

Times Caymanian



Friday Edition

Issue No 927

www.caymaniantimes.ky

October 27, 2023

Complimentary



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► David Noble, Massive Equipment, Lieutenant Theo Kelly and Lieutenant Colonel Roger Carter, Cayman Islands Regiment, Richard Hew and Michelle Wight, R3 Board Members.

R3 donates backhoe to CI Regiment

In a significant stride towards bolstering disaster readiness and response capabilities in the Cayman Islands, the R3 Cayman Foundation has donated a JCB backhoe to the Cayman Islands Regiment.

The donation is part of R3 Cayman Foundation's ongoing commitment to fortify our Islands ability to respond effectively to natural disasters and emergencies.

The Cayman Islands Regiment, the first

formal military unit within the Cayman Islands, assumes a pivotal role in furnishing disaster relief and security of our Islands.

SEE R3 DONATES BACKHOE TO CI REGIMENT, PAGE 7

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WORC Appoints New Deputies

Workforce Opportunities & Residency Cayman (WORC) announces the appointment of two (2) Caymanians, Allison Lovinggood and Mervin Manderson as Deputies to their leadership team, respectively. Mrs. Lovinggood is now the Deputy Director of Business Operations and Mr. Manderson Deputy Director of Compliance.

Mrs. Lovinggood's previous role as the Manager of Training & Development showcased her ability to lead and drive initiatives that positively impacted the organization. Since December 2022, she has been undertaking additional responsibilities as the Deputy Director of Business Operations, further solidifying her readiness for her new role.

In her new capacity, Mrs. Lovinggood will be responsible for a wide range of critical operational areas including direct oversight of Human Resources, Customer Care, Records Management, System Development & Support, and Operations (facilities management). She will also be pivotal in analyzing, developing, and implementing improvements and policies, as well as ensuring compliance with legislation. Mrs. Lovinggood is expected to proactively manage a variety of programs and business process reengineering engagements.

Before her tenure at WORC, she held significant positions in a professional services firm and the private sector. This varied experience has uniquely equipped her for the challenges and opportunities of her new role.

Mrs. Lovinggood holds a Master of Business Administration (MBA) in Leadership



& Innovation along with numerous professional certifications in Learning and Development. Her credentials in ISO Internal Audits, Master Trainer, Performance Coaching, and Data Protection stand as a testament to her commitment to excellence.

Mr. Manderson is now the Deputy Director of Compliance but is no stranger to the Civil Service. Having started his career in 2007 as a trainee at legacy Immigration

Department. After successfully completing a six (6) month mandatory training, he moved into an officer position at Border Control at the Airport and Seaport where his duty was to ensure passengers and visitors were landed in accordance with

the requirements of the then immigration law. Three (3) years later he transferred to the Enforcement Unit where his responsibilities were to investigate breaches of the Immigration Law, build case files for court cases, and act as the lead officer for repatriations to Cuba and for persons deported for criminal convictions. Over the next six (6) years, Mr. Manderson climbed the ranks and was promoted to Senior Enforcement Officer then to Senior Immigration Officer of Compliance and then Compliance Manager. As Compliance Manager he also acted as Deputy Director of Compliance multiple times. He has a strong knowledge of the Immigration Transition Act and is currently enrolled in Truman Bodden Law School.

His notable achievements during his management career include setting a record with the highest administrative fine of CI \$200,000, managing and overseeing over 160 arrests as well as hundreds of investigations relating to marriages of conveniences which led to permit refusals or revocations, managing the team that achieved over CI \$1 million in administrative fines between 2019 and 2021 and during the COVID-19 lockdown in 2020, efficiently leading compliance officers in collaboration with RCIPS.

Mr. Manderson will support the WORC Director by providing strategic oversight of the Compliance Unit, which consists of Enforcements - Complaints - Marriage Investigations - Risk Management & FOI / Appeals, reducing illegal and unethical conduct and ensuring compliance with the Immigration Transition Act, serving as a focal point for compliance activities and making recommendations to improve trends identified as areas of weakness and over-seeing internal and external investigations.

The appointment of a Deputy Director for Business Operations is crucial in streamlining WORC's operational processes, ensuring efficiency and adaptability in a dynamic business environment. Simultaneously, having a Deputy Director of Compliance strengthens WORC's commitment to upholding regulatory standards, reinforcing trust and accountability within the organization and with external stakeholders.

WORC Director Jeremy Scott said, "I am immensely proud to announce Allison Lovinggood as our Deputy Director of Business Operations and Mervin Manderson as Deputy Director of Compliance. Their dedication, expertise, and leadership have been instrumental to WORC's growth, and I am confident they will continue to drive our mission forward. Congratulations to both on these well-deserved roles."

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Issue # 927

Publisher: Ralph Lewis
 Company: Lewis Cayman Islands Ltd
 #19 Walkers Road (next to Tomlinson Furniture)
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CPA REPRESENTATIVES CONDUCT PARLIAMENTARY BENCHMARK ASSESSMENT



► Speaker with HE Governor and CPA Reps

The Parliament began a week-long Commonwealth Parliamentary Association (CPA) benchmark assessment this week, facilitated by two CPA representatives who will spend the week meeting Members of Parliament, Parliamentary staff, civil servants and many others.

“This is a great opportunity to see for ourselves where Cayman’s legislature

is performing well, and where we need to improve our parliamentary practices,” said the Speaker of Parliament, Hon. Katherine Ebanks-Wilks, MP. “I welcome this opportunity to gain a better viewpoint of our accomplishments, such as our improved communications, as well as finding solutions on how we can strengthen our parliamentary governance.”

The intensive assessment exercise will review the legislative and operational aspects of the Parliament against 132 indicators of good governance that the CPA developed in consultation with other Commonwealth legislatures between 2006 and 2018.

“I view this exercise as an opportunity for the Parliament to conduct an extensive review of how the Benchmarks can be used to improve the overall performance and management of the Cayman Islands Parliament,” said Mrs. Zena Merren-Chin, Clerk & Chief Officer of the Parliament.

The CPA’s benchmark indicators cover a broad range of topics relating to the legislative governance, including but not limited to: elections processes, the organisation of the legislature, gender representation, practices of committees, parliamentary staffing, public input, separation from the executive, financial oversight, and openness and transparency of the legislature.

The two representatives, Mr. Clive Barker from the CPA’s UK Headquarters and Mrs. Shannon Dean from the Legislative Assembly of Alberta, Canada, began their interviews on Monday with the Hon. Speaker and Mrs. Merren-Chin, followed by a meeting with Her Excellency the Governor, Mrs. Jane Owen.

The facilitators will also meet this week with the Premier, Hon. Wayne Panton; the Deputy Governor, Hon. Franz Manderon; the Leader of the Opposition, Hon. Roy McTaggart; Hon. Kenneth Bryan; the Auditor General, Mrs. Sue Winspear; Dr. Annette Stephenson and representatives from the Disability Council; several Chief

Officers; legal professionals; members of the media; and, several staff of the Parliament.

“This is not an external review so much as a unique chance for our own local stakeholders to self-reflect with the facilitation of these professionals, to measure our progress in achieving good governance against the standards adopted by the CPA,” said Hon. Ebanks-Wilks. “We will be hearing from a wide range of Members and civil servants throughout this benchmarking exercise, which will help to contextualise our performance against these benchmarks that have been adopted by other legislatures in the region, and will only serve to strengthen our own practices.”

The benchmarks run parallel to and compliment the United Nations’ Sustainable Development Goals (SDGs) for all countries around the globe in an effort to improve health and education, reduce inequality, and spur economic growth.

Following the week-long assessment, the CPA will prepare a report for the Parliament that will amalgamate the responses given by the various participants. The report will serve to guide Cayman’s Parliament in improving its administration and legislative functions.

“Meeting with stakeholders in the Cayman Islands Parliament for this CPA Benchmarks Self-Assessment will allow us to scrutinise their parliamentary procedures,” said Mr. Barker. “We hope that the recommendations in our outcomes report we produce will help them to establish a roadmap to reforming the institution, with our help where needed.”

Other Caribbean legislatures have undergone the assessments with the CPA facilitators, including Anguilla in February 2020, and most recently with the legislatures of Montserrat and Malawi. Mr. Barker noted that the CPA intends to facilitate assessments for ten legislatures in the first half of 2024 with the support of the UK’s Foreign Commonwealth & Development Office.

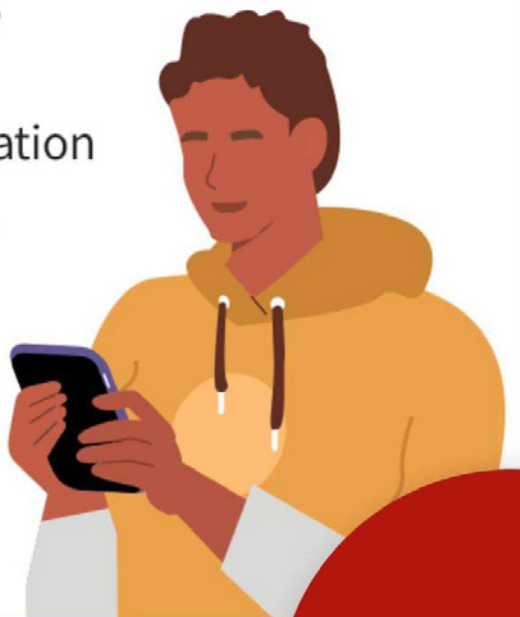
“The beauty of being a member of the CPA is that we have access to resources that will enable our Parliament and Parliamentarians to advance. I am hopeful that at the completion of this assessment, we will have a clear development plan for our Parliament,” noted the Speaker. “Additionally, with completing this exercise, we also have assistance in modernising our Standing Orders, which will include a schedule of regular meetings, and implementing a Code of Conduct that all Members of Parliament will be bound to.”

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Mikes Ice celebrates 50-year Anniversary by offering scholarship opportunities for Young Caymanians on the rise

To celebrate their 50th anniversary, Mikes Ice offered two commemorative scholarships to one Caymanian. The recipient of this grand opportunity is Alexandria Ross, an eighteen year old past graduate of John Gray High School. The scholarships will cover Alexandria's academic sojourn at Inspire Cayman Training (ICT).

"It is with sincere gratitude and honor that I accept this scholarship from Mikes Ice. I am eternally grateful and thankful to Mikes Ice for granting me this scholarship as a stepping stone into my journey as an aspiring architect. New doors have now been opened for me and I will certainly use this scholarship to the best of my ability and knowledge," shared an optimistic Alexandria Ross.

Inspire Cayman Training (ICT) is a licensed TVET center. Under the Ministry of Education, ICT holds the status of an Accredited Training Center for the National Center for Construction Education and Research by the Ministry of Education, a US educational entity.

"Inspire Cayman Training is thrilled to partner with Mikes Ice, which has a passion for nurturing the growth of our youth. We are proud to grant Alexandria Ross the Mikes Ice TVET scholarship to further her progression in the field of Construction. Alex's unwavering commitment to pursuing a career in Architecture is truly inspiring, and together with the Mikes Ice family,



we eagerly embrace the chance to bolster her ongoing pursuit in Architecture. We extend an invitation to other organizations to join us in our mission to ensure that every young individual in our nation can access professional development and TVET training opportunities," shared Michael Myles from Inspire Cayman.

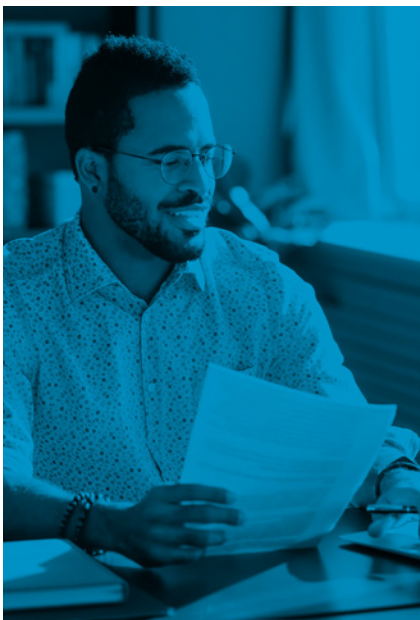
This move is a major part of Mikes Ice's ethos to be deeply involved in the educa-

tional development of young Caymanians. Beyond celebrating their half-century anniversary, the ice company's aim in offering this scholarship is to ultimately prepare individuals for a career in HVAC/Construction.

According to Jo-Anne V. Brown, Co-Founder and Director at Mikes Ice, "Encouraging the furthering of education and building of specialised skills

has been a practice and principle of our business since inception with our earliest employees being sent away on scholarship in order to enhance their career development."

Follow the Mikes Ice social media pages throughout the next few weeks to join the company on a journey of wonderful memories and milestones leading up to this commemorative milestone.



IMPORTANT CUSTOMER NOTICE

Notice of transfer of the Cayman business of CG United Insurance Ltd.

