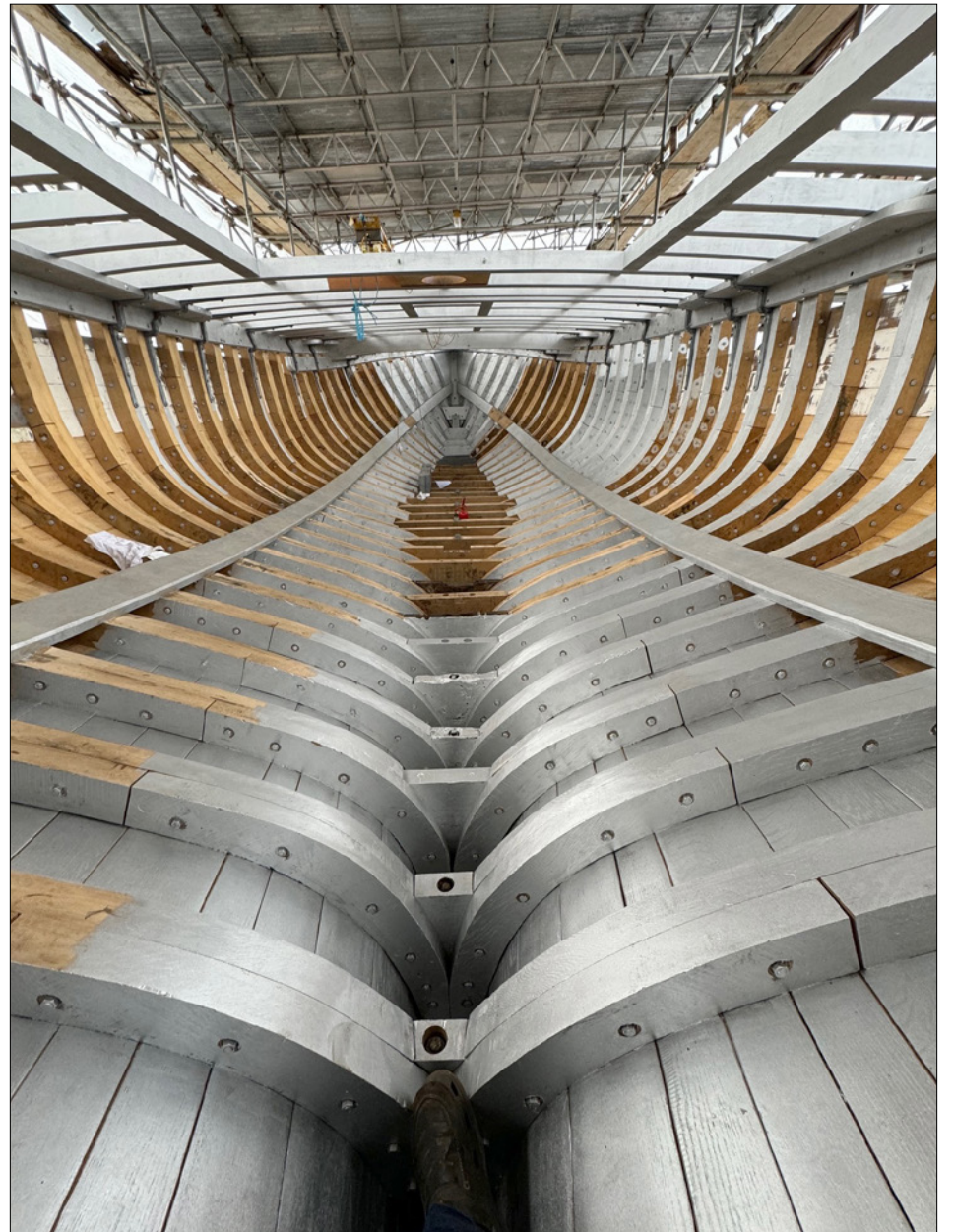
These efforts were brought to Dart's attention and the company decided to make

a \$30,000 Holiday Give donation towards the cause in line with its recent shift from corporate gifts to philanthropic giving during the holiday season.

"The work being done by the Fair Weather Foundation resonated with us here at Dart. We believe connecting with the past is essential to creating a positive future. This holiday season, we're proud to support their project with this donation," said Mark VanDevelde, Dart's chief executive officer.

"This is quite an undertaking and there is a considerable amount of work to be done to get this historic vessel home and the support we've received from Dart is vital to keep the project alive," said Paul Deegan, a director of the Fair Weather Foundation.

Although the 72-foot vessel was built in Jamaica, the work was led by renowned



► Ongoing restoration of the hull of S.V. Fair Weather in Gloucester, UK.

Caymanian ship builder Arnold 'Cappy' Foster of Cayman Brac. At the time, National Bulk Carriers recruited Caymanian men to work on their ships, as Caymanians were regarded as some of the finest mariners around the world. The Fair Weather' was launched in Jamaica and registered in George Town in 1950.

The S.V. Fair Weather is currently in Gloucester, UK undergoing a refit to make the trans-Atlantic journey to the Cayman Islands. Four young Caymanian apprentices recently spent six months training to be shipbuilders while working on the restoration project through a partnership between the Fair Weather Foundation and Inspire Cayman.

Deegan said the foundation is still in need of financial support to make their dreams a reality and is calling on those who can afford to support the project to do so.

"You can help to preserve our rich maritime history by sponsoring a plank and having your family's name etched on a plank aboard the vessel," he said, indicating that he hoped this approach to demon-

strate support for a national treasure would appeal to families of the countless seafarers who helped established Cayman's maritime legacy. It costs \$1,000 to be part of this historic initiative by sponsoring a plank."

For further information about the Fair Weather Foundation and to learn how to support its fundraising efforts, visit: www.fairweather.ky.

