



News Item

21 January 2016

CCHL seeks a second group of Intern directors.

In 2014 CCHL established a programme of appointing aspiring directors to the boards of companies in the CCHL group. The first group of eight directors were appointed in June 2014 and a second intake is being sought to participate in the scheme.

Applications are sought from aspiring directors who wish to gain experience by working with the board of one of the Christchurch City Holdings (CCHL) group companies over a period of eighteen months commencing in mid-2016.

CCHL wishes to encourage the development of an emerging group of future directors in Canterbury by providing an opportunity to work alongside an experienced board as an intern director for one of the CCHL companies.

"This is a great opportunity for someone who wishes to make the first step on a governance career journey," said CCHL Chief Executive Bob Lineham.

The positions offered will be unpaid but will offer great experience and help equip those selected to build a governance portfolio. More detail is set out below.

Applications for internship positions close on 19 February 2016 and should be sent to info@cchl.co.nz.

Ends

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About CCHL

Christchurch City Holdings Limited is the 100% owned infrastructure investment arm of Christchurch City Council. It is the majority shareholder of Orion New Zealand Limited, Christchurch International Airport Limited, Lyttelton Port Company Limited, Enable Services Limited, City Care Limited, Red Bus Limited, and EcoCentral Limited.

CCHL Director Internship – additional information

Christchurch City Holdings Limited (CCHL) is a supporter of good governance and has identified the need for the next generation of business leaders to be introduced to the field of governance in the city. In establishing this programme CCHL hopes that it will encourage diversity.

CCHL's approach to diversity is to widen the pool of candidates so that women, younger people, and people from a range of ethnic and professional backgrounds, who have the right skills, have an opportunity to be considered a possible director.

The successful intern will be appointed for a term of 18 months commencing mid 2016. They will be provided mentoring through one of the directors of the company. CCHL will also offer a study scholarship to do an IoD course to the value of \$1000 to be used during the term of the internship.

CCHL hope the applicant will have relevant commercial experience. However previous governance experience is not a requirement. Individuals who might be considered suitable candidates for the intern position could be:

- at a stage in their career where they are looking to enter director roles;
- have a range of skills and sector experience which might include community and public service;
- be motivated to further their business experience, gain an insight into good governance practice and learn about the dynamics of sitting on a board
- eligible to be a company director;
- able to commit the time and properly prepare for meetings, with the support of their employer, if applicable;
- currently in a second or third tier management role or a business owner.

A CCHL sub committee will review the intern applications, interview a shortlist and recommend placements.

The interns will be allocated to a CCHL group company depending on where the subcommittee agrees is the best fit.

The intern position is unpaid, however CCHL hope that the opportunity and experience will be the prime reward.

All interns will go through an induction process similar to that for new directors. They will be provided with relevant background material and board papers. It is expected that the intern will attend all board and subcommittee meetings. The level of commitment required corresponds to approximately 15 - 20 hours per month and includes attending approximately one monthly board meeting, mentoring from an assigned board member, possible training opportunities and networking.

At board meetings the intern will have an observer role. While interns will have no decision making power or voting rights they will be encouraged to participate in meetings by asking questions at the

discretion of the chair. The intern will be covered for indemnity by the group company D & O insurance policy and will be subject to the board's confidentiality obligations.

CCHL hope that in addition to experiencing first-hand the role of a director, the intern will also gain valuable insight into the sector of the group company they are assigned to. As a group company of CCHL the intern will learn about the relationship between the parent company and subsidiaries, and the responsibilities that come with being a council owned entity.

Interns will be expected to provide a short report at the end of their year outlining what they have learned during the year.

Summary of terms:

An induction will be provided.

Attendance at all board meetings and assigned sub-committee meetings in Christchurch.

Observer role with no voting rights.

Unpaid - no payment of director's fees.

Indemnity cover provided.

Confidentiality agreement to be signed.

One year appointment.

Mentoring from another director.

Study scholarship to do IoD course to the value of \$1000.

Preferably Canterbury based.

There is no guarantee that the internship will lead to a permanent directorship as CCHL needs to makes its director appointments on merit and the perceived need on each board at the time a vacancy occurs. However, CCHL will keep the appointee on its database of possible directors and it is hoped that this experience will put applicants in good stead for directors appointments generally in their future career and provide good reference on CV's.