CG United Insurance Ltd. (CG United) wishes to advise its policyholders of the transfer of its insurance operations in the Cayman Islands to British Caymanian Insurance Company Limited (CG BritCay), effective January 01, 2024.

Going forward, and subject to receipt of regulatory approvals, all documentation related to existing policies with CG United will change to reference CG BritCay. However, we would like to reassure customers that there will be no impact to the specific terms and conditions of their existing policies with CG United. The only material change will be to the name of the insurance provider.

The office of CG United, situated at Unit #3 The Strand, 46 Canal Point Drive will close permanently on December 31, 2023. After this date, all queries and transactions in relation to CG United should now be directed to the offices of CG BritCay located at BritCay House, 236 Eastern Avenue, George Town.

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Financial assistance – what you need to know

Under new laws expected to be enacted next month, the new Department of Financial Assistance will be the entity that oversees financial assistance for any Caymanian living in the Cayman Islands who believes they are in need of financial help from the government. The Department will be replacing the Needs Assessment Unit, which has been the place people have traditionally gone to seek financial assistance. New laws are also being brought in for people who wish to make financial assistance appeals.

The first thing to know is that there will not be any changes for people currently receiving financial assistance. People will be able to continue to receive financial assistance until their current approval expires. When it expires, they will have to reapply under the new laws.

One of the main changes will be to household composition, i.e., who is included when you apply for financial assistance. Financial assistance depends on how many people are in the household. While a 'household' is defined as a person who lives alone or two or more people who live at the same place and who benefit from each other's income, the new regulations account for certain circumstances that the Department already sees quite a bit, such as where there is an adult who lives with their parents, that adult can apply for financial assistance on their own without their parents, as long as no one else in the house is applying. Secondly, if an older person lives with their adult child, the elderly person can apply on their own. Thirdly, if an adult has a disability and they live with



► Hon Andre Ebanks

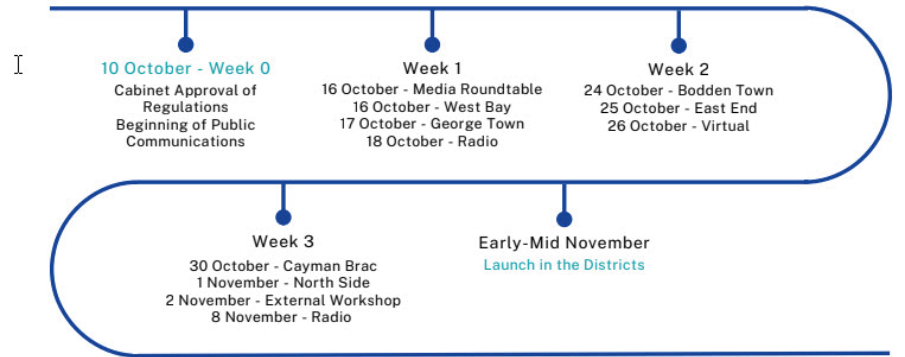
their parents the disabled person can still get financial assistance.

One month of financial assistance will be granted in an emergency, regardless of whether the person applying meets the eligibility criteria, so long as they fall under the following circumstances: if they have suffered domestic violence; if there is a disaster; if there is a significant risk of harm; or if someone is in need of urgent aid.

Eligibility criteria is broken up into four parts:

1. The person who applies for financial assistance must be Caymanian or a spouse or partner who is living with a Caymanian or a guardian of a dependent of a Caymanian;
2. The person needs to be resident on

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island to apply, for at least 8 out of the last 12 months;

3. Income and savings are looked at as a household. This is regardless of how many people there are in your household. Currently, if you have more than \$3,000 income and \$3,000 savings combined, you are not eligible. Now, the new law looks at how many people are in the household. For one to three people, it is \$3,000 maximum income and the same in savings; for 4-6 it's \$3,500 and where there are 7 or more persons in a household, it is \$4,000. Where there are people with disabilities, the savings threshold is \$15,000.


4. There has to be a deficit in the household, which means expenses must be more than income. The Department's mission is to cover the threshold.

Investment, Innovation and Social Development Minister Andre Ebanks explained that it was important for the Department to look at people's savings and,

should they have sufficient savings in the bank, they will not be granted financial assistance. He advised that financial assistance was "the last stop on the train" and was welfare rather than a pension top up. This could mean that someone with savings now may have to spend those funds in order to live, only to have to come to the Department once those funds have been depleted.

"This may mean that there are other policy areas within the wider government framework, that may need an adjustment that is now falling on top of the Department because they are the only one handing out money. When you take a step back you realise that this is not meant for that. This is somehow still only providing a Band-Aid over a bridge over other areas within government wider policy which needs a reform," he advised.

Next time we look at the application process.



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R3 Cayman Foundation Donates Backhoe to Enhance Disaster Response Capability of the Cayman Islands

The addition of this robust and versatile machine, equipped with four-wheel drive capabilities, will play a crucial role in addressing one of the most difficult challenges faced by rescue workers during emergencies—the swift clearance of roads in affected areas. With its unique combination of a front shovel, which doubles as a bulldozer, and a rear excavator, backhoes are adept at removing debris, digging emergency drains, and manoeuvring heavy objects.

Massive Equipment facilitated the procurement process of the backhoe, which amounted to approximately US\$84,000. The company also provided vital support in shipping and conducted thorough pre-delivery inspections on the vehicles.

Commenting on the recent handover, Lieutenant Colonel Roger Carter of the Cayman Islands Regiment said, “We are extremely grateful to the R3 Cayman Foundation for their generous donation that has significantly enhanced the regiment’s disaster relief efforts. The donation brings the Cayman Islands Regiment’s backhoe

fleet to two, which will now allow us to strategically deploy one backhoe to cover the eastern region of Grand Cayman and another to cover the western side in the event of a natural disaster or emergency.”

Additionally, the vehicle will be used for Regiment training, exercise deployments and supporting Cayman community projects.

“R3 Cayman Foundation is pleased to continue to enhance our Islands’ readiness in the face of natural disasters,” said R3 Readiness Chair, Michael Meghoo. “The equipment provides additional resilience to our emergency services and will facilitate more rapid assistance to affected communities during crisis.”

This latest donation follows a series of R3 Cayman Foundation’s readiness-focused contributions, including a US\$110,000 security-focused donation to the Royal Cayman Islands Police Service for advanced imaging equipment and a US\$60,000 donation to the East End Community Emergency Response Team for the acquisition of a mobile trailer and essen-



tial emergency equipment.

Since its inception in 2020, R3 Cayman Foundation has channeled over US\$7.7 million towards local non-profit organisa-

tions and governmental agencies, with the Readiness committee contributing more than US\$2 million to proactive disaster preparedness.

Tourism Minister Advocates for Small Tourism Businesses at Caribbean Association of Banks Conference

The Minister for Tourism and Ports, Hon. Kenneth Bryan, is currently in Trinidad and Tobago attending the Caribbean Association of Banks (CAB) Conference (24 - 28 October). Minister Bryan has been invited to speak at the regional event in his capacity as Chairman of the Caribbean Tourism Organization (CTO). The Minister’s participation in the conference highlights his commitment to supporting the growth and development of the tourism industry in the Caribbean and the Cayman Islands.

The theme of the CAB Conference is “Embracing Change and Building Resilience In a Dynamic Environment” and its agenda includes a Small and Medium-Sized Enterprises (SME) Workshop and Marketplace under the theme “Nurturing a Big Business Mindset for Your Small Business Success”.

Recognising the crucial role that small businesses play in driving economic prosperity, particularly within the tourism sector, Minister Bryan will empha-



► Kenneth Bryan

size the importance of facilitating access to capital for these enterprises.

“The mom-and-pop shops are the businesses that offer the best authentic

tourism products and are often seen as opportunities for young entrepreneurs. However, sometimes small authentic products cannot grow due to insufficient capital and inability to secure funding from financiers or banks,” the Minister said.

The conference highlights Minister Bryan’s advocacy for making funding more readily available for small and medium-sized tourism businesses across the region. By encouraging the development of accessible financing options, the Minister aims to unlock the potential of these enterprises, fostering innovation, job creation, and economic diversification throughout the region.

The Caribbean Association of Banks Conference serves as an essential platform for industry leaders, policymakers, and stakeholders to discuss pressing issues and collaborate on strategies toward promoting the growth, stability, and sustainability of the banking industry throughout the region.

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Food sustainability project takes shape



► Agro Park - Site Visit



► Section of Road Project at High Rock Agro Park

A project aimed at making Cayman more productive in growing its own food seems to be progressing, according to a release issued by the Ministry of Agriculture, which said Agriculture Minister Johany Jay Ebanks was pleased with the progress of the phased implementation of the High Rock Agro Park/Production Zone Pilot Project in the Eastern Districts.

The project aims to support the implementation of the Cayman Islands Agricultural Land Use License Policy (CI-ALLP) and the Cayman Islands Food and Nutrition Security Policy (CIFNSP), two initiatives of the government, and intends to outfit unused agricultural lands with a new road network, 22 plots of land, post-harvesting facilities, sanitary conveniences, and other critical infrastructure to support local agricultural production. This is with the aim of creating better connectivity throughout the agricultural area, providing lands to Caymanian farmers to enhance local food production, and bolstering Cayman's food and nutrition security.

Last week, Minister Ebanks made a site



► Ellington Forbes demonstrating progress

visit to assess the progress of the road construction phase by the National Roads Authority and spoke about the crucial role of the project in fulfilling the government's vision of having a more food-secure Cayman Islands.

"The Eastern districts, with their fertile

land and potential for agricultural growth, will greatly benefit from the development of this pilot project. It will enable farmers to capitalise on the efficiency of agricultural activities, increase yields, and minimise environmental impacts," he said.

He talked about the government entities

which are collaborating on the project, including the Ministry of District Admin and Lands, Department of Lands and Survey, Department of Agriculture, Planning Department, Water Authority, Department of Environment, National Road Authority, Public Works Department, and the Cayman Islands Centre for Business Development.

"The commitment and cooperation of our stakeholders have been instrumental in ensuring the realisation of this phase of this agricultural infrastructure. I am looking forward to this excellent collaboration continuing to bear fruit," the Minister stated.

Accompanying him on the tour from the Ministry of Planning, Agriculture, Housing, and Infrastructure were: Chief Officer Eric Bush; Deputy Chief Officer Leyda Nicholson-Makasare; and Senior Policy Advisor Demoy Nash. The site visit's updates were provided by Edward Howard, Jr, Managing Director, National Roads Authority, accompanied by Ellington Forbes, Roads Superintendent, NRA.

CML ANNOUNCES THE PROMOTION OF THEIR FIRST FINANCIAL SERVICES RECRUITMENT APPRENTICE TO RECRUITMENT ADMINISTRATOR

UCCI graduate to recruitment superstar.

In 2021, Jada Connor graduated with an associate degree in social sciences from UCCI and was still undecided on where she would go in her future career. It was during this time that CML Offshore Recruitment was in search of their first Financial Services Recruitment Apprentice – the rest was history.

CML's Apprenticeship program welcomes aspiring HR talent in Cayman looking to get a promising start in the industry. As part of a 24-month rotational program, the apprentice works towards a professional HR designation whilst gaining exposure across recruitment, immigration, and HR consulting. As a fully engaged employee within CML's financial services recruitment team, Jada gained invaluable experience as CML's first apprentice. Two years and one HR certification later (the CISHRP certificate of HR Management), CML is excited to announce that Jada has completed her apprenticeship and become an integral part of the team with her recent promotion to Recruitment Administrator.

"While studying at UCCI, I worked part-time between classes in the Student Life Department. I helped students apply for jobs and gain experience in their field of study by contacting businesses in their industry



► Jada Connor, Recruitment Administrator

and forming a connection. In essence, I was acting like a recruiter for students at UCCI. Helping companies and students piqued my interest in HR, and I decided to shift my career focus from Psychology to HR with a Psychology background," explains Jada Connor.

"I had previously met Hannah Jackson, just finishing her apprenticeship with CML's sister company Nova Recruitment. She talked about how much she had enjoyed her program and recommended I apply for the next one, but due to school commitments, I



► Jada Connor with FS Recruitment colleagues at CML Offshore Recruitment

missed out. After graduation, I still found myself unemployed, but I saw CML's FS Recruitment Apprenticeship announcement and jumped at the opportunity. I can't believe that was over two years ago. I am now knowledgeable in recruitment, HR consulting and immigration services. In my new role as Recruitment Administrator, every day is different."

During the apprenticeship, Jada's typical day included sourcing candidates, preparing resumes, conducting candidate

meetings/interviews, and supporting the recruitment consultants, all while studying for her HR certification. During her time in the rotational program, Jada collaborated with CML's HR consulting and immigration teams, gaining a deep understanding of Cayman's immigration law.