Dart's Holiday Give initiative started in 2018, when the company pivoted from distributing corporate gifts during the holiday season to supporting philanthropic causes, focusing on education, the environmental and youth. In 2020, every primary school in the Cayman Islands was gifted literacy, STEM (science, technology, engineering and mathematics), sports or other supplies. In 2021, financial donations were provided to Boys2Men and Jubilate! to support youth engagement. For the past two years, with inflation and food insecurity at an all-time high, The Cayman Food Bank was the designated beneficiary, receiving US\$30,000 each year.

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HSA's NICU marks Prematurity Day, highlighting miracle that birthed neonatal care in Cayman



► Randolph Smith's (43) survival as an infant marked a turning point in neonatal care for the Cayman Islands.



► Dr. Marilyn McIntyre



► The NICU's youngest premature baby to date, Jaquan Scott.

Over four decades ago, the chances of survival for preemies born in the Cayman Islands were exceedingly rare, the Health Services Authority (HSA) Paediatrician Dr Marilyn McIntyre recounted. But that all changed with the establishment of the Neonatal Intensive Care Unit (NICU), a journey that began with a single act of courage, resourcefulness and compassion.

In November, which observed World Prematurity Day (17 November), the NICU reflected on its remarkable legacy of providing life-saving care to the most vulnerable infants in the Cayman community. Dr McIntyre, who had spearheaded the formation of the unit, noted that its inception was marked by a sense of urgency to save more lives and a mother's decision to fight the odds by having her premature baby receive care on island.

In the late 70s, preterm infants often faced transfer to Jamaica under challenging conditions. "There was no designated area in the hospital for NICU. At that time, babies delivered prematurely were airlifted to Jamaica by the Jamaica Defence Force helicopter, which was sparsely equipped with only a basic transport incubator and a small oxygen cylinder," explained Dr McIntyre. "The cylinder was not fitted with an oxygen regulator, so the babies either received 100% oxygen or nothing. Sadly, this cylinder could not last the journey to Jamaica, so the babies often died en route to the Bustamante Children's Hospital or shortly thereafter."

She continued, "Around 1981, a staff member went into premature labour and was faced with the options of either sending her baby to Jamaica or keeping the baby here at HSA and managing it on a makeshift Continuous Positive Airway Pressure (CPAP) machine. She decided to have the baby here on island, where even if it didn't survive, she would be with her baby."

Dr McIntyre recalled how the maternity staff created the makeshift CPAP using just an oxygen regulator underwater seal made with a bottle, tape measure, a tongue depressor and a plastic tubing attached to a face mask, which was applied to the face. "Three staff took turns around the clock holding the face mask in place for three days. The outcome was the baby survived," she said proudly.

Now 43 and a dedicated Caymanian professional, Randolph Smith, the infant whose survival marked a turning point in neonatal care for the Cayman Islands, still praises the NICU team and shared about being known as the first premature baby to receive this type of care on the island. "I am incredibly grateful to have been one of the first babies to benefit from the HSA's pioneering efforts in neonatal care. I've always known that I was a fighter because being born prematurely at just one pound two ounces was an uphill battle, but the dedication and care of the NICU team made all the difference—I wouldn't be here today without them. I've learned how much the

nurses gave of themselves to keep me safe and cared for. One nurse, Julie, even refused to leave my side, and I've been fortunate to reconnect with her recently.

"I heard how they went to Public Works to get nuts and bolts to make the CPAP machine for me, which shows the extraordinary lengths they were willing to go to. Sadly, I also learned of another baby born around the same time in the Brac who didn't make it, which reminds me of how hard and uncertain this work can be. That's why I'm proud of my mother's brave decision to trust the HSA team, despite the challenges at the time, and it reminds me of how vital this type of personal and compassionate care is to our community. I'm glad they are still here saving lives and it's a legacy I'm honoured to be part of," Randolph expressed.

The miracle birth was a defining moment that led to the establishment of the island's first NICU with the commitment to go to extraordinary lengths to save lives, especially those of our most vulnerable patients.

Following the successful case, Dr McIntyre and the staff at the HSA began advocating for the creation of a NICU. Their efforts gained momentum in 1985 when then-Chief Medical Officer Dr Ken Grant allocated funds to construct an addition to the Maternity Unit to care for critically ill newborns.

This initiative further galvanised community support, inspiring generous contributions from charitable organisations such as the Pink Ladies, Lions Club, and Rotary Clubs, as well as local banks. Then-Governor Allan Scott and his wife took a personal interest in the project, with Mrs Scott becoming a primary sponsor. The Governor also hosted a black-tie dinner, donating all proceeds to the Neonatal Unit.

These combined efforts allowed the purchase of vital equipment, including five radiant warmers, a resuscitator, two oxygen analysers, and a bili light. This essential infrastructure became the foundation of the Cayman Islands NICU, which officially opened its doors in 1986.

"Dr McIntyre's pioneering spirit, our staff's resourcefulness and dedication and our local community's inspiring support helped build the foundations of the Level 3 neonatal care unit, which continues to provide life-saving treatment to hundreds of families today," noted HSA's Chief Executive

Officer (CEO) Lizzette Yearwood.

HSA Chairman, Osbourne Bodden stated, "From its humble beginnings, HSA's NICU has grown into a cornerstone of neonatal care in the Cayman Islands. Since its establishment in the 1980s, it has been saving lives, strengthening families and, as of 2019, it achieved an impressive preemie survival rate of nearly 100%."

The unit has continued to grow, adapting to advancements in neonatal technology. Presently, it offers a comprehensive range of advanced services, including advanced ventilation systems, bubble CPAP machines, and the Tecotherm Infant Cooling System—all on island at the George Town Hospital. Such technology makes it possible for HSA to serve the Cayman community better, offering families a safe and supportive option locally, even for complex cases. For neonates needing specialised care abroad, the NICU is equipped to provide stabilising treatments before transfer, ensuring the safest possible journey for these delicate patients.

Recently, the NICU managed the care of Jaquan Scott, its youngest premature baby to date. He was born at 25 weeks and 4 days gestation - almost 15 weeks early. He weighed just 765g or 1lb 11oz.

