

# Caymanian Times

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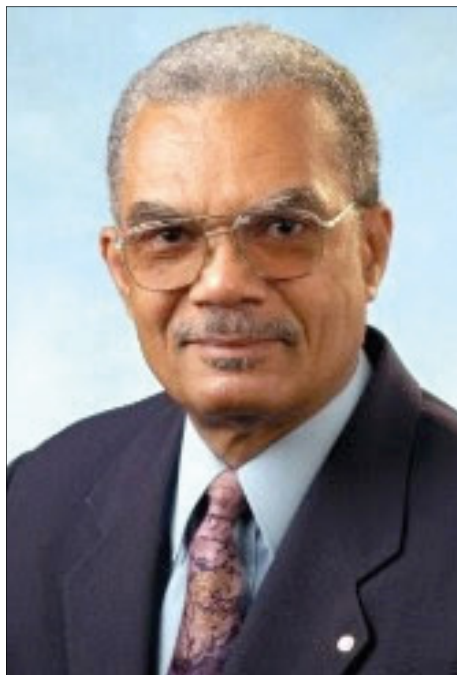


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# COMMUNICATION: THE KEY TO SUCCESSFUL RELATIONSHIPS – BASIL SPRINGER COLUMN



communication practice with God is sustainable because of an associated source of perfect love. Our job is to continue on the road to happiness by diligently executing the message by riding in the vehicle of love right here on earth.

Daily global media reports convey a sad state of the planet not only in the context of the physical devastation as a result of unsustainable practices and climate change, but also the damage done to human beings by human beings through antisocial behavior manifested in war and the lives lost through domestic violence, gang warfare and drug-related crimes.

Politicians seem to be helpless in terms of finding a sustainable solution.

The solution is conceptually very simple but not easy to implement. My premise is that from birth to age six, a child's brain is like a sponge. Whatever is communicated to it will be absorbed.

In today's world we have children bringing up children, the absence of strong personal parental guidance systems because both parents are working, as well as an increasing number of single-parent families. The result is that children are being exposed to a weak values, morals and ethics system.

Sadly, the horse has already bolted. The solutions are to introduce a compulsory disciplined rehabilitative environment at school-leaving age before they are released on society. Simultaneously, attention must be paid to the quality of teachers at the elementary and primary school levels to ensure that more wholesome talk prevails.

The family unit is the building block of society. Many relationships must be nourished between parents, children and grandchildren. The secret is to communicate to avoid conflict between the parties.

Businesses include all public, private and civil society entities which offer

goods and services to the public. The key elements of a business are management, goods/services, staff and customers.

Efficient communication systems (1) within management; (2) between management and staff; (3) between management and customers; (4) within staff; and (5) between staff and customers are paramount to successful relationships and hence successful businesses.

Over the past two months, we have been fed with a dose of 2022 ICC Men's T20 World Cup from Australia and this has merged seamlessly into FIFA

World Cup Qatar 2022, featuring 32 countries.

Sports teaches us many things, including fair play and the ability to rebound from disappointment.

In contrast to 1950, when we had to listen to cricket commentary from Lord's Cricket Ground on a pre-transistor radio receiver, today we can communicate (audio and visual) on our mobile devices or televisions. Communication technology has brought these sporting messages into the palm of our hands.

Communication is indeed the basis for life. Let's leverage it for the sake of humanity.

## COMMUNICATION: THE KEY TO SUCCESSFUL RELATIONSHIPS



- God – Prayer conditions mind, meditation receives answers
- Schools – Values, morals, ethics reduce antisocial behavior
- Family – Honor, respect, support improve understanding
- Business – Efficient communication systems are key to success
- Sport/Leisure – Fair play, learning from disappointment

"Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen." - Ephesians 4:29

As human beings we have a responsibility to communicate wholesome thoughts for the betterment of all.

Let us focus in turn on communication with God, the supreme being; school, where we get our formal education; family, the nucleus of society; business, where we earn our living and provide for our pension; and sport and leisure, where we get necessary exercise and socialization.

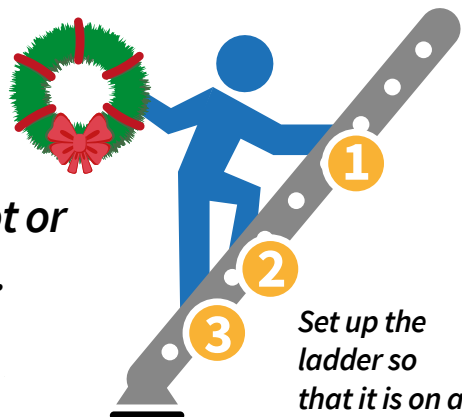
The communication loop is reverently initiated by prayer from human beings to God, which conditions the mind. Prayer is processed in an environment, the boundaries of which encompass the will of God. Meditation provides a listening environment which facilitates the closure of the communication loop. This

## Holiday Decorating Safety Tip



### Practice the 3-Point Rule on Ladders

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# OfReg meets with musicians to clarify position on performing rights royalties in the Cayman Islands

Following the publication of a recent news story in a number of media outlets reporting on musicians being paid performing rights royalties for the broadcast of their works in the Cayman Islands, OfReg has met with one of the two musicians concerned, to clarify OfReg's role in the collection and purpose of license fees charged to operators in the information, communications and technology (ICT) sector.

Referring to the recent news story, OfReg Executive Director of Information, regulating the ICT sector, Mr. Sonji Myles explained, "OfReg is not responsible for or involved with the collection of artists' performing rights music royalties in any way whatsoever, nor is it commonplace globally for communications regulators to do so. There is no legislation, directive, or policy currently obligating broadcasters in the Cayman Islands to pay into performing rights collection agencies.



Consideration of such obligations are beyond OfReg's current remit because the collection of blanket payments – and the ultimate payment of performing art-

ists' royalties - would extend to anywhere music is played in public, including hotels, restaurants, bars, nightclubs, concerts and other public events. OfReg is not responsible for regulating these."