"Since September 2021, Jada has been an integral part of our CML Financial Services Recruitment team", said Will Koutney, Co-Owner and lead of the FS Recruitment team at CML.

"Jada's journey with CML has been inspiring. Jada proved that learning on the job can be as successful as a formal education. With her hard work and dedication, Jada completed the CISHRP certificate of HR Management, gaining invaluable knowledge to pair with her on-the-job experience. Our holistic approach to HR and recruitment strategy is evident in Jada's success story, and it's great to see that she has decided to become a permanent member of the team with her recent promotion to Recruitment Administrator."

To learn more about CML's current Apprenticeship opportunities, visit their website (<http://www.cml.ky/about-us/careers/>) and follow them on social media to keep up-to-date on current job openings.

UCCI STUDENTS SEEK COMMUNITY SUPPORT FOR PIONEERING JOURNEY TO WORLD TRAVEL MARKET LONDON 2023

A group of aspirant students from UCCI's Hospitality and Tourism programme are looking for community support to be able to attend the highly esteemed World Travel Market (WTM) conference in London this November, deemed to be "the world's most influential travel & tourism event."

This venture aims to significantly enhance their educational exposure, unlock career prospects, and contribute to the University's mission of fostering a culture of excellence. They are now seeking the generous support of the local business community and individuals to make this transformative journey a reality.

The World Travel Market, scheduled for November 2023, is a premier global event for the travel industry. It is a hub of knowledge sharing, networking, and exploring the latest trends in hospitality, travel, and tourism. This trip will provide the students an unparalleled platform to network with industry moguls, potentially opening doors to future employment and internships, engage in enriching seminars, workshops, and panel discussions led by global industry leaders, explore a myriad of career paths within the travel industry landscape, experience cultural diversity by immersing themselves in the international

ambiance of the event, and undertake research opportunities that can significantly enhance academic projects and insights in the hospitality and tourism sector.

To offset the costs associated with this trip, a series of fundraising initiatives have been planned. The University will host a bake sale and a sponsorship drive day on campus to promote raffle tickets. The proceedings from these events will be directed towards covering the travel expenses to London.

Dee Burrowes, Lecturer in Hospitality and Business at UCCI, commented, "The students are eager to represent the Cayman Islands and bring back a wealth of knowledge and experience to further enrich the local hospitality and tourism ecosystem. We have five students who want to attend this prestigious event and we are eager to help them to make this happen. We invite the business community and the public to partake in these fundraising activities, sponsor the students, or make donations. Every contribution, big or small, will be a steppingstone towards making this significant educational and professional venture a reality."

In addition, an itinerary filled with professional-related visits including meetings with industry recruitment agencies and the Cay-



man Islands Government Tourism Office in London, has been meticulously planned to maximize the benefits of this trip.

Dee Burrowes, continued, "This is a golden opportunity for our students to broaden their horizons and get a first-hand glimpse into the global dynamics of the tourism industry. We believe that the students' participation in the World Travel Market London 2023 will not only be an investment in their future but also a testament to the Cayman Islands' commitment to nurturing the next generation of hospitality and tourism professionals."

Individuals and businesses can donate by contacting Ms. Burrowes at dburrowes@ucci.edu.ky.

The students will also be at the following venues as part of their sponsorship drive:

- Saturday October 21st, 2023, 9:00am start - **Cost U Less store.**
- Wednesday October 25th, 2023, 11am - 4pm - **Fosters Airport.**
- Friday October 27th, 2023, **Fosters Airport.**
- Tuesday October 31st, 2023, 9am - 4pm **Fosters Airport.**

2023 International BOARDING SCHOOL FAIR



Tuesday, November 14
7:00 pm to 9:00 pm
Grand Cayman Marriott

Join us at the Grand Cayman Marriott and speak with over 40 representatives from various Junior College Prep Boarding Schools (Grades 6 to 9) and College Prep Boarding Schools (Grades 9 to 12) from across the United States and Canada.

The representatives will walk you through their school's academics, curriculum, extra-curricular activities, sports and cultural programmes and expose you to an entirely new educational experience.

The Fair gives parents and students the opportunity to learn first-hand about the application process including SSAT requirements, financial aid and the advantages of attending these prestigious educational institutions.

Register for the Fair at www.bediwalker.com

For more information on the 2023 Boarding School Fair, contact:

Neil Murray at 925-8793, E-mail: L-Murray@candw.ky
Michael "Bedi" Walker at E-mail: info@bediwalker.com

**International
Boarding School Fair**

November 14th, 2023 :: Cayman Islands

Leveraging Google Business Profile: A Crucial Tool for Cayman Businesses

By Qamar Zaman, Technology Reporter, Caymanian Times

The digital realm is in a state of perpetual evolution, reshaping the way businesses interact with their audiences. Amidst a plethora of tools, Google Business Profile (GBP) stands out, positioning itself as an indispensable, yet often underutilized, free resource for business owners in the Cayman Islands, largely due to unfamiliarity.

Google Business Profile, a user-friendly and complimentary platform, empowers businesses to curate their online presence on Google. With the Cayman Islands' economy heavily dependent on tourists traveling by air and sea, it's paramount for businesses to offer an authentic representation. As tourists seek dining, shopping, or exploration options, GBP becomes the primary informant of their choices.

GBP's sway over local businesses in the Cayman Islands is undeniable. A vast number of users turn to GBP for local queries, many times leading them straight to a new business venture. Leveraging GBP's insights ensures businesses aren't just visible but truly resonate with their audience. While this tool comes at no cost, its full potential remains largely untapped by many business proprietors.

Despite GBP's accessibility and its zero cost, its full implementation by local business leaders often falls short.



► Qamar Zaman

GBP provides insights into the nuanced ways online patrons engage with businesses. For local ventures, grasping these subtleties can be the linchpin between pioneering the digital arena and merely keeping pace.

To paraphrase an old adage, if you wish to understand what John Smith purchases, you must view the world through his eyes. In this context, Smith represents your ideal customer, potentially seeking you out. But if your Google

presence is either nonexistent or not up to par, you might inadvertently hand over that customer to your competition. GBP's metrics are instrumental in gaining insights into your clientele:

- **Search Queries:** By assessing search terms from your GBP dashboard, you gain invaluable insights, aiding in steering potential customers to your enterprise, spotlighting market demands, and fine-tuning your content strategy.

- **Customer Actions:** Metrics, including website visits, calls, and direction requests, shed light on the probable intentions of patrons after they stumble upon your profile.

- **Photo Interactions:** The adage, "A picture is worth a thousand words," holds true. Do your photos effectively convey your business strengths?

- **Place of Search Origin:** Understanding whether customers discover your business via specific searches or broader exploration aids in refining your online approach.

Some business leaders might be unaware of these features, or perhaps, despite having a competent web team, their business isn't as discoverable as it should be.

But GBP's importance transcends mere data analysis. Its essence is rooted in enhancing business visibility and fostering audience relationships. Accuracy in profile details—from operational timings to services offered—bolsters public confidence. Moreover, proactive-

ly addressing reviews and consistently updating content cements a business's connection with its audience.

In upcoming columns, I'll delve deeper into technological tools and strategies that promise to uplift our local business environment. My aim is to furnish you with tangible insights, fortifying your journey in the digital world. As a tech entrepreneur responsible for thousands of business profiles for U.S. clients and broadcasting their global brand narratives, my alliance with the Caymanian Times aspires to bridge technology and its practical implications for our regional business ecosystem.

In this tech-centric era, staying updated is not an elective; it's a mandate. And in this technological voyage, tools like Google Business Profile serve as staunch partners.

About Qamar Zaman:

Qamar Zaman, a pioneering entrepreneur and tech aficionado, currently collaborates with the Caymanian digital agency, CaymanStory.com. This partnership seeks to intertwine global media, creating a formidable web, digital news, and PR landscape. Zaman's book, "THE MYSTERY BEHIND GOOGLE MAPS RANKING: How to Rank Your Business Higher," elucidates the cost-free engagement techniques on Google Maps using Google Business Profile. As a distinguished Forbes Council member, Zaman's insights continue to garner attention from elite media platforms.

CAYMAN ISLANDS CHAMBER OF COMMERCE



Community Calendar

Training

31 Oct - Time Management & Productivity

9:00 am - 1:00 pm

This half-day workshop includes practical applications and time saving activities to assist you in learning how to make the most of your time by getting a grip on your workflow, planning, and prioritizing accordingly and delegating effectively

1 November 2023 Business Grammar

9:00 am - 1:00 pm

In this workshop, you will be made aware of common errors and learn strategies for ensuring that they never occur. The workshop is for anyone who needs to gain an understanding of why clear, accurate information is so impor-

tant in all forms of written communication.

02 November 2023 - Blanchard Management Essentials

9:00 am - 5:00 pm

Based on one of Ken Blanchard's best-selling business books, *The New One Minute Manager*®, the course covers the foundational skills that generate positive communications, improve morale, and increase productivity. The ideal manager inspires employees, leads productive teams and improves business performance.

For more information about training please contact Emily Sintorn at Emily.sintorn@caymanchamber.ky or call her on 734-9126

Programmes and Events

20 Oct - Mentoring Cayman seeks to female mentors for October 20th deadline.

Mentoring Cayman is seeking female volunteer mentors to be matched with

mentees. Download application at caymanchamber.ky.

For more information contact Swan Sandoval at swan.sandoval@caymanchamber.ky

October 26 - Information session for Leadership Cayman

Time: 5.30 pm via Zoom!

Leadership Cayman (LC) is a dynamic, intensive, interactive, six-month experience designed to promote and enhance community leadership through an in-depth introduction to social, economic, business and political issues in the Cayman Islands.

31st Oct - Deadline for nominations for VoTech Stars

The Chamber's programme that celebrates and promotes vocational and technical careers. Download nomination form at caymanchamber.ky

3 Nov - Chamber Golf Classic

The annual Chamber Golf Classic on Friday 3 November at the North Sound Golf Club. Golfers will compete for out-

standing prizes for males and females with the closest to the pin and longest drives. Please contact Emily Sintorn at Emily.sintorn@caymanchamber.ky or call on 734-9126 if you'd like to sponsor a hole or enter a team.

FOR FURTHER INFORMATION CONTACT:

Christopher Tobutt Communications Assistant communications@caymanchamber.ky

About the Cayman Islands Chamber of Commerce: The Cayman Islands Chamber of Commerce represents more than 600 businesses and associations across all industry sectors in the Cayman Islands. Its members employ over 18,000 persons or about 45-percent of the country's labour force. The Chamber supports, promotes, and protects the interests of its members and the public's welfare and serves as a catalyst for positive change, connecting community, business and government.

PUBLIC SHELTERS

KNOW WHERE TO GO IN AN EMERGENCY

LITTLE CAYMAN

- SIR JOHN A. CUMBER PRIMARY SCHOOL ASSEMBLY HALL (EMC)**
Capacity: 335
- (PART CLASSROOMS)**
Capacity: 135
- WEST BAY**
- JOHN GRAY MEMORIAL CHURCH HALL**
Capacity: 155

CAYMAN BRAC

- ASTON RUTTY CENTRE (EMC)**
Capacity: 420
- WEST END PRIMARY SCHOOL**
Capacity: 250
- MULTI-PURPOSE HALL (SPORTS COMPLEX)**
Capacity: 382

GRAND CAYMAN

- CRADDOCK EBANKS CIVIC CENTRE (EMC)**
Capacity: 185
- CLIFTON HUNTER HIGH SCHOOL - GYMNASIUM, FRANK SOUND (EMC)**
Capacity: 630
Pet friendly
Pet Capacity: 15 dogs or 25 cats
- GUN BAY COMMUNITY HALL**
Capacity: 65
- NORTH SIDE**
- EAST END**
- BODDEN TOWN**
- BREAKERS COMMUNITY HALL**
Capacity: 40
- WILLIAM ALLEN MCLAUGHLIN CIVIC CENTRE (EMC)**
Capacity: 240
- GEORGE TOWN**
- RED CROSS BUILDING**
Capacity: 95
- UNIVERSITY COLLEGE OF THE CAYMAN ISLANDS HALL**
Capacity: 500
- JOHN GRAY HIGH SCHOOL - GYMNASIUM**
Capacity: 1,150
Pet friendly
Pet Capacity: 30 dogs or 60 cats
- PROSPECT PRIMARY SCHOOL (EMC)**
Capacity: 1,135
- SAVANNAH PRIMARY SCHOOL ASSEMBLY HALL (EMC)**
Capacity: 135
- BODDEN TOWN PRIMARY SCHOOL MULTIPURPOSE HALL (EMC)**
Capacity: 80

EMC = Emergency Medical Centre
NOTE: Each year the Public Works Department issues an updated list of public hurricane shelters after its shuttering exercise in May.