The NICU's high standard of care results from the collaboration between HSA's paediatricians, neonatologists, respiratory therapists, pharmacists, laboratory services, imaging services, occupational therapists, physiotherapists and a team of nine specialised NICU-trained nurses, all of whom undergo regular training in neonatal resuscitation and critical care.

"Establishing the NICU was a labour of love, born from a deep desire to give every newborn the fighting chance they deserve. Watching it grow and evolve over the years has been one of the greatest joys of my life," said Dr McIntyre.

HSA's Medical Director Dr Delroy Jefferson noted, "As Cayman's first and longest-standing NICU, HSA remains committed to delivering the highest standard of care to our tiniest residents, offering families a legacy of compassion, expertise, and continued advancement in this field."

For more information about HSA's Maternity and NICU services, please call 949-8600 or visit www.hsa.ky/medical-services/maternity.



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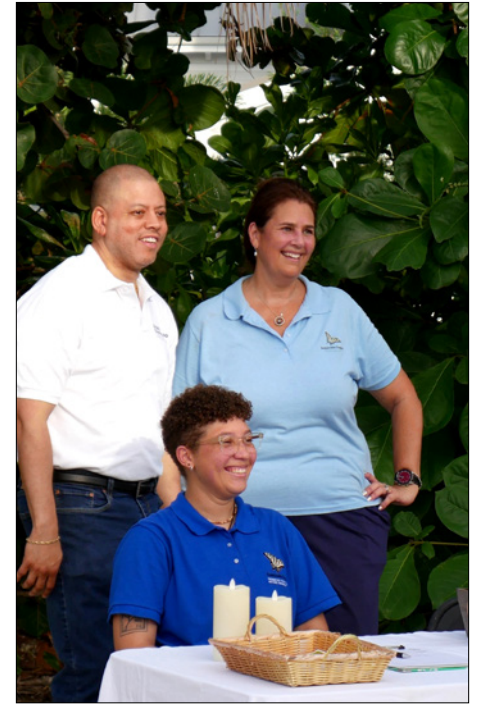
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Pirate Cove Shoreline Park Opens with Vibrant Community Celebration



In a vibrant celebration of community and conservation, over 50 distinguished guests and community members gathered in South Sound on Tuesday, December 17th at 4:30PM for the official opening of Pirate Cove Shoreline Park. The event marked the culmination of a significant environmental restoration effort, blending local tradition with innovative conservation techniques to create a new coastal haven.

Hosted against a backdrop of serene sea views, the celebration featured the presence of esteemed guests including Her Excellency Governor Jane Owen, MP Roy McTaggart, MP Andre Ebanks, and Miss Supranational Cayman Islands 2024, Tracey Campbell. The event underscored the community's commitment to nature and responsible stewardship.

"We are thrilled to open Pirate Cove Shoreline Park, a testament to what we can achieve when community, government, and conservationists work together," said Mel-

anie Carmichael, a spokesperson for the project. "This park is not just a space for recreation; it's a beacon of our dedication to preserving our beautiful shoreline and fostering community wellness."

The park's design and construction involved numerous local experts and organizations. Joanne Mercille of Caribbean Blooms, the landscape consultant, played a crucial role in transforming the initial vision into reality, supported by the Department of Environment, the Public Lands Commission, and the Ministry of Sustainability and Climate Resiliency. The project also benefited from the generous support of the Pirate Cove Residents' Association Ltd, which allowed the restoration of crucial beach access.

The project was funded through the Darwin Plus Local grants scheme, which supported both the shoreline mangrove initiative and the native plant installation, showcasing the UK government's commitment to supporting local conser-

vation efforts.

The event also welcomed new Executive Committee Member, Roshini Seeram, whose expertise in corporate regulation and passion for sustainable development is set to enhance the organization's future projects.

The celebration featured insights from Sustainable Cayman Ambassadors Rickeem Lashley, Soleil Parkinson and Al Ebanks, who shared their experiences and the project's achievements with the audience. Additionally, long-time youth ambassador Steff McDermott introduced her exciting new pilot project, "Roots of Resilience," a Mangrove VR experience supported by Sustainable Cayman, highlighting innovative approaches to environmental education.

"Our ambassadors, like the mangrove seedlings we've nurtured, represent the future of conservation," added Melanie. "Their dedication is crucial as we continue to advance our goals of enhancing shoreline resiliency and employing nature-based solutions."

The evening concluded with acknowledgments of local entrepreneurs Steff McDermott, chef Brittany Bodden and barman Kody Wright who provided refreshments made from locally sourced ingredients, and Miss World Cayman Islands 2022-2024 Leanni Tibbets, who was celebrated for her spirited participation in a recent radio cam-

paign. Additional thanks to community local Jerry Kandiah for sound.

Pirate Cove Shoreline Park is now open to the public, offering a sustainable space that protects the coast and enriches community life, embodying the spirit of resilience and cooperation that defines the Cayman Islands.

The public are encouraged to get involved by visiting, joining the park's Facebook group and posting photos of their visits. Those wishing to support Sustainable Cayman's 2025 Ambassador's program with a donation can do so by sending cheques payable to 'Sustainable Cayman' to the NPO's registered office at P.O. Box 1110 Grand Cayman KY1-1102 or by local deposit to:

First Caribbean Bank KY\$ #10486277
First Caribbean Bank US\$ #10486278

Sustainable Cayman, founded in 2014 and officially recognised as a charitable organisation in April 2022, remains committed to providing sensible solutions to sustainability challenges. With the continued support of the Cayman Islands' community, international organisations and the dedication of a diverse team of youth volunteers and professionals, the grassroots organisation looks forward to making a lasting impact in the Cayman Islands of today and for future generations. Visit sustainablecayman.org to learn more and get involved.

Registry, CIMA Fees to Come into Effect on 1 January 2025

Government fees for certain General Registry and Cayman Islands Monetary Authority (CIMA) services will come into effect on 1 January 2025.

Some of these fees had not been adjusted in five to 10 years, or more. While certain fees are new, others were validated and raised. Industry feedback was sought on the revenue proposals, and Parliament approved them on 9 December.

These amended acts and regulations implement the fees.