Addressing the misunderstanding of license fees that OfReg do collect, he continued, "All of our ICT licensees which includes Internet Service Providers, tower infrastructure providers, TV broadcasters, FM radio broadcasters and others, pay annual license fees.

The fees are made up of a pro-rated regulatory fee, which covers OfReg's operating costs, and a 6% royalty fee based on licensees' revenue which permits them to operate. OfReg collects this portion of the fees on behalf of the Cayman Islands Government (CIG) and does not retain any part of it."

In the recent meeting with Caymanian musician Stuart Wilson, OfReg clarified its role as the regulator and also sought to

understand more on how local musicians think OfReg can help address the issue of performing artists royalties.

"The misunderstanding of the license fees that OfReg collects is the result of a Freedom of Information request received in 2019 related to royalties paid by licensees to CIG. The term 'royalty fee' was incorrectly interpreted as including performing artists royalties. The two musicians, Mr. Wilson and Mr. Smith, accept that the 6% licensee royalty fee collected as part of annual license fees is not related to performance royalties in any way.

However, we do appreciate that local musicians and music creators want to progress the current situation to establish their intellectual property rights in Cayman. As such, OfReg has agreed to raise the matter with the appropriate CIG ministries in the upcoming weeks for their further consideration." Mr. Myles concluded.

## Appreciate Caymanian Artists Before They are Gone



► Caymanian Musicians at the Muzaic Awards Ceremony



► Rico Rolando receives award at the Muzaic Festival Awards Ceremony in 2020



► (l-r) Chris Wight, Junior Jennings, Jean-eric Smith, Edlin Myles and Chris Wight

Another musical icon has left us with the passing of Edward 'Sollie' Solomon and the outpouring of emotion coupled with sentimental memories, have made it clear that Caymanians, residents and visitors benefited greatly from his contribution in the arts and in particular music.

A Musical Icon, who received the award from the Cayman Music and Entertainment Association (CMEA) in 2016, Sollie was one of the few musicians from Cayman that was given his roses during his life time and rightly so.

This reality brings sharply into focus, how important it is for the Cayman Islands and its people to continue to honour their cultural ambassadors.

Those that play a role in the arts must not be forgotten or overlooked in the tapestry that makes up the fabric of Cayman, and their contribution should never be understated or overlooked.

Each generation of artists inspires the one that comes after it in ways that cannot always be quantified, but are more often than not, felt in the subtle vigor of artistic zeal, and in the determination and dreams of those who choose to channel their creativity.

To this end, the CMEA under the Presidency of Brent McLean and Vice President

Spencer Merren started the Muzaic in 2008. At the time the awards only included that of Musical Icon and Long Service.

These were broadened under former CMEA President, Mr. Jean-eric Smith, who set out to honour musicians with the introduction of several other awards recognising the contribution of those in the Cayman Islands' musical fraternity.

These included Awards for Long Service, the Jazzy B Award for Djs, the Young Musicians Award, International Success and Regional Success Awards and the Premier's Award.

The Premier's Award was discontinued by the Peoples Progressive Movement Government.

Others to receive the Icon Award include, Allan 'Bunny' Myles in 2016, Junior Jennings in 2020 for his over 50 years in the music industry; Lambert 'Lammie' Seymour in 2018 for his work with the Memory of Justice Band and decades of contributions to Cayman's musical industry and Wesley Howell in 2019 for his contribution during his lifetime of 100 plus years.

The 'Night of Legends' hosted by the CMEA in 2019, honored the Tornadoes and Kiemaniars among others such as Bunny Myles and

'Papie' Conolly, who was known for the popular song, 'May Caymanian Girl'.

He has since passed away.

Mr. Papie Conolly was slated to receive an Icon Award in 2021 but due to Covid, this did not happen, noted former President Jean-eric Smith.

'Cayman is losing its musicians, who played a major part in the Islands' cultural landscape and shaped the industry in Cayman today,' he lamented.

Today, there are only three living icons left. These include Allan Bunne Myles, Lammy Seymour and Junior Jennings. Wesley Howell passed away.

The last Caymanian Icon was Mr. Melvin Augustine, who received the award posthumously.

Over 100 Caymanian musicians have been awarded and recognized by the CMEA since the inception of the Muzaic event.

However, since the Association has changed hands there has been no mention of a continuation of the programme and at many of the festivals that come to the Islands, Caymanian artists music is not being heard.

The issue is not vastly different on Radio in Cayman and outlets for the appreciation of those in the music industry in the Cayman Islands seem to be dwindling.

It used to be mandatory that when foreign artists were booked/scheduled to perform in the Cayman Islands, they had to be accompanied by at least once local act. This has not been the case in recent times and the gaping void in this area is one that is becoming all the more evident.

The insidious nature of the music industry in the Cayman Islands has meant that some of the most talented artists in the British Territory have had to live in other countries such as England and Jamaica to pursue their art.

This is an indictment on the moral and national pride of these Islands, which have never truly flourished with respect to the arts.

One can only hope that organisations representing music will work to restore the Muzaic Festival and its awards, as well as the requirement to hire local bands when performers come from overseas.

Currently, there are plans in the works for musicians to be paid when their music plays on the radio and venues (nightclubs and bars) to register as places where music is used commercially. This needs to happen in order to lubricate the wheels of creativity in the Cayman Islands and assist with creating the revenue necessary for musicians to fuel their art.

As the old saying goes, 'soon come'.



# Seafaring Heritage District Celebrations at Savannah



► Seafarers and their families received certificates. Left to Right: Certificates for Rollins Lloyd Watler, James Talmage Wood, Joseph Wade Woods, William Langley Bodden Wood, and Denham Neville Wood.