FLU VACCINE SCHEDULE

OCTOBER-NOVEMBER 2023

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<p>16</p> <ul style="list-style-type: none"> → ATRIUM (George Town Hospital) 10:00 am - 12:00 pm → DISTRICT HEALTH CENTRES 2:00 pm - 4:00 pm → GENERAL PRACTICE Smith Road Medical Centre 2:00 pm - 4:00 pm → CAYMAN BRAC Aston Rutty Medical Wing 3:00 pm - 4:30 pm 	<p>17</p> <ul style="list-style-type: none"> → ATRIUM (George Town Hospital) 10:00 am - 12:00 pm → DISTRICT HEALTH CENTRES 2:00 pm - 4:00 pm → GENERAL PRACTICE Smith Road Medical Centre 2:00 pm - 4:00 pm → CAYMAN BRAC Aston Rutty Medical Wing 3:00 pm - 4:30 pm 	<p>18</p> <ul style="list-style-type: none"> → ATRIUM (George Town Hospital) 10:00 am - 12:00 pm → DISTRICT HEALTH CENTRES 2:00 pm - 4:00 pm → GENERAL PRACTICE Smith Road Medical Centre 2:00 pm - 4:00 pm → CAYMAN BRAC Aston Rutty Medical Wing 3:00 pm - 4:30 pm 	<p>19</p> <ul style="list-style-type: none"> → ATRIUM (George Town Hospital) 10:00 am - 12:00 pm → DISTRICT HEALTH CENTRES 2:00 pm - 4:00 pm → GENERAL PRACTICE Smith Road Medical Centre 2:00 pm - 4:00 pm → CAYMAN BRAC Aston Rutty Medical Wing 3:00 pm - 4:30 pm 	<p>20</p> <ul style="list-style-type: none"> → ATRIUM (George Town Hospital) 10:00 am - 12:00 pm → DISTRICT HEALTH CENTRES 2:00 pm - 4:00 pm → GENERAL PRACTICE Smith Road Medical Centre 2:00 pm - 4:00 pm 	<p>21</p> <ul style="list-style-type: none"> → COST-U-LESS 1:00 pm - 5:30 pm
<p>23</p> <ul style="list-style-type: none"> → DISTRICT HEALTH CENTRES 2:00 pm - 4:00 pm → GENERAL PRACTICE Smith Road Medical Centre 2:00 pm - 4:00 pm → CAYMAN BRAC Aston Rutty Medical Wing 3:00 pm - 4:30 pm 	<p>24</p> <ul style="list-style-type: none"> → DISTRICT HEALTH CENTRES 2:00 pm - 4:00 pm → GENERAL PRACTICE Smith Road Medical Centre 2:00 pm - 4:00 pm → CAYMAN BRAC Aston Rutty Medical Wing 3:00 pm - 4:30 pm → FOSTERS (Savannah) 5:00 pm - 9:00 pm 	<p>25</p> <ul style="list-style-type: none"> → DISTRICT HEALTH CENTRES 2:00 pm - 4:00 pm → GENERAL PRACTICE Smith Road Medical Centre 2:00 pm - 4:00 pm → CAYMAN BRAC Aston Rutty Medical Wing 3:00 pm - 4:30 pm 	<p>26</p> <ul style="list-style-type: none"> → DISTRICT HEALTH CENTRES 2:00 pm - 4:00 pm → GENERAL PRACTICE Smith Road Medical Centre 2:00 pm - 4:00 pm → CAYMAN BRAC Aston Rutty Medical Wing 3:00 pm - 4:30 pm 	<p>27</p> <ul style="list-style-type: none"> → DISTRICT HEALTH CENTRES 2:00 pm - 4:00 pm → GENERAL PRACTICE Smith Road Medical Centre 2:00 pm - 4:00 pm → FOSTERS (Camana Bay) 5:00 pm - 9:00 pm 	<p>28</p> <ul style="list-style-type: none"> → COST-U-LESS 1:00 pm - 5:30 pm
<p>30</p> <ul style="list-style-type: none"> → DISTRICT HEALTH CENTRES 2:00 pm - 4:00 pm → GENERAL PRACTICE Smith Road Medical Centre 2:00 pm - 4:00 pm → CAYMAN BRAC Aston Rutty Medical Wing 3:00 pm - 4:30 pm 	<p>31</p> <ul style="list-style-type: none"> → DISTRICT HEALTH CENTRES 2:00 pm - 4:00 pm → GENERAL PRACTICE Smith Road Medical Centre 2:00 pm - 4:00 pm → CAYMAN BRAC Aston Rutty Medical Wing 3:00 pm - 4:30 pm → FOSTERS (Savannah) 5:00 pm - 9:00 pm 	<p>1</p> <ul style="list-style-type: none"> → DISTRICT HEALTH CENTRES 2:00 pm - 4:00 pm → GENERAL PRACTICE Smith Road Medical Centre 2:00 pm - 4:00 pm → CAYMAN BRAC Aston Rutty Medical Wing 3:00 pm - 4:30 pm 	<p>2</p> <ul style="list-style-type: none"> → DISTRICT HEALTH CENTRES 2:00 pm - 4:00 pm → GENERAL PRACTICE Smith Road Medical Centre 2:00 pm - 4:00 pm → CAYMAN BRAC Aston Rutty Medical Wing 3:00 pm - 4:30 pm 	<p>3</p> <ul style="list-style-type: none"> → DISTRICT HEALTH CENTRES 2:00 pm - 4:00 pm → GENERAL PRACTICE Smith Road Medical Centre 2:00 pm - 4:00 pm → FOSTERS (Camana Bay) 5:00 pm - 9:00 pm 	<p>4</p> <ul style="list-style-type: none"> → COST-U-LESS 1:00 pm - 5:30 pm

* Little Cayman Clinic - Contact 948-0072/916-5395 to make arrangements

Updated October 19, 2023

COVID-19 Vaccines are currently not available on island. Updates will be posted when vaccines become available.

- The Flu Vaccine is available to ALL persons 6 months & over
- NO APPOINTMENT REQUIRED

Scan the code for more information

'Hurley's MaX' Loyalty Rewards Unveiled



► (l-r) Miss World Cayman Leanni Tibbetts, stands with Miss Universe Cayman Mariah Tibbetts at the launch of the Hurley's Max reward programme on October 5th.

By **Stuart Wilson**

Hurley's Supermarket launched its exclusive rewards programme, 'Hurley's Max' on 5th October that is one-of-a-kind in the Cayman Islands, according to representatives on hand for the celebration.

As part of the programme, Hurley's will give away thousands of points everyday of the year and not just on special days in an effort to form a closer relationship with customers by offering personalised coupons and discounts.

"It's been a long time in the making and no one else has this kind of programme to reward shoppers," noted Hurley's Marketing Representative Deidre Redfern, who added that, "Hurley's MaX is your gateway to more savings, more points, more surprises and world-class partnerships."

"Over the next two weeks there will be lots of activities, spot prizes, steel pan performances, give-aways and colouring sessions for the kids, with over 3 millions points given away randomly to max members," she remarked.

For those who may not be able to down-

load the app, Mrs. Redfern noted that the Hurley's MaX Rewards card is available and customers may register in-store.

The following are all a part of the Hurley's MaX Rewards programme.

- **Thousands of Points Daily:** Shoppers can quickly accumulate points, making every shopping trip more rewarding.

- **Over 650 Daily Product Promotions:** With over 650 products on promotion daily, members enjoy substantial savings and added value.

- **Birthday Gifts:** Members receive special surprises on their birthday, enhancing their celebrations.

- **Exclusive Members-Only Contests:** Engaging contests with exclusive prizes create excitement and camaraderie among members.

- **Digital Coupons:** Access to a variety of digital coupons tailored to individual shopping preferences.

To celebrate, Hurley's generously awarded a total of 250,000 Hurley's points to three lucky winners, jump-starting their rewards journey.

Each guest received a Goodie Bag valued



► Media, as well as social media influencers and pageants queens were present and joined Hurley's staff and management for the launch of the Hurley's Max reward programme, held at a Supermarket's cafe on October 5th.

at \$40, sponsored by Tortuga, Hurley's Daily Grind, Vital Cayman and Boar's Head®, as a token of appreciation for their support.

On Saturday, October 7th, the festivities continued with an In-Store Fun Day at Hurley's Marketplace, with 30 lucky shoppers winning 5,000 points each, enhancing their shopping experience.

Shoppers also received a range of free gifts, including Tortuga Rum Cakes, Coca-Cola gifts, New Monster Gold, Daily Grind vouchers, and gifts from Head Boar's Head®.

"Hurley's Marketplace is thrilled to bring a new level of convenience, savings, and personalized rewards to its customers through the Hurley's maX Loyalty Rewards Program.

"The success of both events underscores Hurley's commitment to enhancing the



shopping experience and building lasting connections with its valued customers," noted an official statement.

Cricket Square benefits from Jubilee initiative



► Jeremy Superfine, Chief Operations Officer for Orchid Development, Collas Crill Cayman Managing Partner Stephen Leontsinis and Hannah Reid Ford from the Ministry of Sustainability and Climate Resiliency

Collas Crill, in collaboration with Orchid Development, has planted a native Spanish elm in Cricket Square as part of the Cayman Islands Government's 'plant a tree for the Jubilee' initiative.

Group Managing Partner Jason Romer and Cayman Managing Partner Stephen Leontsinis were joined by Jeremy Superfine, Chief Operations Officer for Orchid Development, and Hannah Reid Ford from the Ministry of Sustainability and Climate Resiliency at a special tree planting ceremony in Cricket Square on 6 October.

The initiative encourages individuals, schools, constituencies and corporations to plant native and endemic plants with cultural significance as a lasting legacy of the Platinum Jubilee.

An ambitious goal has been set to plant 70 trees per constituency with an additional goal of planting 70 mahogany trees



across all three islands.

The initiative will support local biodiversity, enhance community wellbeing, and combat climate change.

The Collas Crill tree will be commemorated on a digital map that works as a record of all the Jubilee tree planting projects across the Cayman Islands.

Stephen Leontsinis said: "This tree sig-

nifies Collas Crill's ongoing commitment to promoting the environmental sustainability of our islands and a part of our long term investment into our local community. We are delighted to have partnered with Orchid Development in support of their commitment to environmental conservation and beautification efforts in the local community."

Another successful Truth Be Told event



Over 140 ladies attended the 2nd Annual Truth Be Told Cayman 21 and older Women's conference held at the Westin on October 7th, 2023. This is a testimony for the need of an event such as this. The impetus of this conference is to remind the audience to not let their life experiences leave them bitter and resentful, but to instead use it to help others. The evening is presented in the form of a talk show essence. Guest shared their testimonies and asked questions either anonymously or traditionally.

Evangelist Laticia Vassel soon to be Pastor, was on fire with the message of the evening. "We are fighting a battle daily and we must be ready. At all times we must armor ourselves".

Damien Vassel, was an integral member of the production team and also gave the ladies a taste of the Truth to Be Told Cayman couples event planned for the near future.

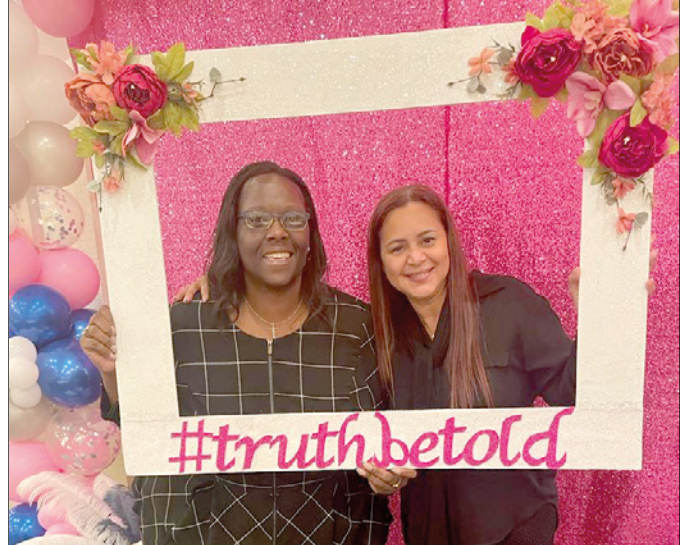
Lorna Reid spoke volumes to the audience through her dance performance to the song "The God Who Sees" and background music was provided by the amazing DJ Ralph

The panel discussion segment was one of the most anticipated parts of the evening where guests had the opportunity to ask questions either traditionally or anonymously to the gracious panel members, Dr. Arline McGill, Lorna Reid, Chanda Glidden, Jacqueline Peters and Donna Mitchell.

Things can get pretty fired up at his time. Guest also enjoyed nibbles and drinks.

Some take aways for the evening included.

I. People won't feel less of you for sharing your story, instead they will think more of you for having the courage to share. If they



are unkind to you for sharing, then pray extra long for them...they need more help than you!