- Banks and Trust Companies (Amendment) Act, 2024
- Companies (Amendment and Validation) Act, 2024;
- Exempted Limited Partnership (Amendment and Validation) Act, 2024
- Limited Liability Companies (Amendment and Validation) Act, 2024;
- Limited Liability Partnership (Amend-

ment and Validation) Act, 2024;

- Partnership (Amendment and Validation) Act, 2024;
- Monetary Authority (Amendment and Validation) Act, 2024;
- Insurance (Amendment and Validation) Act, 2024;
- Companies Management (Amendment) Act, 2024;
- Securities Investment Business (Amendment and Validation) Act, 2024;

- Mutual Funds (Amendment and Validation) Act, 2024;
- Private Funds (Amendment and Validation) Act, 2024;
- Exempted Limited Partnership (Amendment) (No. 3) Regulations, 2024
- Limited Liability Companies (Fees) (Amendment) (No. 2) Regulations, 2024
- Limited Liability Partnership (Fees)

Police Arrest Two Men Involved in Criminal Activity at Seven Mile Public Beach

The RCIPS is aware of social media posts circulating demonstrating criminal activity and anti-social issues at Seven Mile Public Beach.

On Thursday officers attended Public Beach and arrested two men for drugs offences. RCIPS will continue to work with our partners, including Public Lands Commission and the Department of Commerce and Investment to support public safety and crime prevention initiatives, including conducting regular patrols to provide

public reassurance.

Around 12.20PM, Thursday 19 December, police responded to a report of a quantity of drugs located at Public Beach.

On arriving at the scene a suspicious individual was identified by police and approached. On attempting a search of his person, the man fled the scene, and a foot pursuit ensued. Officers soon caught the man, and drugs and a quantity of money was found in a bag in his possession, which was seized by police. The man, a

19-year-old of North Side was arrested for drug related offences and was transported to the Cayman Islands Detention Centre.

Soon after, around 1:00PM, the same day, police received information pertaining to an individual selling drugs and liquor at one of the cabanas at Public Beach.

Officers approached the location and proceeded to conduct a search of the individual and recovered a quantity of ganja and money, resulting in his arrest on Suspicion of Possession and Consumption of



Ganja. The 29-year-old man who resides in Bodden Town, was transported to the Cayman Islands Detention Centre.

UPDATE: Additional Man Arrested for Drug Offenses at Seven Mile Public Beach



Shortly before 5:00PM on Saturday, 21 December, officers conducting foot patrols on Seven Mile Public Beach had cause to approach a man who they observed consuming what appeared to be ganja, and who had a bag containing a quantity of what appeared to be ganja. The man attempted to flee on foot before officers could

search him, however he was prevented from doing so by the officers. A struggle ensued, during which the man continued to resist officers' attempts to detain him, leading to an officer deploying pepper spray in order to subdue him. Officers conducted a search of the man and his belongings and recovered a significant quantity

of suspected ganja, as well as a quantity of cash in various currencies.

The man, age 24 of George Town, was arrested and taken into custody. He has since been formally charged with Consumption of Ganja, Possession of Ganja, Possession of Ganja with Intent to Supply, and Resisting Arrest. He appeared in court on December 23rd.

UPDATE: Operation Winter Guardian Campaign Continues

RCIPS' holiday safety operation, Winter Guardian, continues this week with increased police visibility and enforcement, particularly on the roads and in commercial areas. During this past weekend, officers responded to 27 vehicle collisions and made 4 DUI arrests, with an additional person arrested for failing to provide a specimen. Over 290 vehicles were stopped and checked at vehicle check points across the island. Since the operation began on 16 December, 70 persons have been prosecuted for various traffic offenses, including 10 for using a mobile phone while driving. Members of the public should expect additional vehicle checkpoints this week,



as the RCIPS continues to encourage the public to practice safe driving behaviours.

"As we enter Christmas week, we would like to emphasise the importance of per-

sonal responsibility for all road users," says Chief Superintendent Brad Ebanks. "It's your responsibility to plan ahead, whether you are attending a Christmas party or otherwise going out for a drink, to ensure that you are not drinking and driving. We have extra officers on the roads who are focusing on persons driving under the influence, speeding, or engaging in other dangerous driving practices. If you want to avoid being prosecuted over the holidays, you should take the necessary measures to avoid driving under the influence, and thus minimise the risks to you and others using the roadways."

CIMA Fees

CONTINUED FROM Page 10

(Amendment) (No. 2) Regulations, 2024

- Partnership (Fees) Regulations, 2024

- Banks and Trust Companies (Licence Applications and Fees) (Amendment) Regulations, 2024

- Companies Management (Amendment) Regulations 2024

- Insurance (Applications and Fees) (Amendment) Regulations, 2024

- Insurance (Portfolio Insurance Companies) (Amendment) Regulations, 2024

- Money Services Businesses (Amendment) Regulations, 2024

- Mutual Funds (Annual Returns) (Amendment) Regulations, 2024

- Mutual Funds (Fees) (Amendment) Regulations, 2024

- Private Funds (Annual Returns) (Amendment) Regulations, 2024

- Private Funds (Fees) Regulations, 2024

- Private Trust Companies (Amendment) Regulations, 2024

- Securities Investment Business (Licence Applications and Fees) (Amendment) Regulations

- Securities Investment Business (Registration and Deregistration) (Amendment) Regulations, 2024



CRUISE SHIP SCHEDULE — WEEK — DECEMBER 30- JANUARY 3



TOTAL SHIPS - 14
TOTAL PASSENGERS - 47,688

Monday	Tuesday	Wednesday	Thursday	Friday
30	31	1	2	3
Independence of the Seas	MSC Seascape	Carnival Horizon	Sky Princess	Carnival Legend
	Celebrity Constellation	Celebrity Beyond	Freedom of the Seas	Celebrity Ascent
	Disney Treasure	Norwegian Jewel	Nieuw Amsterdam	
		Celebrity Reflection		
		Brilliance of the Seas		
Total Passengers	Total Passengers	Total Passengers	Total Passengers	Total Passengers
4,400	11,561	15,556	10,106	6,065

*5 Cruise Ships, 15k passengers, one day
 (A Perspective by Caymanian Times publisher Ralph Lewis)*



CONTINUED FROM Page 1

provement on the previous Wednesday's port activity.