## By Christopher Tobutt

Each district has been honoring their seafarers as part of Seafaring Heritage District Celebrations. Alfonso Wright, Executive Chairman, Celebrate Cayman, explained that originally the Seafarers would have been honoured on Heroes Day, 2021, but Covid disrupted those plans, leading to each of the districts honouring their seafarers. He said that the original list had been extended, by using several different sources including Gwen Bush's record of seafarers, which stretches from 1957 to 1983. The new list didn't just include captains or those who had gone to sea for a long time, but everyone who went to sea. They were all Cayman's heroes, Mr. Wright said, because they had all helped to transform the Cayman Islands by sending their money home to their wives and families.

Bodden Town District's celebrations took place at Savannah Seventh-Day Adventist Church. Bodden Town East MP Dwayne Seymour was there, as well as Savannah MP Heather Bodden. It was their job to read the lists of Seafarers. Some were there in person, and other family members were there, such as Joseph Woods, who stood and received a certificate on behalf of his father. Mr. Woods recalled:

"My dad told me that immediately after leaving school he and some of his brothers would ride their bicycles to GT on Monday to work at a hotel and would rent a room

to stay in until Friday evenings when they would ride back home to give what they earned, less the rent, to their mom. Then they all got their call to go to sea and off they went. He said they got in several hurricanes on his first trip to sea. There were no weather or navigational satellites in those days and you usually found out one was out when you ran into it. And even then you had no clue what the intensity would

"Daddy and his brothers would save and send their earnings (\$80 per month) home to their sister who would keep it for them. She, being older, became a mother as their mother had passed away. She found parcels of land all together for them to buy (\$50 per parcel) and they all bought plots to build their homes.

At home as a kid, I looked forward to him returning home from sea. He would bring clothes and toys for us kids. In the mornings before sunrise I would hear him turn on the radio to WQAM Miami, Air Bonaire, or RJR Jamaica and I knew as soon as it cleared he would put me on his shoulders and we would walk the beach as he fed me breakfast. Fish was plentiful back then. In the evenings around sunset I would go with him and one of my uncles when they went to catch sprats to fish along the shore. I lived those days and I cried like hell when it was time for him to go back to sea. My biggest fear was that he would not get back."

There was a delightful musical presentation of song from a choir belonging



► 3 Savannah MP, Heather Bodden

to the Joanna Clarke Primary School, "Lord let your light shine on us," which must have been the heart -cry of all seamen who get caught in terrible, dark storms.

MP Heather Bodden spoke about her own recollections: "I recall an aunt and an uncle that are here with us today. I remember Mr. Jackson, when he went to sea, he built a house across from our old house in Newlands. His wife Barbara, she took that money and built a house. And I can remember every weekend, almost, pounding the marl for the foundation of that house.

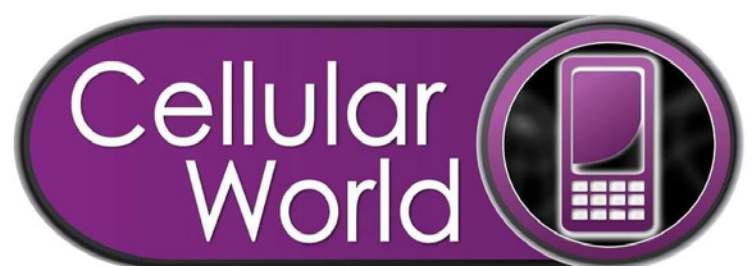
"Many of you did that and many of those homes that were built back then are still standing. I am very moved and touched by what we are doing here to make sure that persons who are here, or who have passed on, are recognized for what they did because I remember Barbara and Sammy, I remember her worrying about him a lot on the open seas, and the stories he would tell when he came home about the nights he would spend on the deck in the high seas. I remember once he went to Japan and brought me back a scarf that said Japan. No matter where I went I had that scarf around my neck," she said.



► The meeting in the Seventh-Day Adventist Hall.



► Children from the Joanna Clarke Primary School sang like angels



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# ReGen negotiations close to completion

## Financial close for the project now expected in early 2023

Significant progress continues to be made as efforts between the Cayman Islands Government and Dart to complete project negotiations for the development of ReGen, Cayman's Energy and Recycling Centre are continuing in earnest, with financial close for the project now expected early in 2023.

Premier and Minister of Sustainability & Climate Resiliency, Hon. G. Wayne Panton assures the public that, while the project negotiations are lengthy and complex, discussions are proceeding at pace.

"Given the scale of this project, its national significance, the level of capital investment required, and the proposed lifespan of the new system, both parties are committed to ensuring all details of the negotiations are considered as thoroughly as possible. While this increases the length of discussions, I believe it is for the ultimate benefit of the country. Please know that my administration is working wherever possible to keep costs down in spite of global supply chain issues and procurement challenges. Our goal is to ensure ReGen represents a financially viable, long-term solution for sustainable solid waste management for all three of our wonderful islands. I am confident in the long-term success of this project and my administration is committed to seeing these negotiations through to their timely conclusion," he said.

Mr. Panton also acknowledged community concern about Dart's recent decision to end its glass recycling programme as its crusher is at the end of its useful life cycle.



"Over the more than 10 years since Dart procured its glass crushing machine, the rate of recycling in the Cayman Islands and the level of recycling infrastructure available to the public has increased. We are grateful to Dart for providing this important service for more than a decade but we understand the public is disappointed in what they perceive to be a step backwards on the pathway to sustainable solid waste management. While we investigate potential interim solutions, we know ReGen represents the ultimate long-term plan for expanded and improved recycling infrastructure in the Cayman Islands," Mr. Panton said.