II. One person can't help everyone, but everyone can help one person.

Some feed back from the audience included :

"Good day, Sharon. Thank you for putting together such a beautiful event. I had a great time and enjoyed the fellowship. It was a memorable experience and I'm grateful for being there. Also, I wanted to let you know that I had such a good time that I would like to reserve 3 tables for next year". Rose Gadsby

"Great conference tonight. Speakers were relevant and the panel discussion was especially good. A lot of work was put into it, and it showed". Michele Ebanks.

We take this opportunity to encourage individuals or companies, to visit our site www.socaymanian.com if this event speaks to you and donate.

These funds will be used to support future TBT events.

Thank you to our sponsors:

1. Cost-U-Less
2. Caymanian Times
3. Winners Circle
4. World Gym
5. Vasscents
6. Westin Grand Cayman
7. Behavioral Health Associates Cayman
8. Andy's Inn
9. SoCaymanian
10. Vy's Closet-Lingerie Boutique
11. Treats Restaurant

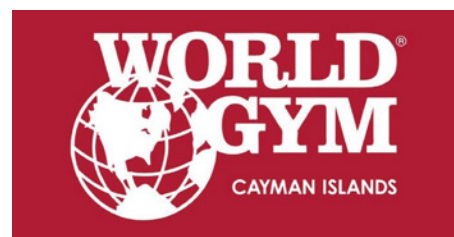
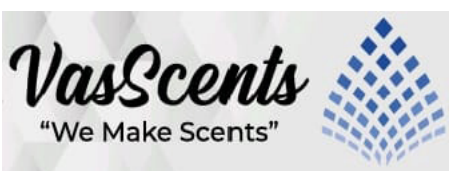
12. Larry's Hardware
13. Intuitive Coaching
14. UPS
15. Essential Living and Wellness
16. Vanity
17. Journey Ministries
18. Ministry of Health
19. Theresa Thomas
20. Prop Plus

Special thanks Ms. Donna Thompson from Star Events for our amazing back drop.

Also special thanks to Caymanian Times, for partnership

Finally special thanks to our guests who made it a point to DONATE and SHOW -UP!

(Photographs of Organiser Sharon Banks with guests, sponsors and supporters)



YMCA Youth Baseball & Softball

Youth baseball and softball registration is now open for the 2024 season!

Returning for its 30th anniversary, the YMCA welcomes you to join our growing programs down at the Field of Dreams!

Divisions open for boys' baseball ages 4-18 and girls' softball ages 9-18

If you are interested in learning a new sport or staying fit for your fall seasons, we offer numerous opportunities to get engaged. All levels of play are welcome!

To learn more about our programs, please visit www.ymcacayman.ky

Under the programs tab: Here is where you can also find the links to register!

Registration closes November 19th and we would LOVE to get registered to play!

Anyone registered after this date will be added to a waitlist which will roll out on a first come-first serve basis.

Financial Assistance is available for those interested. See registration forms for more details.

SECTION	Open	Games Played	Wins	Losses	Draw	Goals For	Goals Against	Att For	Att Against	Goal Diff	Goal Avg.	Accuracy	Points	Pos
Zone:	OECs													
GRENADA		8	7	1	0	417	289	525	412	128	1.44	79.43%	12	1
STV & GREN		8	6	2	0	408	282	567	414	126	1.45	71.96%	10	2
ANT & BAR		8	4	4	0	323	334	458	472	-11	0.97	70.52%	8	3
STK & NEV		8	2	6	0	377	394	516	529	-17	0.96	73.06%	4	4
DOMINICA		8	3	5	0	383	409	471	583	-26	0.94	81.32%	4	5
ST. LUCIA		8	2	6	0	274	301	441	388	-27	0.91	62.13%	4	5
MONTSERRAT		8	0	8	0	93	596	239	771	-503	0.16	38.91%	0	7
Zone:	Invitational													
BARBADOS		8	8	0	0	549	240	691	366	309	2.29	79.45%	0	
CAYMAN ISL		8	4	4	0	387	366	518	491	21	1.06	74.71%	0	
Grand Total						3217	3217	4426	4426					

To our Esteem Sponsors of the Netball Association

Because of you, we did well and were able to attend the Eastern Caribbean Bank International Netball Ranking Series

The Cayman Islands Netball Association is tremendously thankful for your generous contribution, which in total from All who donated to \$51,275.00. The donation received from you has not only given the Cayman National Netball Team the fantastic opportunity to participate in a very successful and rewarding tournament. Still, it has also strengthened the team's commitment to athletic excellence and achieving triumphant outcomes in future games.

The tournament took place between the dates of September 29th and October 7th, 2023, in Antigua. Heading the International Ranking Series in Antigua in the Caribbean were Ms Seymour as President and head of the delegation, Head Coach Lyneth Monteith, Manager Ida Ebanks, and Assistant Manager Adena Miller. The delegation included 12 players from the Cayman Islands—national team. Despite the harsh weather conditions, the extreme heat, and the tropical storm, the team has shown excellent results and resilience in the face of difficulties. The squad participated in eight games with eight countries and won four. Moreover, only one point separated the girls from winning in the fifth game.

All of us, the members of the delegation and squad, are delighted and honoured to express our heartfelt gratitude to Government Ministries, Statutory Bodies, Private Companies and individual citizens and squad members themselves for allowing our National Netball Team the opportunity to participate in this very competitive ranking tournament. Your support was pertinent to our ability to show the tiny nation of Cayman as strong, victorious, and competitive in our sport. We humbly ask you to continue encouraging and assisting us in carrying the name of our country with pride as we place it on the world map via our talented, hardworking, and triumphant athletes. With your reinforcement, we are confident that future triumphs will be even more significant.

Yours in Sport,

Lucille Seymour, MBE, BEM, JP
President CINA

2023 Netball ECCB International Series Donors

Platinum Donors

Dart Ministry of Tourism
Cayman National Bank

Ministry of Education
Ministry of Border Control

Gold Donors

Carlisle McLaughlin
Cayman Airways
Bavan Antonysraj
Cayman Water Authority

Credit Union
Faith & Jimmy Crooks
Dr. Luanne Lok Loy
CIMA

Silver Donors

Indian Community
John & Suzanne Bothwell

ICWI
Mike Manisto

Royal Bank

Bronze Donors

David Wight
Frank Hall Homes
Creative Tech

James Contractor & Fitness Ltd
Justine Pierre
Janet Sairsingh

Adrienne Webb
Lisa Scott
Private Netball Donors

Total Donations: \$51,275.00

Road Closure - Affecting East- & West-Bound Traffic Along Shamrock Rd Between Agricola Dr and Armstrong Ave

Water Authority – Cayman wishes to advise motorists and other road users that the **east- & west-bound lanes of Shamrock Rd, between Agricola Dr and Armstrong Ave, will be closed to**

vehicular traffic on Sunday 29 October 2023 from 7:00 A.M. to 2:00 P.M. to facilitate pipeline improvements works in the area.

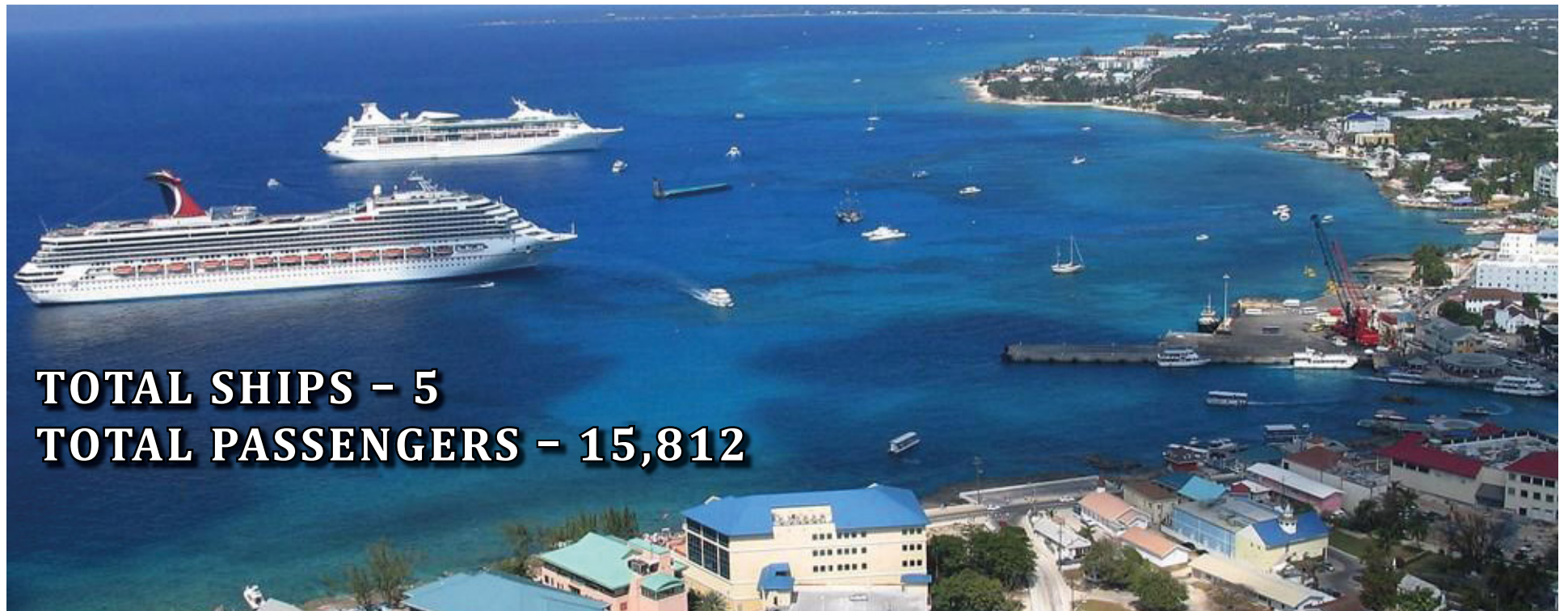
During this time traffic will be divert-

ed via Agricola Drive. Traffic signs will be posted in the area and flagmen will be on hand to direct traffic. All motorists are asked to drive with caution to ensure their safety and that of the Wa-

ter Authority staff.

The Water Authority appreciates the patience and understanding of the motoring public and apologises for any inconvenience this may cause.

CRUISE SHIP SCHEDULE – WEEK – OCTOBER 23 - 27



TOTAL SHIPS – 5
TOTAL PASSENGERS – 15,812

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
29	30	31	1	2	3
The World			Carnival Vista	Carnival Sunrise	Carnival Paradise
				Carnival Glory	
Total Passengers	Total Passengers	Total Passengers	Total Passengers	Total Passengers	Total Passengers
976	0		4,716	7,486	2,634

POLICE NEWS

Police Investigate Robbery in West Bay

Shortly after 12:45AM on Tuesday, 24 October, officers responded to a report of a robbery at a convenience store on Town Hall Road in West Bay. It was reported that a man had entered the store and demanded money from the register, before assaulting a member of staff. The man then fled with a quantity of cash. The man did not appear to be carrying any weapons.

The suspect is described as being of average height, of dark complexion and

slim build. He was wearing a blue and white hat, a green shirt and light-coloured shorts, and had a blue cast on his right arm.

The matter is currently under investigation and anyone with information is asked to contact 949-3999.

Anonymous tips can be provided directly to the RCIPS via our Confidential Tip Line at 949-7777, or via our website <<http://www.rcips.ky/submit-a-tip>>.

Public Advisory: Phone Scam Targeting Bank Customers

RCIPS has received reports that local banking customers have received SMS messages claiming to be from their bank. Customers are then encouraged to contact the fraudulent number provided in the message.

The fraudulent telephone number being utilised is: 1-844-930-1816

Customers are advised not to call this number.

If this number is dialed, the caller will hear a realistic-sounding automated bank voice greeting, requesting banking details.

Police advise banking customers to always be vigilant and not provide any personal banking details over the phone to anyone claiming to be from your bank. Police further advise the public they should not call the specified fraudulent telephone number.

Fire at CBC Detention Center

The Customs and Border Control Service has confirmed that at approximately 1:00pm on Monday, 23rd October 2023, a fire occurred at the CBC Detention Center at Fairbanks.

The eight (8) migrants housed there were evacuated from the

building while the Cayman Islands Fire Service extinguished the fire. An assessment will be carried out to determine the extent of the damage but there was significant smoke inside the facility and as such, the building remained empty for

the remainder of the day and the following day. No injuries are reported and the migrants will be relocated to temporary accommodations.

The incident is under investigation by the Royal Cayman Islands Police Service (RCIPS).