We can expect to see increases in passengers walking through the streets of our capital and local drivers are advised to avoid the waterfront route.

The New Years Day public holiday, will also help in reducing traffic in that area.

This is good news for our cruise economy which has come under much debate recently with the proposed cruise referen-

dum being finalised.

Cruise tourism is a bread-and-butter industry for many Caymanians, directly supporting thousands of livelihoods and contributing significantly to the country's socioeconomic development.

In recent weeks, the Association for Cruise Tourism (ACT) in the Cayman Islands has underscored the need to balance economic benefits with environmental stewardship and quality of life. "We believe it is possible to sustainably grow cruise tourism while protecting our nat-

ural resources and ensuring that all Caymanians benefit from the opportunities it creates," said Ellio Solomon, the ACT's Executive Program Manager.

"This balance is essential for the future prosperity of our islands."

The group fully supports replacing the tenders, currently being used, with a Cruise Port.

Perhaps New Years Day will be a great opportunity to visit the ports and observe the many passengers disembarking for their visit to this island paradise.

A picture is worth 1,000 words and may help voters to decide on the future of Cruise Tourism in the Cayman Islands.

As we embark on a new year this may be a positive sign of things to come for the tourism industry and the wider economy.

Let us hope that the weather does not interfere with this celebration on New Year's Day of 5 Cruise Ships with 15,000 passengers.

On a weekly basis you can also find the cruise ship schedule in the Friday's edition of Caymanian Times.

2024 FC INTERNATIONAL FOOTBALL CAMP - CAYMAN BRAC



The highly respected and appreciated FC International Football Camp was held in Cayman Brac on Saturday, December 7, 2024 at the Cayman Brac Sports Complex. The camp continues to attract some of the largest participants annually of any other camp held in the Sister Islands. This year's camp proved no different as 33 children between the ages of 4-16 years old attended the half-day camp. "Forever grateful to FC International, its sponsors, loyal visiting volunteers, our local coaches, and the continued support of the Cayman Brac community towards this camp. Thanks to the Cayman Islands Government, Ministry of DAL, DA, PWD and the Facility Management Team for an amazing sports facility." Head of Sports, Harold Sanford.

The camp was held from 9:00am to 12:30pm and the children were split into three age-divisions (U-8, U-11, U-16) with two-coaching staff per group. Learning activities included basic fundamental skills in passing, control, dribbling and shooting. From there, the children went on to technical drills that incorporated their learnt skills with a twist of fun. Closing out the physical exercise portion of the camp, each age-division went on to finish the day with some fun and competitive small-sided football games.

FC International continues to be a proud sponsor of their annual football camp in Cayman Brac. They continue to pledge










their support to the ever-growing youth football programmes in Cayman Brac which is under the leadership of Harold Sanford. His youth football programmes boosts an amazing nine coaching staff personnel that focuses on Grassroots level (U-8), U-11, U-14, U-16 and a teenage Girls level. Most of his coaches are FIFA Grass-

roots certified, CONCACAF D license certified, and all have certifications in Child Protection Training.


At the closing of the camp, the children received words of wisdom and inspiration from FC International executives Ralph Williams, Kennedy Ebanks, Police Constable Fabian Connor, Locksley Haylock,

Amelia Fosuhene and Ricardo Lindo and Long-time sponsor MP Moses Kirkconnell were in attendance to show his continued support and to speak with the coaches and athletes. Following their remarks, each child received a free camp T-shirt, a soccer ball and lunch before departing the complex.

WEEKLY WEATHER FORECAST

Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday
						
82° / 79°	83° / 79°	83 / 78°	82° / 77°	81° / 76°	82° / 77°	81° / 76°
Cloudy with a couple of showers	Remaining cloudy; a morning shower in spots followed by	Partly sunny with a couple of showers	Intervals of clouds and sunshine with a thunderstorm around in the afternoon	Intervals of clouds and sunshine with a shower in the area	Considerable cloudiness with a little rain	Mostly cloudy with a shower in spots in the afternoon

MOMENTS OF INSPIRATION



GOD ALONE- PSALM 73: 26
 Why does it seem the rich gets richer, and the poor gets poorer? Does it ever appear that the wicked seem to thrive while those who dedicate their lives to serving God, suffers? David lived in a time not much different to ours. He vindicated God's ways and encouraged others to **TRUST IN GOD ALONE**. Why? He is altogether holy, loving, gracious, great, sovereign and faithful. The Psalmist recounts how he was once embittered and foolish, but **REPENTED**, and sought the Lord. All sin is foolish because we sin when we drift away from God's ways. His established ways. In this broken world God wants us to come to Him with our hurts, fears, and doubts because only His presence can reveal our sinful nature. It all begins therefore, with **REPENTANCE**. Will you Repent?

DEATH ANNOUNCEMENTS

Churchill's Funeral Home

We have been asked to announce the passing of Symone Yvonne Johnson, who passed away on December 13, 2024. A Thanksgiving Service will be held at the William Pouchie Memorial United Church, North Side, Grand Cayman on Saturday, December 28, 2024 at 11:00 a.m. Viewing: 10:00 – 11:00 a.m. Interment at: North Side Cemetery



Condolences can be registered at churchillsfuneralhome.com



Churchill's Funeral Home

We have been asked to announce the passing of Mr. Lynvol Elisha McDonald, who passed away on December 07th 2024.

A Thanksgiving Service will be held at Cayman Islands Baptist Church, 163 Pedro Castle Road, Savannah, Grand Cayman, Cayman Islands on Saturday, December 28th 2024 at 11:00 a.m.

Viewing: 10:30 a.m.– 11:00 a.m.
 Interment: Prospect Cemetery




Condolences can be registered at churchillsfuneralhome.com

Churchill's Funeral Home

We have been asked to announce the passing of Mr. Alfredo Anderson, who passed away on December 09th 2024.