While negotiations for ReGen are ongoing, work on the Environmental Impact Assessment (EIA) for the project recom-



menced in earnest in September 2022 and is progressing. The EIA helps to gain a holistic understanding of how the ReGen facilities might affect the local environment and informs the final design and operational details. The Terms of Reference for the EIA were agreed in 2021, enabling baseline environmental assessment studies to commence on air quality, emissions, hydrology, noise and vibration, marine ecology and terrestrial ecology. Once complete, the environmental studies conducted as part of the EIA will form the basis of an Environmental Statement. The Environmental Statement is the final outcome of the EIA and sets the parameters for the project's environmental performance and mitigation of impacts through informing final design and construction, along with permitting and operational requirements of the facilities once commissioned. The environmental statement will also be sub-

ject to a public consultation period before it is finalised.

Dart President of Infrastructure Cameron Graham said: "As partners in ReGen, the Dart Consortium and Government share the commitment to complete negotiations and deliver the new solid waste management facilities in a timely and responsible manner, as there is limited capacity on the current site for landfilling operations. We await the completion of the EIA process that is expected by this time next year before we begin the three-year construction of the new waste-to-energy facility. ReGen facilities will divert up to 95% waste from the landfill."

In addition to diverting the majority of solid waste from the landfill, when complete, the ReGen waste-to-energy facility has the capacity to produce 8MW of renewable energy, supporting the National Energy Policy target of 70% renewables by 2037.



## Cayman Maintains Leadership Role in OECD Global Forum



► Hon. Andre Ebanks, MP

The Cayman Islands continue to make significant contributions to international tax cooperation efforts, as evidenced by its ongoing involvement in several bodies of the OECD Global Forum on Transparency and Exchange of Information for Tax Purposes.

The Cayman Islands was appointed to the Global Forum's Steering Group for the period of 1 January 2023 to 31 December 2025 - having previously served from 2009 to 2016. The Steering Group is the 20-member body that governs the work of the Global Forum.

In addition, Cayman was reappointed as Vice Chair of the Peer Review Group (PRG) for the aforementioned period. The PRG conducts the peer review and

monitoring processes of the standard regarding the exchange of tax information upon request. Cayman also was reappointed to the Automatic Peer Review Group - which conducts peer reviews in relation to the Automatic Exchange of Information (AEOI) standard.

These appointments were announced at the OECD Global Forum Plenary in Seville, Spain earlier this month.

"For over 20 years, the Cayman Islands have been part of the global conversation around international tax cooperation and these reappointments speak to the significant level of respect we have with the Global Forum and our international peers," Minister of Financial Services and Commerce, the Hon. André Ebanks said.

Aside from the reappointments, the plenary also saw the Cayman Islands named as one of 65 jurisdictions which achieved the highest rating of 'on track' in the first round of the Global Forum's AEOI peer reviews. Cayman's assessment pointed to the necessary legal framework being in place and the effectiveness of its implementation.

"This positive assessment is evidence that Cayman's regime is technically sound and effective in practice," Minister Ebanks said. "I thank our financial services industry for their ongoing cooperation with Cayman's international tax obligations and together we can ensure the jurisdiction is well prepared for the next round of review, which launches in 2023," he said.



# International Men's Day Forum Challenges and Informs

On Friday, 25 November, the Family Resource Centre (FRC) of the Department of Counselling Services (DCS) hosted the first ever "State of Men and Boys Forum" as part of its International Men's Day (IMD) activities.

IMD, annually observed on November 19th, calls for a global dialogue about manhood, masculinity and the social and health issues that men and boys face. The FRC, who has been celebrating IMD via numerous community activities over the years, introduced the forum to its line-up of activities in an effort to increase face-to-face dialogue on a number of relevant topics.

"The overall objective of the forum was to inspire participants to become agents of change by increasing their understanding on issues impacting men and boys," explains Charmaine Miller, Clinical Supervisor at the FRC. "We invited speakers from education, health, and mentorship who could really bring their expertise and experience to the participants and inspire them to, at the very least, learn more about these key issues," she adds.

Greg Miller, psychologist at Infinite Mindcare, spoke on the topic of masculinity broadly and healthy masculinity in particular. "Healthy masculinity, to me, means creating a balance between honouring our masculinity but also making space for our true self. What do I mean by our true self? No longer hiding, no longer denying parts of ourselves to fit this rigid stereotype, no longer needing to wear this unnecessary mask," Mr. Miller explained.

"Healthy masculinity means holding on to the aspects of masculinity that will allow for you to tend to your duties as a father, as a man, as a male in society, but then to let go of the aspects of masculinity that will prevent you from seeking and benefitting from assistance," Mr. Miller continued. "So, if something hurts, cry. If you're feeling afraid, say so. These feelings aren't restricted to women. These are not 'women feelings', these are human feelings."

Mark Ray, Director at the Department of Education Services, spoke about the opportunities for boys in education, identifying how in gender equal societies teacher quality and a solid early-years foundation were two key components in student achievement. "Boys struggle to achieve at the same rate [as girls]. They have more recorded behaviour issues and lower completion rates of education at all levels. In more gender equal societies we see fewer boys progressing at more stages of education," Mr. Ray began. "I started looking at our Annual Education Data Report, and in 2021 it spoke to the number of children in early education settings. If we are to go with the ESO statistics of more boys than girls, more men than women [50.6% male and 49.3% female], when we started to look at the number of children in early childhood [education] settings, we have more girls in early childhood [education]

settings than boys. As a matter of fact, we had about 10% more girls accessing early childhood education settings than boys."

"Now, if we are saying that we need access to quality teaching at an early age and we need a good foundation, then our boys maybe starting off at a slight disadvantage not accessing ECCE [Early Childhood Care and Education] settings," Mr. Ray concluded.

Chief Medical Officer, Dr Nick Gent, in presenting on masculinity and health spoke of the duty that health professionals have in addressing inequality. "We must, in our positions in leading in this society, make sure that we advocate wherever we see inequality. Inequality is the biggest driver of poor health, ill health, premature death, premature suffering and unnecessary suffering that we can change," Dr. Gent stated.