COMMUNITY EVENTS

Halloween Horrors – Nightmare at Field of Screams

27, 28 & 31 October – Halloween is around the corner. Visit the Haunted Temple at the Field of Dreams for a spine-tingling terror filled journey. The cost is \$10 for ages 6 and up and \$5 for under 5. Funds raised from this event will be donated to the following organisations: Cayman Islands YMCA, Cayman Islands Little League, Cayman Islands Humane Society, Rotary Club of Grand Cayman and Eco Divers. Visit the website nightmare.ky for more information.

Meals on Wheels – ‘Senior Rock ‘Dress Down Day

27 October – Cayman Islands Meals on Wheels Seniors Rock Dress Down Day is on 27 October. Email info@mealsonwheels.ky to order your official shirt or to host your own Rock Orange Dress Down day.

Shop for a Cause

28 & 29 October – Shop for a Cause on October 28th and 29th from 9:00 am to 1:00 pm at the George Town Yacht Club. Lots of items will be available! Entry is \$5

and funds raised will support the YMCA of the Cayman Islands.

National Museum Traditional Arts Workshop – Thatch Rope Making

28 October – The National Museum invites you to register for its upcoming Traditional Arts Workshop featuring Thatch Rope Making from 3 to 4pm at the Intergenerational Hub behind the airport Fosters. The cost is \$58 for members and \$65 for non-members. Register by emailing info@museum.ky.

Seniors Sports Day

28 October – The Department of Sports and the Department of Children and Family Services (DFCS) invite all seniors to an evening of sports at the Truman Bodden Sports Complex on Saturday 28 October from 5:30pm to 7:30pm. Participate in Bean Bag Toss, Hula Hoop Race and more fun events. For registration and transportation, call DFCS at 948-2331 or the Department of Sports at 949-7082.

Astronomical Society – Evening of Stargazing

28 October – Join the Cayman

Islands Astronomical Society for an evening of stargazing at Spotts Dock at 7pm. All are welcome and the events are totally free. Events will be cancelled if there is more than 50% cloud cover, so check the Facebook event page and website at cias.space for the latest updates. There will be wonderful views of the thin crescent moon, Saturn, Jupiter and the Andromeda Galaxy.

Cayman Islands Folk Singers – Under the Breadfruit Tree

28 & 29 October – The Cayman Islands Folk Choir presents Under the Breadfruit Tree, their 14th. anniversary concert on Saturday 28 and Sunday 29 October. Tickets can be bought online at ticketsplus.ky and cost \$25 for adults and \$15 for seniors and children.

Cayman Islands Chess Federation – Paul Robinson Memorial Rapid Tournament

29 October – The Cayman Islands Chess Federation is having a Chess Tournament at the George Town Public Library for the chess community and to remember past Director Paul Robinson who is still greatly missed. This will be held on Sunday 29 October from 9am to 4pm. The format is 5 rounds Swiss and there are prizes and medals to be won. Entry fee



► St. Ignatius International Food Festival

is \$25 and the registration deadline is Friday 27 October. Register at www.tinyurl.com/rapidchess. Call the George Town Public Library at 949-5159 for more information.

Botanic Park – Flower Arranging Master Class

29 October – Join the Botanic Park at the Children’s Garden Classroom for a Flower Arranging Masterclass with Botanic Park Staff Member Fitz Riley on Sunday 29 October from 2pm to 4pm. The cost is \$50 and is payable upon admission. Bring your own container or vase and leave with your own arrangement filled with foliage and flowers from the Botanic Park! Space is limited to 10 persons only. To make a reserva-

tion, please send emails to: info@botanic-park.ky

St. Ignatius Parish – International Food Festival

4 November – St. Ignatius Parish invites all to its International Food Festival on Saturday 4 November from 5pm to 9pm on its school compound. There will be food from seven regions, a live cooking demo, entertainment, raffle prizes and games. Tickets are \$20 for adults and \$10 for children and are available on eventpro.ky or at the church office. Call 949-6797 for more information.

Send your community events to wendy@caymaniantimes.ky

It’s time to quit feeling guilty (here’s why)

You have so many demands on you. Your family relies on you for money, food, transportation, and a million other things. You hardly get a moment to yourself at the end of each day. It’s hard not to feel guilty about taking a moment to care for yourself.

From the moment that your day starts, with making meals, getting ready for work, and getting the kids to school on time and yourself to work on time, you have demands on you minute-by-minute. It’s easy to start feeling like there’s nothing left for yourself, even though the benefits of self-care are well known.

Why self-care?

Every time that we board an airplane to jet to another city, we are reminded of the importance of caring for ourselves before attempting to care for others.

“In case of emergency, air masks will drop the ceiling. If you are traveling with a minor, please put on your own mask before helping the minor.”

The reasoning is simple: if you are not in good working condition (i.e. gasping for air) then you will not be as effective when attempting to assist others around you in getting their air secured.

This concept applies to everyday life, not just while soaring at 39,000 feet. Everyday you have the ability to put your air mask on first before assisting others. Now it’s easy to feel like putting your air mask on first isn’t even an option – since the dependents in your life are so good at making their needs known, and your own needs are quieter and easier to shove aside.

Let’s take this moment to assess what your self-care needs are...

Sleep: Getting adequate sleep is essential for good health, and doubly essential when you lead a busy, demanding life. Unfortunately, sleep is one of the easiest things to skip out on, as you attempt to get everything done each day.

A normal, healthy adult needs at least seven hours of consistent sleep each night in order to function well. And while allowing yourself time to sleep may feel like a luxury, remind yourself that it is a necessity.

Nutrition: Keeping your body well fed with nutritious meals throughout the day is another key component to functioning as your best self. Most of us tend to let meal-planning slide, in order to meet the immediate demands in front of us, and end up scrambling to piece together less-than-nutritious meals.

Making the habit to pack a few meals that are rich in protein and veggies doesn’t actually take that much time out of your morning, and the benefit is extreme. The funny thing about meal planning is that it ends up saving you time in the long run, since it removes the need to scramble around for food throughout the day. And the steady energy that you’ll experience once your body is being consistently fueled with good nutrition is priceless.

Hydration: The number of adults that are suffering from chronic dehydration is staggering. Part of the problem is that we are drinking fluids throughout the day that are filled with caffeine and calories

rather than plain old water.

That plain old water is what your body really needs to thrive, so remind yourself that proper self-care includes making hydration a priority. You could jazz your water up by adding in a few slices of lemon, some fresh herbs or a piece of fruit.

Relaxation: Relaxation?! Have I gone mad? Here is where you may feel the urge to tune out of my little talk on self-care. How in the world are you going to find the time to relax with everything that you have going on in your life?

I know it’s not popular to talk about giving yourself time off to relax, but the benefits of reducing your stress levels are too huge to ignore. I want to suggest that you try the technique of relaxing throughout your day by giving yourself a mental break. This doesn’t mean that you walk away from your desk at work or skip out on your responsibilities, just that you consciously take moments throughout your day to focus on deep breathing and to clear any cluttered or stressful thoughts from your mind.

There is also something to be said for making a practice of relaxing when you do have time off from work. Rather than trying to do a million things on your day off, make the effort to take some of the time to simply be. Deep breathing and calming thoughts will do plenty to help reduce your stress level.

Exercise: I walked you right into this one! Yes, exercise is self-care. Exercise is NOT indulgent, or optional, rather it’s absolutely necessary for taking good care of



► Ernest Ebanks

yourself. Some of my clients will tell you that their exercise time is also their relaxation time, which might not make sense when you first hear it. But when you walk into your workout with the worries of your day on your mind, and you walk out with a clear mind and the incredible rush of endorphins then you’ll understand perfectly what they’re talking about!

I’m here to help you make the most of your exercise time, and also to support you as you begin to consciously practice better self-care. Remember all of your loved ones who rely on you and your stamina every single day. You’re needed, and you owe it to them to keep yourself in the best shape possible.

Call Ernest at Body Shapers Personal Training Fitness Studio 325-8696 or email me bodyshaperscayman@gmail.com now if you’d like help getting there.

WEEKLY WEATHER FORECAST

Friday	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday
86° / 81°	85° / 81°	86° / 81°	85° / 81°	84° / 82°	84° / 80°	83° / 79°
Very windy; partly sunny with a passing shower or two	A shower in places in the morning; otherwise, partly sunny and windy	Breezy in the morning; otherwise, pleasant with plenty of sunshine	Beautiful with sunshine and patchy clouds	Mostly sunny and delightful	Considerable cloudiness with a couple of showers and a thunderstorm, mainly later	Cloudy and windy with widely separated thunderstorms

DEATH ANNOUNCEMENTS



Churchill's Funeral Home

We have been asked to announce the passing of Mr. Marvin Alfred Kelly Nelson, who passed away on Monday, October 16, 2023. A Thanksgiving Service for the late Marvin Alfred Kelly Nelson will be held at Covenant Moravian Church, 6 Devon Rd. Prospect, Grand Cayman on Saturday, October 28, 2023 at 1:00 p.m. Viewing: Closed Casket Interment will follow at New Pease Bay.



Condolences can be registered at churchillsfuneralhome.com

Churchill's Funeral Home



We have been asked to announce the passing of Ms. Carol Oralia Hall, who passed away on October 22, 2023.

Ms. Hall will be repatriated to Turks & Caicos.

Condolences can be registered at churchillsfuneralhome.com

Churchill's Funeral Home



We have been asked to announce the passing of Mr. Calvin Bush, who passed away on October 21, 2023.

Details of a Thanksgiving Service will be announced at a later date.

Condolences can be registered at churchillsfuneralhome.com

Churchill's Funeral Home




We have been asked to announce the passing of Mr. Nicholas Gerard Humphrey, who passed away on October 14, 2023.

Details of a Thanksgiving Service will be announced at a later date.

Condolences can be registered at churchillsfuneralhome.com

Churchill's Funeral Home



We have been asked to announce the passing of Tyler Nigel Parchment, who passed away on October 7, 2023. A Thanksgiving Service will be held at Church of God Chapel, 22 Academy Way, Walkers Road, George Town, Grand Cayman on Saturday, November 4, 2023 at 2:00 p.m. Viewing: 1:00 – 2:00 p.m. Interment at: Garden of Reflections Cemetery

Condolences can be registered at churchillsfuneralhome.com

Churchill's Funeral Home



We have been asked to announce the passing of Mr. Hubert Nelson, who passed away on October 11, 2023.

Details of a Thanksgiving Service will be announced at a later date.

Condolences can be registered at churchillsfuneralhome.com

Churchill's Funeral Home



We have been asked to announce the passing of Mr. Kenroy Ruben Watler, who passed away on October 9, 2023.

Details of a Thanksgiving Service will be announced at a later date.

Condolences can be registered at churchillsfuneralhome.com

Churchill's Funeral Home



We have been asked to announce the passing of Mr. Dwight Anthony Scott, who passed away on October 6, 2023.

Details of a Thanksgiving Service will be announced at a later date.

Condolences can be registered at churchillsfuneralhome.com

Churchill's Funeral Home



We have been asked to announce the passing of Ms. Esther C. McLaughlin, who passed away on October 23, 2023.

Details of a Thanksgiving Service will be announced at a later date.

Condolences can be registered at churchillsfuneralhome.com

Churchill's Funeral Home



We have been asked to announce the passing of Ms. Marcia Lucinda McDermott, who passed away in Grand Cayman.

Details of a Thanksgiving Service will be announced at a later date.

Condolences can be registered at churchillsfuneralhome.com

Caymanian Times Classifieds



Boat Captain/Mate.

The applicant must be a certified Captain and hold a Yachtmaster (or equivalent) certificate from USCG, RYA, IYT (or equivalent). Must also be Red Cross certified and have a clean police record. Superior customer service is a must with preference given to those with high end charter experience. Must be willing to work days, nights, weekends, and holidays. Must be willing to work as either Captain or Mate depending on scheduling requirements. Must be able to be flexible with hours per week during off peak times.

Starting Salary Range of CI\$10-\$11/per hour depending upon experience and qualifications. plus tips. Statutory benefits

For candidate to be considered you must provide applicable certifications and a current Police Clearance.

Please send resume to:
Human Resource Manager
10 Market Street #556
Cayman Islands, KY1-9006
Email info@caymanluxurycharters.com
No phone calls please



Boat Crewmember / Watersports Assistant

The applicant must extensive knowledge of boat handling and safety. Must be extensively familiar with the operation of luxury vessels up to 50' and have the ability to teach others the same. Applicant must have full knowledge of PWC operation and be able to instruct guests in their use. Must also be Red Cross certified and have a clean police record and be willing to submit to random drug testing. Superior customer service is a must with preference given to those with high end charter experience. Must be willing to work days, nights, weekends, and holidays. Must be able to accept a varied schedule of available work hours per week.

Starting Salary Range of CI\$8-\$9/per hour depending upon experience and qualifications. Plus tips. Statutory benefits

For candidate to be considered you must provide applicable certifications and a current Police Clearance.