A Thanksgiving Service will be held at Wesleyan Holiness Church, 150 N. W Point Road, West Bay, Grand Cayman, Cayman Islands on Sunday, December 29th 2024 at 2:00 p.m.

Viewing: 1:00 – 2:00 p.m.
 Interment: Boatswain Bay Cemetery



Condolences can be registered at churchillsfuneralhome.com

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

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

Answer to previous puzzle

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

Difficulty Level ★★★★★ 10/14

CROSSWORD

By THOMAS JOSEPH

- ACROSS**
- 1 Whole bunch of King Arthur
 - 5 Short hairdos
 - 9 Bars on cars
 - 11 Start of some poem titles
 - 13 Safari sight
 - 14 Away from the office
 - 15 Bat wood
 - 16 Mean
 - 18 Like many passports
 - 20 Outback runner
 - 21 Troop member
 - 22 Small fastener
 - 23 Sixth sense
 - 24 Failure
 - 25 Diatribe
 - 27 Director Forman
 - 29 Be decisive
 - 30 Fastens down
 - 32 Having a range of colors
 - 34 Favoring
 - 35 Liquid
- DOWN**
- 36 Father of King Arthur
 - 38 Act the waiter
 - 39 Computer command
 - 40 Draws
 - 41 Super-model Sastre
 - 1 Joke responses
 - 2 Is real
 - 3 Third-brightest star
 - 4 Energy
 - 5 Like fillets
 - 6 Freshener target
 - 7 Pituitary hormone
 - 8 Mark of disgrace
 - 10 Get in a lather
 - 12 Having the advantage
 - 17 Dog doc
 - 19 The lion's share
 - 22 Enterprise crewman
 - 24 Chop into cubes
 - 25 Thatcher creations
 - 26 Online program
 - 27 Fellows
 - 28 Peaceful
 - 30 Factions
 - 31 Classes
 - 33 Not recorded
 - 37 Half of hex-

S	U	C	H		B	E	T	A	S
C	H	A	I	R	E	X	U	D	E
R	U	S	S	O	T	E	N	D	S
A	R	T		M	A	S	C	A	R
M	A	S	H	U	P		S	E	M
				A	L	T	O		U
				R	A	M	A		N
F	O	G		N	E	E	D		
E	T	E			M	A	S	C	O
M	A	S	S	E	U	R		A	P
A	T	A	L	L		T	R	I	T
L	O	G	E	S		H	A	R	E
E	R	O	D	E			G	O	D

Yesterday's answer

- 7 Pituitary hormone
- 8 Mark of disgrace
- 10 Get in a lather
- 12 Having the advantage
- 17 Dog doc
- 19 The lion's share
- 22 Enterprise crewman
- 24 Chop into cubes
- 25 Thatcher creations
- 26 Online program
- 27 Fellows
- 28 Peaceful
- 30 Factions
- 31 Classes
- 33 Not recorded
- 37 Half of hex-

Word Search

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

- Abed
- Barbed
- Bedaub
- Bedazzle
- Bedeck
- Bedevil
- Bedlam
- Bedouin
- Bombed
- Combed
- Crabbed
- Cubed
- Garbed
- Grabbed
- Lobed
- Probed
- Ribbed
- Robbed
- Sobbed
- Webbed

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

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	

11-30



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Caymanian Times Classifieds

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

Applications are invited for the position of:

CARPENTER

Preferred minimum of 10 years' experience. Salary will be paid weekly at an hourly rate of \$14 per hour together with standard Health & Pension benefits.

The successful candidate will be required to work a minimum of 45 hours per week including weekends and evenings, as required. Own transport and tools essential.

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

Email resume to lv@thistle.ky



TEAROOM SERVER / FOOD PREP

Every Bloomin' Thing is seeking an experienced Tearoom Server/Food Prep for a full time position.

Duties include food preparation, serving customers, in addition to cleaning the Tearoom and kitchen after serving customers.

Must have food and beverage experience and good customer service skills. 2-3 years experience required for the position in food preparation/service environment. Must be able to work weekdays, weekends and holidays.

Salary per annum from \$18,720.00 to \$23,400.00 based on experience.

Send resume to hr@ebt.com.ky



Photographer/Booking Agent

Photographer/Photography School Graduate or work equivalent with underwater photography experience, a proficiency in editing and past sales experience required. Candidate must have advanced knowledge of photography editing software and general computer skills. Individual must also be knowledgeable of reservation system and computer programs and be able to act as a Booking Agent. Knowledge of seamanship and boat handling is preferred. Candidate must have CPR/First Aid training or be able to attend courses and be willing to work days, evenings, weekends and Holidays as required. Starting salary of CI\$8 per hour plus commission. Pension, Health, in accordance with CI labour law. Reply to 10 Market Street #556, Grand Cayman KY1-9006



NCVO, a not-for-profit organization, invites applications for:

Care Worker

A Care Worker makes positive contributions in assisting and guiding residents, to mode appropriate behaviour and work practices model.

Care Worker key accountabilities include:

1. To ensure the implementation of the day-to-day schedule of activities for the residents of the Home and to provide professional childcare services.
2. To assist the Manager of the Home in the development and implementation of programs/strategies.
3. Assist in implementing Care plans.
4. Provides support, crisis intervention and conflict resolutions to all residents.
5. Enforce chore list, meal plans and awards.
6. Maintain privacy of conversations with residents in the Home/Office.
7. Ensure all household responsibilities and fire reports are completed.
8. Assist with admission of residents.
9. Document incident reports.
10. Reports all safety hazards.