Lastly, Christopher Murray, John Gray High School Counsellor and Founder of the "Boyz2Men" mentorship programme, spoke of the impact of mentorship by sharing his experience in mentoring boys in the community. "We

started the programme, Boyz2Men, with 3 boys. One is on that picture getting married, one is at Northward Prison, and one is overseas doing well," Mr. Murray began. "We then realised we caught 2 out of 3, and if we were able to catch 2 out of 3 then this may be possible. I honestly believe we were able to reach an entire generation simply because we never gave up on these boys. So far, over 12 years this programme has been going and we have touched tomorrow from today by dealing with approximately 550 boys," he added.

Over 100 persons attended Friday's event, and Judith Seymour, Director of the Department of Counselling Services (DCS) assures us that this is not a 'once-off' event.

"It was clear that there was a real appetite for these types of discussions, for this type of interaction and simply the collective acknowledgment that this is our reality, that our boys and our men do have vulnerabilities and struggles. Our hope is to not only continue this dialogue, but to inspire others to also take ownership of these types of endeavours

and do their part. We need to see more men leading in these efforts for men and boys as well as supporting women in their fight against gender inequality. Our department will continue to do its part, as well as encourage others to do theirs, so this is certainly the beginning, not the end," Ms. Seymour added.

The Family Resource Centre (FRC) also announced the launch of their new programme "A Young Man's Guide to Self-Mastery". This 14-week programme for boys ages 13-16 is a trauma informed, gender responsive treatment programme that addresses the impacts of socialisation and adverse life experiences. The aim of the programme is to support boys in developing healthy senses of self, understand their emotions, increase their communications skills, better understand their sexual and gender identities, and build healthy relationships. Persons interested in registering or learning more about this programme can log on to <https://www.dcs.gov.ky/frc/family-resource-center-a-young-mans-guide-to-self-mastery> or contact the FRC directly on [frc@gov.ky](mailto:frc@gov.ky).



**THE STATE OF  
MEN & BOYS  
FORUM**  
MEN LEADING BY EXAMPLE

**INTERNATIONAL  
MENS DAY**  
November 19  
DEPARTMENT OF  
COUNSELLING SERVICES  
CAYMAN ISLANDS GOVERNMENT



# Public Holidays for 2023 (Unconfirmed)

The Cayman Islands Cabinet has approved 8 May 2023 as a Public General Holiday in honour of the Coronation of His Majesty King Charles III. This public holiday was gazetted on Friday, 25 November 2022 as Public Holidays (No.2) Order, 2022.

Consequently, there will be two public holidays on two consecutive Mondays in May 2023 – the Coronation public holiday, followed by the Discovery Day public holiday on 15 May 2023.

Meanwhile, the UK confirmation regarding the **King's Birthday holiday in 2023** is awaited.

The 2023 public holidays (unconfirmed) in the Cayman Islands are:

**Monday, 2 January** – New Year's Day (observed)

**Monday, 23 January** – National Heroes Day



**Wednesday, 22 February** – Ash Wednesday

**Friday, 7 April** – Good Friday

**Monday, 10 April** – Easter Monday

**Monday, 8 May** – HRH King Charles III Coronation

**Monday, 15 May** – Discovery Day

**Monday, 3 July** – Constitution Day

**Monday, 13 November** – Remembrance Day

**Monday, 25 December** – Christmas Day

**Tuesday, 26 December** – Boxing Day

CAYMAN ISLANDS PUBLIC HOLIDAYS IN 2023 (Unconfirmed)

Monday, 2 January	New Year's Day (Observed)
Monday, 23 January	National Heroes Day
Wednesday, 22 February	Ash Wednesday
Friday, 7 April	Good Friday
Monday, 9 April	Easter Monday
Monday, 8 May	King's Coronation Day
Monday, 15 May	Discovery Day
Monday, 3 July	Constitution Day
Monday, 13 November	Remembrance Day
Monday, 25 December	Christmas Day
Tuesday, 26 December	Boxing Day

# HSM Welcomes 15 Students to Internship Programme



► Huw Moses (HSM Managing Partner) sits with CIFEC interns standing around him.

The HSM Group is proud to once again offer a legal internship for the 2022/23 academic year in partnership with the Cayman Islands Further Education Centre (CIFEC).

The team at HSM has welcomed 15 interns: Tarek Figueroa, Briana Rodriguez, Jamari Samuda, Jelissa Bush, Elijah Lawrence, Jamila Andrade, Nathaniel Scott, Joel Watler, Antjuan Lawrence, Janely Reeves, Mahalia Archer, Phyliss Brown, Kayleigh Bush, Jenae Whittaker and Courtney Reid.

HSM is a full-service law firm and cor-

porate services provider, which offers students the ability to gain experiences across a wide-range of practices including immigration, debt collection, intellectual property, corporate services and even areas outside of law, such as finance and marketing.

These students were interviewed at the CIFEC Careers Fair on 23 September 2022. HSM participated at this fair with a booth, which gave students an opportunity to learn about HSM as well as make a formal application.

Each of these students have been care-

fully paired with a lawyer or expert at HSM. These personnel will monitor the student's work and provide mentoring.

While some students are still figuring out what they want to do with their career, CIFEC student Jamila Andrade aspires to become a lawyer and shares, "I am grateful for this experience and was over the moon when I found out I got a placement. I am learning a lot so far."

As part of the CIFEC curriculum, the internship runs from October 2022 until April 2023 and each student attends work twice a week during school hours. When

the programme ends, there may be opportunities for some students to attain a summer work placement at HSM.

HSM Managing Partner, Huw Moses OBE shares: "We look forward to this programme each year and are impressed by this year's group of students. They are eager to learn and contribute. We are proud to be a part of their career foundation."

HSM has supported the CIFEC Internship Programme since 2012 and also offers sponsorship opportunities for further education. HSM employs several CIFEC graduates fulltime.



