



MINISTRY OF HOME AFFAIRS

The Ministry invites applications for the position of:

Commanding Officer Cayman Islands Regiment

Ref: VMHA011-22

Salary: \$103,476 - \$135,768 per annum

The Commanding Officer is responsible for the command, control and administration of the Cayman Islands Regiment (CIR), subject to the Governor's directions. The Regiment primarily aims to provide Humanitarian Aid and Disaster Relief efforts in the Cayman Islands. The post holder is responsible for setting and guiding the strategic direction and priorities of the CIR, developing standing orders and other guidelines for CIR, establishing and maintaining the ethos of the organisation, maintaining military discipline and determining suitable training for full-time staff and reservists. They must ensure the CIR is effectively resourced, trained and professional in order to achieve the broad outcomes of the Cayman Islands Government (CIG) and the strategic objectives of CIR.

Key responsibilities

Strategic Management

- Develop and guide the strategic direction and plan for the CIR and provide leadership and oversight on all aspects of operations.
- Provide and coordinate high-level policy advice and strategies in support of the achievement of the Governor and ministerial aims and objectives.
- Effective use of the Defence Board to provide advice to the Governor on Regiment matters.

People Management

- Maintain a performance management system that establishes a culture of excellence and accountability in the professional performance of employees, in accordance with the Defence Act and Governor's Orders.
- Responsible for the recruiting, selecting, training and career development of all Reservists and full-time staff.
- Responsible for health, wellness, safety and security of all personnel in the CIR.

Budget

- The overall development of a budget for CIR and the oversight of the subsequently allocated operating capital and training budget.
- Contribute to the Ministry's budgeting, financial and reporting functions for the CIR.
- Undertake regular reviews of the outputs and outcomes of the CIR and ensure targets are achieved and there is continuous improvement.

Training and Learning & Development

- Overall responsibility for all training of personnel within the CIR.
- Development of training and succession plans for Caymanian leadership within the CIR.

Deployment and Operations

- Liaise with entities regarding the deployment of the Regiment.
- Serve as a support to cluster teams at the National Emergency Operations Centre (NEOC) during call out for national duty during national events, hazards, and natural disasters.
- Plan, coordinate and/or support disaster mitigation and emergency support exercises.

General Management

- Oversee the general management of the CIR, including all administrative functions such as the collection of statistics, information management functions, etc.
- Ensure robust marketing and public relations strategies, including fostering co-operation and good relations between the Regiment, other Government agencies, the press and the public.

Qualifications, Experience and Competencies

At a minimum, the post holder must have:

- Been Commissioned through The Royal Military Academy Sandhurst, other service or Commonwealth of Nations Equivalent.
- Attained the rank of Substantive Major (or OF-3 equivalent)
- Commanded at Sub-Unit (Company) level in the British Army/Royal Marines/RAF Regiment or similar unit within the Commonwealth of Nations.
- Undertaken a Commanding Officer's Course in the British Army or a Commanding Officer's Course within the Commonwealth of Nations.
- At least 8 years' post-Commissioning experience as an Officer in either the British Army or a defence force that follows a similar doctrine and organisational structure as the British Army.
- Ideally have experience working as part of a Humanitarian Aid and Disaster Relief (HADR) team or National Emergency Operation Centre (or equivalent).

Benefits will be determined in accordance with the Public Service Management Act (2018 Revision), Personnel Regulations (2022 Revision), Public Service Pensions Act (2017 Revision) and the CINICO Health Plan for Civil Servants.

Interested? Visit our e-recruitment site at www.careers.gov.ky for the detailed job description, benefits information and online application process. Role specific questions can be sent to Christine.Rowlands@fcdo.gov.uk or Julian.Lewis2@gov.ky Only shortlisted candidates will be contacted.

Deadline for receipt of applications: Friday, 30th December 2022