Care Worker Qualifications:

1. A minimum of 2 years experience working with children/young adults.
 2. Darkness to light and CPR, AED and First Aid trained.
 3. Certified in working with children with childhood trauma.
 4. Knowledge of de-escalating technique and behavioural modification Programmes.
 5. Bachelor's or Master's Degree in one of the following will be highly advantageous: Social Work, Counselling, Education.
 6. General knowledge of regulations pertaining Foster Care by D.C.F.S.
 7. Must be a confident swimmer.
- Monthly salary: from CI\$2,800 – CI\$3,600
Candidates must have their own transportation and valid driver's license. To apply email to recruitment@ncvo.org.ky with a full CV and cover letter to highlight your skills and experience. Please state your immigration status in your cover letter. The selected candidates will be required to provide a clean Police Clearance Certificate (less than 6 months old) and 2 references. The deadline for receipt of applications is January 3, 2025.



CAREER OPPORTUNITY



Water Authority - Cayman

Invites applications for the post of

Engineer

The successful candidate will provide engineering design, site supervision and resident engineering services for engineering projects carried out or prepared by the Water Authority. He/she will also provide engineering support to the Authority's operational divisions.

JOB REQUIREMENTS:

- Bachelors Degree in Engineering (e.g. Civil/Mechanical) and an internationally recognized professional engineering qualification.
- Minimum 5 years relevant post-graduate engineering experience, including the design and construction supervision of major civil works in water treatment & distribution and wastewater collection & treatment.
- Excellent computer skills and proficiency in AutoCAD is essential.
- Must have good written (including technical writing) and oral communication skills to prepare and present accurate reports, and to communicate effectively with management, consultants, contractors and customers.
- Be responsible, detail-oriented, able to work with minimum supervision and be physically fit.
- Must have a valid CI Driver's Licence.

The Water Authority offers competitive salaries, an international medical insurance plan, pension plan and generous vacation benefits. The minimum to mid-salary range for this post is CI\$80,690 - \$100,860 per annum.

Apply online via our website (www.waterauthority.ky) or send applications, including cover letter and resume to:

Chief HR Officer
Email: HR@waterauthority.ky
P.O. Box 1104, Grand Cayman KY1-1102, Cayman Islands

Application Deadline: 10 January 2025

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HERITAGE HOLDINGS GROUP OF COMPANIES

Heritage HR Ltd.

Chief of Construction/Development (CCDO)

Summary Role Description

The Chief of Construction/Development will oversee, coordinate, and support various real estate developments and construction projects within our portfolio of companies. This role is responsible for managing all aspects of the development and construction process and has overall accountability for the performance of commercial and residential development projects.

Key Responsibilities and Duties

1. Pre-Development and Feasibility:

o Feasibility Studies:

- Conduct and oversee comprehensive feasibility studies for potential development projects.
- Analyse financial, environmental, and regulatory aspects to determine project viability.

o Due Diligence:

- Lead due diligence processes to identify and mitigate potential risks.
- Coordinate with legal and financial teams to ensure all due diligence requirements are met.

o Site Selection:

- Evaluate and recommend sites for potential development based on strategic objectives.
- Conduct site visits and assess site conditions, accessibility, and infrastructure needs.

2. Project Planning and Management:

o Business Case Preparation:

- Develop detailed business cases for new projects, including financial models and risk assessments.
- Present business cases to the executive team for approval.

o Project Scheduling:

- Create and maintain comprehensive project schedules, ensuring all milestones are met.
- Utilise project management software to track progress and adjust timelines as needed.

o Budget Management:

- Develop and manage project budgets, ensuring projects are completed within financial constraints.
- Monitor and report on budget performance, implementing cost-saving measures where possible.

3. Design and Construction Oversight:

o Plan Review:

- Review architectural and engineering plans, providing feedback on design, functionality, and cost.
- Identify potential construction challenges and propose solutions.

o Vendor and Contractor Management:

- Select and manage relationships with contractors, architects, and other vendors.
- Negotiate contracts and ensure compliance with terms and conditions.

o Quality Control:

- Implement rigorous quality control processes to ensure high standards of construction.
- Conduct regular site inspections and audits to verify compliance with specifications and regulations.

4. Strategic Planning and Policy Implementation:

o Objective Setting:

- Define clear project objectives, policies, and performance standards in line with corporate goals.
- Communicate objectives to project teams and ensure alignment.

o Policy Development:

- Develop and implement policies and procedures to streamline project delivery and enhance efficiency.
- Stay updated on industry best practices and integrate them into company policies.

5. Team and Stakeholder Management:

o Team Leadership:

- Lead, mentor, and develop project teams, fostering a collaborative and high-performance culture.
- Conduct regular performance reviews and provide feedback to team members.

o Stakeholder Communication:

- Maintain effective communication with all project stakeholders, including investors, regulators, and community groups.
- Organise and lead stakeholder meetings, ensuring transparency and addressing concerns promptly.

6. Risk Management:

o Risk Identification:

- Identify potential risks related to construction projects, including financial, legal, and operational risks.
- Develop and implement risk mitigation strategies to minimise impact.

o Compliance:

- Ensure all projects comply with local, state, and federal regulations, including environmental and safety standards.
- Stay informed on changes in regulations and update project plans accordingly.

7. Monitoring and Reporting:

o Progress Tracking:

- Monitor project progress against established milestones and KPIs.
- Use project management tools to generate regular status reports.

o Performance Reporting:

- Report project performance to senior management and the board of directors.
- Provide detailed analyses of project outcomes, highlighting successes and areas for improvement.

8. Continuous Improvement:

o Process Improvement:

- Continuously evaluate project management processes and identify areas for improvement.
- Implement new technologies and methodologies to enhance project efficiency and effectiveness.

o Training and Development:

- Develop training programs to enhance the skills and knowledge of project teams.
- Encourage professional development and continuous learning within the team.