# Property Insurance rates to increase by 15% - 30% in 2023

The Cayman Islands Insurance Association (CIIA) is notifying residents of the Cayman Islands that they should anticipate increases in their property insurance premium rates in 2023.

The basic principle of insurance and re-insurance is the pooling of all premiums received to pay for the claims of those that have suffered losses. Although we, in the Cayman Islands, have been fortunate to avoid any major hurricane losses since Hurricane Ivan in 2004, we fall into the same reinsurance pool bracket in the Caribbean and face similar risks.

As a result, the market is requiring a necessary increase in premium rates due to the following factors:

- **Pricing:** Pricing models have been updated to take into account various factors such as climate change and the increasing cost of secondary non catastrophe perils.

(other than hurricane, earthquake, tsunami, etc.)

- **Capacity:** Reinsurers are providing less insurance; therefore, the cost of available reinsurance is escalating. Reinsurance is vital to the local insurance market.

- **Inflation:** The impact of inflation is even more prevalent in the Caribbean due to supply chain complexities and cost of transport. Inflation will impact property values and the cost to settle claims. This will result in insurance rates being readjusted upwards to allow insurers the ability to continue to pay for future claims.

These increases are likely to be between 15% to 30% dependent on various factors such as type of construction, protections, property location and elevation.

Should property owners have any question, they should contact their local insurance representatives.



## ICCI Gives Completion Certificates to SHRM Students

The International College of the Cayman Islands (ICCI), on Saturday 19 November, presented six students with Certificates of Achievement at the conclusion of the Society for Human Resources Management (SHRM) Certification Exam Review Course, signed by SHRM President, Johnny C. Taylor. Current students now have the choice of taking the exam in the U.S.A, or in the comfort of their own home, or in an alternate approved location by Prometric, the testing agency affiliated with SHRM.

ICCI's Registrar Ms. Melisa Hamilton took the course and said that she found it extremely beneficial. "It requires students to put in three times the amount of time on our own at home between each of the Saturday classes to truly learn all that is discussed in each class. I certainly believe it would be much more difficult to sit the exam without having the benefit of the in-class discussions, reading the text, and monitoring my progress with each class."

HR and Office Manager at Massive Equipment Rentals & Sales, Ms Jennifer Leach-Tippetts, said textbooks were extremely beneficial to studies between classes and encourages future students to order the text a few weeks before the course starts to have it for day one. She said: "The SHRM online learning resource center was awesome!"

Ms Brittany Miller, Human Resources Officer for the Ministry of Employment, Border Control and Labour, was also pleased with the course and said, "I encourage other HR professionals to take the course to help them prepare to sit the exam. I am very pleased with the course work and could not have done it without the prep course. Now, I feel ready and I'm looking forward to sitting the exam."

Ms. Rebecca Jordison, Administrative and Financial Manager for the Department of Environment, said "Taking the prep course has helped me to stay focused. The structure is important to have, to help us stay on track." She believes without the prep course she might not do as well in the exam.

ICCI Dean and Chief Academic Officer, Dr. Aleza Beverly presented students with their certificates at the ICC campus at McLaughlin Hall, in Newlands, while Trustee and Course Leader and Facilitator, Mrs.



► Seated (L-R) Dean and Chief Academic Officer Dr. Aleza Beverly, IT Specialist and Instructor Mr. Christopher Balraj and ICCI Trustee and Course Facilitator Mrs. Colleen Williams. Standing (L-R) ICCI Registrar Ms. Melisa Hamilton, Ms. Rebecca Jordison, Ms. Brittany Miller and Ms. Jennifer Leach-Tippetts. Missing from photo are Mrs. Esther Anderson and Ms. Aneike Wilson who also completed the prep course.

Colleen Williams prepared to coordinate the final review class with the group, which is the fourth cohort held in the Cayman Islands, with a 75% pass rate currently. ICCI IT Specialist Mr. Chris Balraj was on hand to set up zoom links for Co-Facilitator and former CISHRP President, Ray Swartz, who recently relocated overseas from Grand Cayman and for any students who were unable to make the class in person.

ICCI is recognized by SHRM to offer the SHRM Certification Review and Preparation Course for the SHRM-CP (Certified Professional) or the SHRM-SCP (Senior Certified Professional). Courses that are taught by experience practitioners and

Cayman based SHRM Certified Human Resources Professionals.

Contact ICCI Director of Admissions, Marilyn Whittaker on 640-8110 to learn more about the upcoming 2023 cohort, which will be the fifth group to be offered this great review opportunity or email [shrmready@icci.edu.ky](mailto:shrmready@icci.edu.ky) or apply online at [www.icci.edu.ky/shrm/](http://www.icci.edu.ky/shrm/).

ICCI also offers the Master of Science degree in Management with a Human Resources Concentration. Interested students should sign up online at [www.icci.edu.ky/management-human-resources-concentration/](http://www.icci.edu.ky/management-human-resources-concentration/). All master's degree programs are offered in person and online

making it convenient for students to take more than one course at a time. Because ICCI offers four Quarters per year, some students finish their Master's degree in as little as 18 months. Applications for the 2023 Winter Quarter are being accepted now with classes beginning on Monday- 9 January 2023.

The deadline to register is 7 December 2022. ICCI will be closed the last two weeks of December for the Christmas Holidays.

For a full review of scholarships available on Island, contact ICCI's Admissions Office on 640-8110 or Marilyn.whittaker@icci.edu.ky





Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
4	5	6	7	8	9
Radiance of the Seas		Disney Fantasy	Carnival Horizon	Celebrity Reflection	Celebrity Beyond
		Disney Magic	Nieuw Amsterdam	Brilliance of the Seas	
Total Passengers	Total Passengers	Total Passengers	Total Passengers	Total Passengers	Total Passengers
2,500	0	6,500	6,586	5,546	2,918

# Cayman Intellectual Property Office Attends Leadership Event



► Chair of the Cayman Islands Appeals, Designs and Copyright Tribunals, Dianne Daley McClure and Cayman Islands Intellectual Property Office Director, Candace Westby were among hundreds of IP experts at INTA's Leadership Meeting in Miami, Florida.

