

Internship Programme

Empowering Future Leaders Together



About the Programme

Gain essential skills and
real-world experience
today



This programme has been designed to develop and empower aspiring talent, to become impactful directors on Southland boards. Interns gain invaluable practical experience through immersive placements with local organisations, coupled with mentorship from seasoned directors and targeted workshops. The programme equips participants with the essential skills for board service, including strategic thinking, financial literacy, and risk management.

Through this comprehensive approach, interns develop a deep understanding of governance principles, best practices, and the specific challenges and opportunities facing Southland's organisations. This programme not only cultivates a pipeline of highly qualified future directors but also strengthens Southland's governance landscape by fostering strong and effective boards that contribute to the region's continued success.

Southland Corporate Governance Intern Programme

Enhancing **Skills** and
Future Governance
Career Opportunities

Participating Organisations

The following organisations are providing internships on their boards:

Community Trust South
Great South
Invercargill City Holdings/In'gill Airport
The Power Company

SBS Insurance, SBS Wealth &
Finance Now Limited
South Port

Programme Overview

This 18-month programme aims to offer aspiring directors the opportunity to gain governance experience by serving as a non-voting board member as part of the Southland Corporate Governance Intern Programme.

The intern will actively participate in all aspects of the board's functions, respecting the organisation's constitution and code of conduct.



Southland Corporate Governance Intern Programme

Connecting you with other interns and mentors to **share** your experience

Applicant Criteria

- Work Experience:
 - At least five years of relevant work experience, or a combination of education and experience.
- Governance Interest:
 - A keen interest in governance principles and practices, with a focus on strategic oversight rather than day-to-day management.
- Geographic Location:
 - Must be based in Southland, New Zealand.
- Financial Literacy:
 - Possess a basic understanding of financial concepts and terminology.
- Training:
 - Attended the "Mastering Corporate Governance Workshop" or a similar training program.
- Application:
 - Must submit a formal application, following the specified guidelines.

Additional Considerations

- Applicants from diverse backgrounds and experiences are encouraged to apply



Application Process

- Complete online application
 - Submit Cover letter and C.V
 - Select preferred entities
- SCGIP Committee will review applications and pass on to relevant entities to complete next steps
- The selection process is managed by the relevant entity and may include interviews, assessments, or reference checks.
- Appointment of the intern is at the discretion of the entity

Southland Corporate Governance Intern Programme

Building a **pipeline** of future talent on Southland boards

Remuneration

- This is an unpaid internship. Offers great opportunities for development and experience.

Programme Structure

Over the 18 months Interns will receive a mix of practical experience and learning.

- Interns attend all full board meetings and alongside their assigned mentors.
- Interns will be assigned to multiple board committees throughout the programme and will attend committee meetings to gain diverse perspectives.
- Initially observe board dynamics, communication styles, and decision-making processes and gradually increase participation throughout the programme
- Each intern is paired with a dedicated mentor, usually the board chair and will rotate to other mentors as directed for additional support throughout programme.
- Frequent meetings with the mentor to discuss board dynamics, development and committee work.
- Receive in-depth guidance and feedback on critical thinking, effective communication, and strategic analysis within a board setting.
- Attend bi-monthly Southland Corporate Governance Intern Programme meetings with other interns.

Bi-Monthly Meetings

Interns will attend bi-monthly meetings with guest speakers, these will be rotated and hosted with the different organisations or at the host organisation, SBS Bank. We will complete a wellbeing or leadership style activity based on feedback from mentors as to where there needs to be a professional uplift.

Mentoring

Mentoring will be a big part of the programme and provide the intern the opportunity to learn from the experience and qualifications of directors. The board chair will take overall responsibility for mentoring but may seek input from other directors. Experience of directors acting as mentors will vary throughout the organisations.

Southland Corporate Governance Intern Programme

Designed to provide **valuable** experience and insights into the world of corporate governance

Programme Evaluation and Feedback

During the course of and at the end of the programme, mentors will be required to assess and evaluate their intern.

Feedback will be given to intern as to performance and development areas.

Receiving an internship position does not guarantee a board position at the end of the programme.

Travel and Accommodation

If interns are required to travel to Board meetings any travel and accommodation costs will be at the cost of the individual organisation.

IOD Associate Membership Fee

As part of intern's personal development, the associate membership fee with Institute of Directors be paid for during the programme by the individual organisation.

Time Commitment

The time commitment for the intern programme will vary depending on the specific organisation and board. Interns can expect to spend time attending regular board and committee meetings, reviewing board papers and materials, participating in training and development activities, and engaging in mentorship sessions.

Please note that the frequency of meetings, the complexity of board materials, and the level of involvement required may differ from one organisation to another. It is essential for interns to be prepared to dedicate a significant amount of time to the programme, balancing their internship responsibilities with their other commitments. This should be discussed with the organisation prior to accepting an interview.



Timeline of Events

Key Dates for Participants

- The next programme will launch with the workshop 29 & 30 September 2026.
- Applications will open for the next intake after the workshop at the beginning of October 2026.
- Programme 2 will commence in February 2027 for a period of 18 months.

For Further Information Please Contact



Nicola McAra
nicola.mcara@sbsbank.co.nz