REQUIREMENTS

- Over 10 years of progressive experience in Project Management, Construction, or Real Estate, with demonstrated leadership in complex projects.
- Bachelor's degree (or higher) in Construction Management, Project Management, Real Estate, or a related field.
- 10+ years of experience managing and leading cross-functional teams, including direct supervision and mentorship.
- In-depth knowledge of development, management, and operating agreements, as well as construction/design contracts, and planning and building permit processes.
- Proven track record of successfully managing multi-disciplinary development project teams and construction teams across all project phases.
- Strong communication, interpersonal, and team-building skills, with a demonstrated ability to navigate challenging situations with integrity and professionalism.
- Extensive experience in risk management, including identifying, assessing, and mitigating risks in large-scale construction projects.
- Proficiency in interpreting and applying construction regulations, codes, and standards.
- Familiarity with project management tools and methodologies, such as RACI, Gantt charts, and collaborative software (e.g., Procore, Asana).
- Ability to foster collaboration and alignment across stakeholders, contractors, consultants, and regulatory bodies.
- Commitment to driving projects to completion on time, within budget, and to the highest quality standards.

Salary range: KYD110k to KYD161k per annum. Benefits met and/or exceed the Labour Law. Caymanians, Status Holders and Legal Residents Preferred. Only suitably qualified applicants will be contacted for an interview. Email jobs@heritageholdings.ky

NOTICES

PLANNING PERMISSION

This is to inform the public that an application for planning permission for the purpose of:

Change of use of a 3,530 sf house and a 919.35 sf garage to restaurant & kitchen, with 233.5 sf covered walkway connecting both structures; Extensions to existing decks, addition of 2 500gal LPG tanks; Replacement of 4 ft. side fencing and demolition of existing cottage structure.

Setback variances are required as listed:

- (1) Side setback for new rear deck extension sited along northern boundary: Requesting 12' 7" vs 20';
- (2) High watermark setback for steps leading onto new rear deck extension: Requesting 63' 8" v 130';
- (3) High watermark setback for new rear deck extension sited along southern boundary: Requesting 71' 8" v 130';
- (4) Side setback for new rear deck extension sited along southern boundary: Requesting of 15'-11" v 20'.

On Block **59 A** and Parcel **213** has been submitted to the Central Planning Authority (CPA) or Development Control Board (DCB).

The application can be inspected on the Department's website <https://www.planning.ky/planning-notices/>, or at the Department of Planning; located at the Government Administration Building, 133 Elgin Avenue, George Town, Grand Cayman or at the District Administration Building, Stake Bay, Cayman Brac. If you wish to object or support the application you should do so in writing stating your precise grounds within 21 CALENDAR DAYS of the final advertisement of this notice. Please note: only owners of full legal capacity who for the time being reside within a radius of one thousand feet of the boundaries of the land to which the application relates, or who own land (including a strata lot) within a radius of one thousand feet of the boundaries but reside elsewhere in the Islands, may object to an application for planning permission. Your comments should be addressed to the Director of Planning, P.O. Box 113, Grand Cayman KY1-9000, Cayman Islands, or via e-mail to planning.dept@gov.ky. Please include your return address (typically a PO Box number).

PLANNING PERMISSION

This is to notify the public that Carolyn Chaloner has applied for a modification of planning permission for a second floor attic storage for a preschool with a setback variance on Block 4E, Parcel 52, on Birch Tree Hill Road. The proposal may be inspected at the Planning Department, located in at the first floor of the Government Administration Building, 133 Elgin Avenue (244-6501). Anyone wishing to object may do so in writing. Letters shall state the nature of concern and precise grounds for objection. All objections must be received within 21 calendar days of the final advertisement of this notice. Objections may be e-mailed to planning.dept@gov.ky, faxed to 769-2922 or mailed to P.O. Box 113, KY-9000



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(345) 945 6000 | info@eracayman.com

ERA CAYMAN REAL ESTATE LUXURY REAL ESTATE **cireba**



VILLA DEL MARE Price **US\$10,150,000**
Rum Point

8 Bedrooms | 8.5 Bathrooms | 10,000 Sq.ft. | MLS 417237
Private Beach & 2 Acres of Landscaped Property
Luxury, Privacy & Tranquility!

For More Information
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ERA CAYMAN REAL ESTATE LUXURY REAL ESTATE **cireba**

HOPE FOR TODAY FOUNDATION in association with **PRINCESS THE JEWELLERS**

CLASH OF THE LEGENDS FOOTBALL

MARCUS CUMBER TROPHY

LATINOS ENGLAND vs **SPM**
CAYMAN vs **JAMAICA**

MONDAY, 19th MAY 2025

(Discovery Day) **ED BUSH STADIUM, WEST BAY**
FAMILY FUN DAY STARTS AT 3PM
CLASH OF THE LEGENDS GAME KICKOFF AT 5PM

Raffle Tickets \$10, FREE ENTRY & FOOD!
(Donations Accepted) RAFFLE PRIZES: 10 x \$100 Gift Certificates Princess Jewellers, Staycations at the Westin Grand Cayman & Holiday Inn Resort, plus many more prizes! Fun day & games for children: Egg & Spoon Race / Sack Race / Bouncy Castle and more!

OUR SPONSORS

FOSTERS Better because we care | **junk** | **MALPINE** | **MAEDAG** | Ministry of Investment, Innovation & Social Development
COLDWELL BANKER | **Lobster Pot** | **St. Andrew's** | **C3** | **XXQ's** | **Times** | **Hope For Today Community Challenge**
SUREBLIT | **DR. TOMLINSON** | **Infinite** | **MORGAN'S** | **ONCOURSE**
Contact: David Arch 939-0025 • Antonio Smith 916-3977 • Brent McLean 926-4040 • Lloyd (Stoocka) Ramoon • Neil Murray
Cayman is home to many people with substance abuse. As a community we can all make a difference in the lives of those individuals.

HSM Corporate Services

Cayman's Go-To Corporate Services Provider

When it comes to Corporate Services, we genuinely want your company to succeed and our qualified team can support you throughout all stages of the business cycle.

Associated with HSM Chambers, a full-service law firm in the Cayman Islands, we can assist with ancillary services such as employment, immigration, property, succession planning and more. Our services include:

- Incorporation of Companies
- Formation of Limited Partnerships
- Property Holding Vehicles
- Assisting with the Opening of Corporate Bank Accounts
- Company Searches
- Annual Filing Requirements
- Voluntary Liquidations and Striking Off

Patrice Boothe
Corporate Services Manager

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