► From left, Vice Chair of the INTA Copyright Committee, Faisal Daudpota; US Copyright Society representative, Glenn Pudelka; US Copyright Office representative, Chris Weston; Cayman Islands Intellectual Property Office Director, Candace Westby; Chair of the INTA Copyright Committee, Valerie Brennan; World Intellectual Property Office Assistant Director General, Edward Kwakwa; and Director of the Bureau for Intellectual Property of Curacao, Gedeona Maduro at the recent INTA Leadership Meeting in Miami, Florida.

The Cayman Islands Intellectual Property Office (CIIPO) highlighted Cayman's ability to protect artistic creations and brand owners at the invitation-only International Trade mark Association (INTA) Leadership Meeting in Miami, Florida.

The event took place on 15-18 November and discussions centred around the use of copyrights, trade marks and current legislation and regulations in the North American, Latin America and Caribbean region. The event featured hundreds of intellectual property experts from international law firms and IP offices.

Among those present from the Cayman Islands was CIIPO Director Candace Westby and she explained that Cayman is regarded as a significant IP jurisdiction.

"It had been a number of years since Cayman had a presence at the leadership meeting and we know INTA has been a key supporter of our IP regime," Mrs Westby said. "Much of the conversations at the leadership level were around US copyright claims and it was an honour to provide the Cayman perspective to these and other copyright matters."

The Cayman Islands Government created CIIPO in May 2016 to register IP, including trade marks, which need to be recorded as part of its legal protection. CIIPO also provides information locally and globally about Cayman's full range of IP protection which covers inventions (i.e. patents) and the look and shape of creations (i.e. design rights).

During Q4 2022, for example, CIIPO held several information sessions with local private and public sector entities including Cayman Enterprise City, Cayman Islands Customs and Border Control, the Cayman Islands Business Development Centre, and InvestCayman.

CIIPO is planning for further international engagement, with Cayman expected to have a presence at INTA's annual general meeting in Singapore next May.

"Due to the strength and diversity of our financial services industry, the Cayman Islands attracts a significant amount of sound IP-related business," Minister for Financial Services and Commerce, the Hon. Andre Ebanks said. "As a financial services and innovation centre of excellence, we are keen to point out that this activity is supported by a strong suite of IP legislation that protects copyrighted material, brands and other creations."



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	6,59
Savannah	Savannah Rubis	5,99	6,26	6,61
Red Bay	Barcam	5,96	6,15	6,99
Red Bay	On The Run ( Brown's Red Bay)	5,96	6,15	6,96
George Town	Peanuts	5,89	6,18	6,66
George Town	Jose's Escape	5,79	5,99	6,49
George Town	Refuel	5,57	5,95	6,29
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	6,97
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	6,13	6,95
West Bay	Esso 4 Way Stop (Four Winds)	n/a	n/a	n/a
George Town	Scotts Landing	6,2	n/a	6,19
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	5,57	5,95	6,19
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



# Caymanian Times Classifieds



## 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.**



## 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](mailto:recruitment@ucci.edu.ky) along with three (3) professional references.

**Deadline:** December 16<sup>th</sup> 2022

*Only shortlisted candidates will be contacted*

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# Caymanian Times

## Advertising Rates

**Monday  
Wednesday  
Friday**



Description	CI\$	Size (inches) W x H	Maximum # of words
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](mailto:sales@caymaniantimes.ky)**



## 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 management of medium sized project team (workstream leads)
- Finance experience, preferably an accountant with multi years' experience implementing systems
- Proven experience with system implementation
- Proven experience managing process documentation and redesign with continual improvement
- System implementation experience, particularly around ERPs

### Responsibilities

- Creation and management of project RAID logs (risks, assumptions, issues, and dependencies)
- Ensure creation and adherence to governance principles
- Ensure full and continuous communication happens with all stakeholders
- Overall responsibility for managing process redesign
- Oversee, add value, challenge, and approve workstream process redesign
- Regular meetings with workstream leads and department heads to ensure communication and direction/progress are on track
- Coordinate fortnightly and monthly sponsor meeting with Executive sponsor
- Attend fortnightly / monthly Executive leadership team meeting to brief
- Ownership of forecast model – updating timelines to be always current and responsible for managing costings / financial forecast
- Ensure that overall project design is documented and signed off by all stakeholders
- Manage the overall testing environment to ensure successful transfer of data
- Pay particular attention 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)
- Oversee workstreams to ensure efficient design and implementation of multi departmental processes (E.g., student billing from Registrars and Financial Aid with Student Life)
- Ensure overall sufficient training and documentation to ensure each department has resilience in maintaining operations after migration is complete
- Manage the overall training program to ensure all personnel are suitably trained in the new product.
- Review, oversee and challenge workstream lead assessment of systems rationalizations (Papersave, Coursedog, Slate, Simplicity etc)
- Continually include all other ancillary systems to ensure global buy in and opportunities for synergies – Blackboard, Blackbaud and Slate
- 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 data on Blackbaud and other systems is considered, and arrangements made for necessary data storage and transfer into Jenzabar
- Ensure that the workstream leads become true Jenzabar champions and functional experts and leverage our investment by exploring all opportunities for transitioning off-system solutions into the core Jenzabar system
- Ensure that all interdependences with other systems and reports have been identified and considered, and arrangements made to either join up or replicate in Jenzabar – E.g. degree audit plans in power BI
- Responsible for ensuring the creation and ongoing integration and smooth operation of all interfaces into and out of the SIS system, including defining and documenting what data flows and when
- Consider that Faculty won't have a workstream lead but by number may be the heaviest user group of Jenzabar. Design a process to include Faculty thinking and opinion so that they are full involved in the design, build, testing and implementation process.