Please send resume to:
Human Resource Manager
10 Market Street #556
Cayman Islands, KY1-9006
Email info@caymanluxurycharters.com
No phone calls please

Invitation to Caymanians Only

Caymanians are invited to invest in a proposed business venture which will purchase residential real estate in the Cayman Islands. The intention is to acquire a South Sound property for lease to third parties.

The venture requires a minimum investment of CI\$1 million of the total capital investment of approximately CI\$1.67 million to purchase the real estate. The ability to provide additional capital for future property maintenance, repairs and renovations is mandatory. Interested investors should be able to supply capital immediately to acquire shares with further capital injections to follow. Caymanians who are interested should indicate in writing the percentage at which they wish to participate and provide written evidence from a financial institution within the Cayman Islands that they have the necessary readily capital available to make their proposed investment.

Applications should be accompanied with a biography of the applicant including a summary of any experience in similar real estate investments and their success history together with full contact details. In the event that Caymanian investors amount to less than 60% of the proposed business, an application will be made to the Trade and Business Licensing Board for a Local Companies (Control) Act Licence and a Trade & Business Licensing Act Licence.

Please apply by or before 3 November 2023 to:

Real Estate Investment (Ref: 7305)
C/o Stuarts Humphries
P.O. Box 2510
Grand Cayman KY1-1104
Cayman Islands
Email Buck.Grizzel@stuartslaw.com; Tel. no. 1-345-814-7919

With a copy to the
Secretary, Trade & Business Licensing Board
Department of Commerce and Investment
1st Floor, Government Administration Building
133 Elgin Avenue, George Town,
Grand Cayman, Cayman Islands

Advertise
your **JOBS** here

FAST
EFFICIENT
AFFORDABLE

Only 48 hours'
notice required
Call 916-2000

Linesman Required

Caribbean Marine Services Ltd owns and operates 18 vessels that ferry between 350 and 80 passengers per vessel. The company is seeking to recruit Linesmen to work during the up-coming cruise ship season.

Ideally we are looking for someone who is fit and healthy, who has experience working with larger vessels and lines. The knowledge of rope handling would be advantageous. Early morning starts and weekend work will be required. Starting salary will range CI\$9.00-\$10.00 per hour based on experience.

When applying for this post, please include a recent resume and references, and submit to:

Operations Manager
P.O. Box 1376
Grand Cayman
Cayman Islands
BWI
KY1 – 1108
cms@caymantenders.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

National Cement Ltd. T/A Kirk Concrete

National Cement Ltd. T/A Kirk Concrete is looking for a motivated **Concrete Sales Representative** who enjoys working as part of a team to provide excellent customer service to its customers. The sales representative must have proven knowledge of ready-mixed concrete and concrete related products in order to communicate effectively with building contractors and other construction industry professionals as well as individual customers.

DUTIES AND RESPONSIBILITIES

1. Promote and sell ready-mixed concrete.
2. Work effectively with customers and coworkers.
3. Troubleshoot problems that may arise on jobsites.
4. Coordinate job pours with dispatcher, contractor, and individuals.
5. Calculate ready-mixed concrete needed and do price quotes.
6. Perform such other duties as may be assigned.
7. Saturday work required.
8. Excellent time keeping required.

REQUIREMENTS (KNOWLEDGE, SKILLS, ABILITIES)

1. Clean Driver's license.
2. Knowledge of basic concrete mix, strengths, and placing.
3. Knowledge of concrete and cement products and their applications, such as patching material, sealers, anchoring systems, and industrial grouts.
4. Must be computer literate.
5. Must have effective written and oral communication skills.
6. Must have effective mathematics skills including the use of feet, inches and fractions.
7. Must be in excellent physical condition and have the ability to kneel, crouch, crawl, climb, balance, bend, twist and reach.
8. Must have the ability to move/lift up to 100lbs.

SALARY & BENEFITS

The salary for this position ranges from KYD 500 to KYD 600 per week, plus sales commissions, pension and health benefits and two weeks paid vacation.

Applications must be received before November 3, 2023 at Kirk Home Centre reception desk located in Eastern Avenue, George Town.

POLAR BEAR AIR CONDITIONING

T/A APPLIANCE DOCTORS

Invites applications for the following position:

APPLIANCE TECHNICIAN

(Part-Time, 20 hrs. per week)

Key Responsibilities & Duties:

- Diagnose problems & perform repairs on electric & propane appliances
- Install electric & propane appliances
- Perform preventative maintenance on appliances
- Perform brazing, soldering, pipe-fitting & welding
- Liaise with other professionals to facilitate the completion of jobs
- Prepare & present written reports such as: List of Deficiencies & Recommendations, Estimates etc. in an effective manner
- Procure parts inventory – including online orders for overseas purchases
- Supervise apprentices on jobs

Minimum Qualifications/Requirements:

- Certified Appliance Technician
- A min. of 7 years of experience in installing, repairing & servicing appliances
- Computer literate – experience in Google Suite preferred
- Candidates must possess their own trade-related tools
- Satisfactory score on pre-employment testing
- Excellent Customer Service Skills
- Provide Employment References
- Valid Driver's Licence
- Police Clearance
- Candidates must be willing to work flexible hrs. - including weekends and Public Holidays when required

Salary commensurate with qualifications & experience

Range CI\$20 -\$24 per hr. + Incentive Bonuses, uniforms and statutory benefits

Qualified Caymanians, Status Holders & residents with the right to work on the island

submit applications with a detailed resume to:

Email: info@appliancedoctors.ky

P. O. Box 31198

Grand Cayman KY1-1205



CAYMAN ISLANDS
NATIONAL MUSEUM

Summary:

The Director of the Museum position is responsible to provide leadership, vision, and oversight for the operations of the Cayman Islands National Museum ("CINM") in accordance with Board of Control direction, Annual Performance Agreements with the Board and the Museum Law. The Director works through the instruction of the Board in establishing direction and vision for the Museum and will be responsible for the day-to-day implementation of the Board's directives. This includes policy making, finances, professional museum practices, administration and operations, staffing, planning, marketing and public relations, security, physical plant, emergency preparedness, programmes and activities, with ongoing evaluation on how well the institution meets its stated goals and objectives. The Director serves along with the Chairperson of the Board and Museum Press Office as a spokesperson and community liaison for the CINM.

Principal responsibilities:

- To provide inspiring leadership and management for a wide- ranging portfolio of exhibitions and displays in a creative and innovative manner that, aligns with CINM strategic vision.
- To devise and delivering projects, leading cross-disciplinary teams involving key government and external stakeholders, building a network of creative partnerships with artists, guest curators, consultants, community champions, and commercial partners.
- To manage an annual budget of 900,000; and play a major role in driving and achieving income targets for charged experiences, fundraising, donations and membership.
- The role is critical to the delivery of memorable experiences for visitors, building bigger and more diverse audiences and for supporting the development of CINM as a high performing cultural business.
- To ensure all aspects of the physical and records management of the museum's collections are properly handled according to museum best practices and professional standards, which includes accurate and up-to-date record keeping, proper standards of storage, security, risk management, and preventative conservation action.
- To manage all details regarding incoming and outgoing loans and temporary exhibitions, including contractual arrangements, loan agreements, adherence to exhibition contracts, condition reports, photo and archival documentation, and related cataloguing information. Schedules and oversees all shipping arrangements, including the coordination of packing, unpacking, and crating of objects.
- To oversee and manage the computerised collections management system for the Museum. Serves as systems administrator. Ensuring the accuracy and completeness of collections records by reviewing, updating, implementing, and enforcing adherence to data standards. Overseeing systems upgrades and maintaining user licenses.
- To manage collections, archives, collections photography, installations, conservation technician, and library staff. Supervises, evaluates, hires, and trains staff and volunteers as required. Plans, organises, directs, schedules, and executes the work of the Museum.
- To work with Curators, oversees deaccessioning of selected works from the collection according to the Collections Management Policy as required. Documents all aspects of the deaccessioning process, including but not limited to justifications, Board of Trustee approval, and sale or transfer of works of art. Coordinates disposition of deaccessioned works of art. Coordinates sale and disposition of deaccessioned works of art as required.
- To lead the development of policies and procedures related to collections management and care. Develop, maintain, and implement a Collections Management Policy and procedures and ensures that the Policy reflects up-to-date professional museum practices and standards. Produces and revises collections management procedures. Works with Facilities Manager to develop, maintain, and implement a Pest Management Policy and Disaster Preparedness Plan.
- Demonstrate a commitment to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion through respectful communication and cooperation with others through continuous training.
- To represents the Museum positively and professionally to outside vendors and contractors and occasionally tours VIPs or new trustees through storage and collection areas as needed.
- To helps build and expand installation team's technical and professional skills.
- To perform other work as requested.

SUPERVISION OF OTHERS

The Director is responsible for all the staff of the CINM and works closely with a senior management team comprised of the Managers of Collections and Curation, and the Business Manager.

QUALIFICATIONS, EXPERIENCE AND SKILLS

- The Director must possess a minimum of a Bachelor's degree in Business Administration, Museum Studies, History, Curation or a comparable related field. Ten years or more experience in a similar environment with a focus on strong people and managerial skills is preferred.

SUBMISSION DETAILS

- The Cayman Islands National Museum offers an excellent compensation package, 28 days' vacation, including pension and health insurance contributions.
- Salary range for this position is CI\$96,600 – CI \$120,648 (USD 115,000- 143,628) commensurate with qualifications and experience.

Interested parties are required to submit a CV and supporting statement indicating how they meet the criteria no later than November 10th, 2023:

Ref: Cayman Islands National Museum Director

Email: HR@museum.ky

Location: Grand Cayman

Only shortlisted candidates will be contacted.

Caymanian Times

Wednesday
Friday

Advertising Rates



Description	CI\$	Size (inches) W x H
Newspaper Advertisement Full page	750	10 x 13.5
Newspaper Advertisement 2/3 page	650	10 x 8.37 or 6.6 x 13.5
Newspaper Advertisement 1/2 page (horizontal)	450	10 x 6.67
Newspaper Advertisement 1/2 page (Vertical)	450	4.9 x 13.5
Newspaper Advertisement 1/3 page	350	4.9 x 8.37
Newspaper Advertisement 1/4 page	250	4.9 x 6.67
Newspaper Advertisement 1/5 page	150	4.9 x 4.96
Newspaper Advertisement 1/8 page	75	4.9 x 3.25 or 3.22 x 4.96
Newspaper Advertisement 1/16 page (Small)	50	4.9 x 1.55 or 2.38 x 3.25
Newspaper Advertisement (Mini)	5	2 x 1
Front Page Banner	200	10 x 1.5
Inserts	300	
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))
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

CLARENCE FARM

requires a **Farmer**

We operate an environmentally friendly farm and are looking for a potential candidate for this position.

REQUIREMENTS

- Must have at least 5 years of experience in the farming industry
- Must have good knowledge of clearing land for propagation, planting, maintaining and harvesting fruits and vegetables
- must have clean police record
- must have a valid driver's licence
- must be able to work Saturdays and holidays
- must be able to arrive at work promptly at 7am especially on Saturdays
- No smoking, alcohol or drug use while at work

This is a full-time position with benefits including Health Insurance, pension and possible performance bonus.

Salary will be in the range of CI\$350. to CI\$400 weekly.

Caymanians, persons possessing Caymanian Status preferred.

Call 916 – 0465 or email: clarencefaaarm@gmail.com

IMP AGENCY LTD. is accepting job applications from dependable, energetic and responsible individuals to join our team as:

IMPORT COORDINATOR

Computer Skills, Interpersonal skills, Customer Service Experience
 Knowledge in QuickBooks, Problem-solving Skills,
 Have a valid Cayman Driver's License, A clean police Record
 Knowledge in COLS – Customs Online System Portal

Salary Range: CI\$12.50 – 15.00 per hour

EXPORT COORDINATOR

Computer Skills, Interpersonal skills, Customer Service Experience
 Knowledge in QuickBooks, Problem-solving Skills,
 Have a valid Cayman Driver's License, A clean police Record
 5 years minimum experience in a shipping, exports & logistics environment

Salary Range: CI\$15.00 -17.00 per hour

PACKER- HOUSEHOLD GOODS

Minimum 3 years' experience in the packing of household goods
 Good English verbal and written communication skills
 Have a clean Police and Drivers records with a valid group 3 License
 Willing to work holidays, weekends and overtime when needed

Be Strong bodied – heavy lifting is required

Salary Range: CI\$9:00 – 12.00 per hour

Salaries depends on qualifications & experience plus statutory benefits

Email: imp@candw.ky

Associate Dentist Wanted

Must have at least 8 years' experience with focus in cosmetic dentistry, oral surgery, implant surgery, soft tissue procedures and endodontics.

Salary: CI 10k - \$15k/month

Benefits include Pension And Medical Ins.

Please send CV to:

Smile Dental Clinic

PO Box 10116

KY1-1001

Caymanians and Status holders need only apply.