### 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 for the duration of the project.

### How to apply

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

**Deadline: December 22<sup>nd</sup>, 2022**

*Only shortlisted candidates will be contacted.*





## 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 3-5 years application support 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

- 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 for the duration of the project.

### How to apply

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

**Deadline: December 22<sup>nd</sup> 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 Degree
- Have a minimum of 3-5 years application support 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
- Experience in managing process redesign, especially in the area of Procure to Pay and order to cash

### Responsibilities

- 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 \$ \$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 for the duration of the project.

### How to apply

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

**Deadline: Dec 22<sup>nd</sup>, 2022**

*Only shortlisted candidates will be contacted.*



## PHOENIX CONSTRUCTION

### 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](mailto:banley@phoenix.com.ky)

Visit our website: [www.phoenix.com.ky](http://www.phoenix.com.ky)

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



## 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 application support 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

- 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 \$ 61,272 to \$82,380 per annum. (Grade J)
- Medical, pension and annual leave (20 days)

#### How to apply

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

**Deadline: December 22, 2022**

*Only shortlisted candidates will be contacted.*

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# 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

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

Difficulty Level ★★★ 3/15

### Answer to previous puzzle

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

Difficulty Level ★★★ 3/14

## CROSSWORD

By THOMAS JOSEPH

- ACROSS**
- 1 Eastern monks  
6 Jousting need  
11 Down-loadable read  
12 Korean or Thai  
13 Sweating  
15 Tax org.  
16 Spike of film  
17 Guy's friend  
18 Pittsburgh pro  
20 Really impress  
21 Danson of "The Good Place"  
22 Lingerie buys  
23 Act the coquette  
26 Leaves rolling in the aisles  
27 Road division  
28 African grazer  
29 Braying beast  
30 Bravery  
34 Touch lightly  
35 Greedy one  
36 Campaign pro
- DOWN**
- 37 King, for one  
40 TV's De-Genres  
41 T size  
42 River part  
43 Door sign  
1 Clark's partner  
2 Scrub, as a mission  
3 Telegra-phy pioneer  
4 Fine, to NASA  
5 Cook's pan  
6 Brewery product  
7 Cabinet wood  
8 River from Lake Erie  
9 Seed for rye  
10 Infinite  
14 Must have  
19 To be, to Balzac  
22 Un-focused sight  
23 Beat, as wings  
24 Louisiana explorer  
25 Load, as software  
26 Get cozy  
28 Thug  
30 Russia neighbor  
31 Isolated  
32 Ravine  
33 Town leader  
38 To date  
39 Beans buy

DECOR	SAMS
ALONE	CLOPS
RILED	RELIT
TOO	MAA
STREET	PARTY
RAM	TALE
SNORT	METED
STONE	LOU
ROAD	COMPANY
ADD	AGE
PLAIN	NIVEN
SERVE	TRICK
SEES	SALES

### Yesterday's answer

- 8 River from Lake Erie  
9 Seed for rye  
10 Infinite  
14 Must have  
19 To be, to Balzac  
22 Un-focused sight  
23 Beat, as wings  
24 Louisiana explorer  
25 Load, as software  
26 Get cozy  
28 Thug  
30 Russia neighbor  
31 Isolated  
32 Ravine  
33 Town leader  
38 To date  
39 Beans buy

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			
42						43			

3-27

## Word Search

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

- Affected  
Boastful  
Conceited  
Condescending  
Disdainful  
Haughty  
Imperious  
Lofly  
Lordly  
Nosed
- Pompous  
Proud  
Sneering  
Snobbish  
Snooty  
Strutting  
Swanky  
Toffee  
Uppish  
Vain

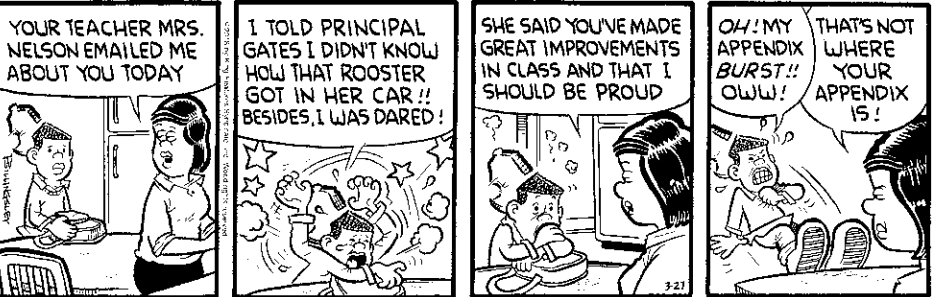
Find the listed words in the diagram. They run in all directions – forward, back, up, down and diagonally.



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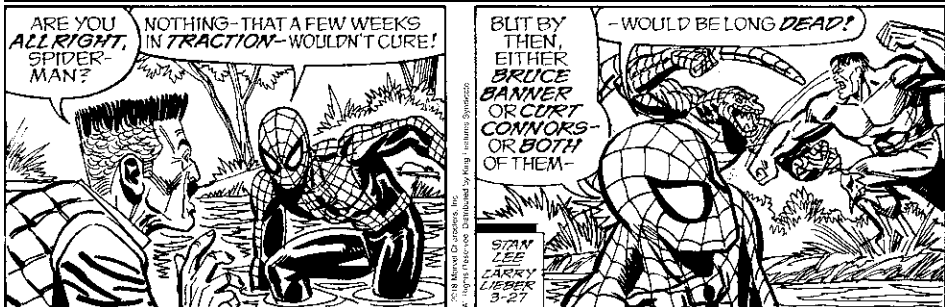
## CURTIS

By Ray Billingsley



## THE AMAZING SPIDER MAN

By Stan Lee



## JUDGE PARKER

By Woody Wilson & Mike Manley