Career Opportunities



CIBC FirstCaribbean is a relationship bank offering a full range of market leading financial services through our Corporate and Investment Banking, Retail and Business Banking and Wealth Management segments through its leading digital banking network and locations across the region. CIBC FirstCaribbean is one of the largest regionally listed financial services institutions in the English and Dutch-speaking Caribbean.

Trust Accountant

Salary - CI\$55,942.00 to CI\$83,913.00

The Trust Accountant completes financial statements (balance sheets, income statements, cash flow statements, etc.) for managed companies and trusts with diverse investment portfolios and various non-portfolio assets, including multi-currency consolidations in many instances

About You

- Minimum of 5 years' experience in accounting firm or major offshore trust operation as a trust accountant
- Capable of working on complex administrative matters
- Sound knowledge of various generally accepted accounting practices
- Good understanding of investment fundamentals
- Diligence, precision, and an ability to work to strict deadlines are mandatory
- Technical accounting qualification, (AAT, CAT or similar designation) or an accounting degree would be an asset

About Our Offer

You will have a challenging, diverse experience with opportunities for professional growth. Our compensation and reward package is attractively structured and performance bonuses are offered.

To apply for this and any other positions, kindly visit <https://www.cibcfib.com/about-us/careers>. Applications with detailed resumes should be submitted no later than **10 November, 2023**.

CIBC FirstCaribbean thanks all applicants for their interest, however only those under consideration will be contacted.



LINKEDIN [cibc-firstcaribbean-international-bank](https://www.cibcfib.com/about-us/careers)



FirstCaribbean
International Bank

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Icoa is in need of a Delivery Driver

- Who has a valid Cayman Islands Driver's License
- Can drive a van and a car
- Has good customer service skills
- Knows the area around Georgetown, West Bay and Industrial Park

Salary ranges from CI\$ 6.50 to CI\$ 7.50 per hour

Pension and Medical Insurance are also provided.

Resume can be submitted to

ICOACAYMAN@OUTLOOK.COM

Icoa is in need of a Kitchen Helper

- Must have a proven experience helping in kitchen settings
- Must show a sound knowledge of food safety standards and procedures
- Has the ability to use kitchen equipment and appliances safely.
- Has good communications skills

Salary will be CI\$ 4.50 to CI\$ 6.00 per hour plus tips and gratuity.

Medical and pension will be provided

Applicants may send their resume to:

ICOACAYMAN@OUTLOOK.COM

S&J COMPANY LTD-T/A FRESH CASH

Is looking for an experienced salesclerk lady, energetic, with excellent appearance, polite and excellent customer service attitude, excellent communication skills and command of the English language, Spanish is a must, as well as 5+ years experience with a POS program, computer literate with an Inventory management program. Knowledge of variety store items and wholesale is a desirable advantage.

To:

-Run on a shifts basis the assistance of sales and packing at a Retail/Wholesale store.

-Do inventory and stocking.

-Opening, cash flows, balance and conciliation.

-Closing, cleaning and any other task from time to time in a very busy and fast pass environment.

Wages will be \$6.00/ hour plus benefits as stipulated by the laws on a 3 months probation basis.

Caymanians or RERC who apply are welcome.

Pls send your Resume, proof of immigration status, and digital full-face picture to:

sigmagroup.ky@gmail.com or s.j.company.ky@gmail.com

Suitable candidates will be shortlisted for interview.



UNIVERSITY COLLEGE CAYMAN ISLANDS

UCCI is inviting qualified applicants for the following position:

Post: Programme Director – School of Nursing

Division: School of Nursing

Salary: KYD \$81,252 - \$109,296 (Grade H) per annum.

Deadline: 15 November 2023.

OVERVIEW

The Programme Director – School of Nursing provides instructional and administrative leadership and support to the programme. The post performs work of considerable complexity including the organization, administration, periodic review, planning, policy development, fiscal management and purchasing for the nursing bachelor programme. The position involves maintaining accreditation of the nursing programme. Work is distinguished by the preparation of skilled healthcare professionals for the community, teaching courses offered in the department where necessary, and supervising full time faculty and adjunct instructors. This position works directly with faculty and collaboratively with the campus academic and student affairs supervisors.

Required

- Master's degree in the field nursing education, administration or leadership;
- 10 years as a nursing educator and 5 years in an administrator capacity
- Registration with or eligibility for registration with the Cayman Islands Nursing and Midwifery Council;
- Sound understanding of current issues, trends, practices and regulations in the nursing profession;
- Proven experience in preparing nursing students towards success in required professional examinations;
- Proven success in recruiting qualified students to a nursing programme;
- Ability to effectively contribute to the direction, leadership and management of the School of Nursing;
- Ability to lead and develop academic staff in teaching, research, projects and professional activities;
- Considerable knowledge of education methods, administration, and current accreditation and licensing procedures.

Responsibilities

- Responsible for the organization, administration, continuous review, planning, development, and general effectiveness of the nursing programme;
- Maintain Nursing programme accreditation;
- Develop and maintain affiliations with clinical agencies and ensure compliance with accreditation standards;
- Develop curriculum and enhance instruction within the Nursing department;
- Prepare and monitor Nursing programme budget, purchase equipment and supplies, maintain student lab and equipment;
- Hire, supervise, mentor, and evaluate Nursing full time faculty, adjunct faculty and skills validators;
- Standardizes and maintains the engagement and involvement of preceptors in the clinical teaching process;
- Directs clinical activities for all year groups of students including assignment and supervision of preceptors;
- Foster community outreach and provide liaison with area schools, business and industry, and public sector to promote, develop and articulate College instructional offerings;
- Design and conduct local area needs assessment for planning programme offerings according to needs.

How to apply:

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

Only shortlisted candidates will be contacted.



We are currently accepting applications for:

IT Technical Analyst

Salary range: CI\$55,000.00 – 65,000.00 per annum.

The IT Technical Analyst will be responsible for onsite IT technical support and answering first-tier service desk calls. The candidate will work in person, over the phone and via remote desktop control to resolve user IT issues. This position is not limited to end user issues but may include proactive work as well, to include desktop patching, Anti-virus updates, and other issues as directed. The candidate will provide technical expertise to end users and system support staff.

Specific Responsibilities include (but are not limited to):

- Log all incidents and service requests and track the same through to resolution.
- Conduct initial diagnosis using documented processes and available tools.
- Ensure customer incidents and service requests are handled in a timely manner by documenting the impact to the customer and by assigning an appropriate priority and target resolution time.
- Open, close, or escalate tickets within service level agreements time frames.
- Ensure incident resolution by maintaining an action plan for incident resolution; by initiating and tracking incident escalations to technical resources, vendors, and so on; and by keeping the customer updated on the status of incident resolution.
- Help resolve end-user and technical problems quickly and effectively.
- Record incident symptoms and status information in a timely fashion in an effort to communicate with and properly use senior IT staff.
- Work effectively with vendors of hardware and application software during problem resolution.
- Troubleshoot PC, printer, application, and basic network issues.
- Configure, test, and deploy Operating system / software (upgrades, hot fixes, and other updates).
- Use of Active Directory to reset user accounts.
- Use of various desktop support tools to include Microsoft SCCM and Workspace One for device and application management as well as Citrix XenApp Center and RDP for user administration.
- Ensure management awareness of major incidents or incidents that are exceeding documented target SLA.
- Update or create documentation as needed. This includes updating any asset tracking system for any appropriate device being received to, or deployed from, the Helpdesk.
- On occasion, the individual may need to lift up to 30 lbs.
- Inventory tracking of IT hardware and software

Qualifications & Experience required:

- **Education:** High school diploma or GED required. Associates degree in a related computer field preferred.
- **Experience:** One (1) year of professional Microsoft operating system support, or customer service a plus.
- **Certifications:** A+ CE or Microsoft MSDST and ITIL Foundations a plus.
- **Computer Skills:** Familiarity with Microsoft operating systems and Office products, and a basic level of understanding of networking.
- **Accountability** - Ability to plan, organize, measure, and coordinate multiple tasks to deliver.
- **Active Listening** - Ability to actively attend to, convey, and understand the comments and questions of others.
- **Critical thinking** - Ability to use thinking and reasoning to gather raw data and process that data into a meaningful form to solve problems.
- **Business Acumen** - Ability to grasp and understand business concepts and issues.
- **Communication Skills Written & Oral** - Must have excellent oral and written communications skills. Able to accurately describe status of business.
- **Conceptual Thinking** - Ability to think in terms of abstract ideas.
- **Negotiation Skills** - Ability to reach outcomes that gain the support and acceptance of all parties.
- **Problem Solving** - Ability to find a solution for or to deal proactively with work-related problems.
- **Customer Focused** - Keeping customer interests' paramount as a key to success. Driven by a commitment to customer service.
- **Tactful** - Ability to show consideration for and maintain good relations with others.
- **Autonomy** - Ability to work independently.

Deadline for receipt of applications is 30 October 2023

A remuneration and benefits package, commensurate with experience.

Benefit package includes - comprehensive medical & dental health insurance, discretionary bonus (post probation completion), Logic products and services and competitive benefits.

Apply online today at <https://logichr.bamboohr.com/jobs/>

Heritage Holdings | SureBuilt Construction Ltd. | Heritage HR Ltd.

PM Development/Construction**SUMMARY ROLE DESCRIPTION**

The **PM of Development and Construction** will provide oversight, coordination and support for various real estate developments and construction initiatives. This role is responsible for managing all aspects of the development process and overall accountability for performance of commercial, industrial, and residential development projects.

RESPONSIBILITIES

- Oversee predevelopment feasibility and due diligence initiatives and vetting variables.
- Participate in the evaluation of project opportunities and preparation of business cases through the Framework for Delivery process.
- Manage and report on the entire development process to ensure that the approved full business case meets or exceeds expectations.
- Ensure development projects are aligned with, and support, the company's vision and can be effectively translated into measurable project plans and actions that strive for long term profitability.
- Review the project plans and specification and comment on the building design, scheduling, possible cost saving measures and potential construction challenges.
- Establish project objectives, policies, procedures, and performance standards within boundaries of corporate policy.
- Stay current with regulatory changes impacting new developments and analyse markets for new opportunities.

REQUIREMENTS

- Seven (7) years of Project Management/Construction/Development experience.
- Degree in a related field to Construction/Project Management/Development.
- 5+ years managing teams.
- In-depth knowledge of market research, data analysis, and purchasing best practices.
- Excellent mathematical, planning, analytical, negotiation and time management skills.
- Understanding of development/management/operating agreements, construction/design contracts and planning/building permit processes.
- Understanding and the ability to work in Revit/AutoCAD/Microsoft Projects/PlanSwift.
- A track record of managing development project teams.
- Strong communication, interpersonal and team building skills with a high degree of integrity and professionalism.
- Proven risk management experience in construction projects.

Salary range: KYD67,200k to KYD94,080 per annum. Benefits meet and/or exceed the Labour Law. Only suitably qualified applicants will be contacted for an interview. Closing date for applications is 1 Nov 2023. Apply here hr@heritageholdings.ky.

POLAR BEAR AIR CONDITIONING

Invites applications for the following position:

AIR CONDITIONING/REFRIGERATION TECHNICIAN**(Part-Time 25 hrs. per wk.)****Key Responsibilities & Duties:**

- Diagnose & repair problems and perform preventative maintenance on Residential & Commercial A-C systems and Commercial Refrigeration Equipment
- Install A-C systems and components
- Wire & commission inverter 25 SEER Systems
- Vacuum A-C/R Systems
- Solder copper tubing
- Perform Air Quality Control
- Wire high & low voltage components
- Provide complete evaluations and written reports such as: List of Deficiencies & Recommendations, Estimates & Proposals, etc.
- Supervise a-c apprentices on jobs

Minimum Qualifications & Requirements:

- EPA/Recognized HVAC/R Certification
- A min. of 7 yrs. of experience & extensive knowledge in the HVAC/R Industry
- Must be capable of servicing Commercial Refrigeration Equipment
- Satisfactory score on pre-employment testing
- Computer literate – experience in Google Suite preferred
- A strong knowledge in mathematics is required
- Excellent Customer Service Skills
- Provide Employment References
- Valid Driver's Licence
- Police Clearance
- Candidates must be willing to work flexible hrs. - including weekends & Public Holidays when required

Salary commensurate with qualifications & experience

Range CI\$20 - \$24 per hr. + Incentive Bonuses, uniforms + statutory benefits
Qualified Caymanians, Status Holders & residents with the right to work on the island

submit applications with a detailed resume to:

Email: info@polarbear.ky

P.O. Box 31198

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CAYMAN ISLANDS

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Red Bay Groves Apartment - Unit #4

Asking CI\$ 375,000
MLS# 416662
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- Immigration and Property Guidance
- Trusts, Wills and Estate Administration

Shelly Perryman-Pollard
Associate

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