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# Director Appointments

# Associate Directors

* Experience governance best practice first hand
* Grow your strategic and leadership skills
* Contribute to sustainable growth
* Join the next generation of governance

**About the Opportunity:**

Christchurch City Holdings Limited (CCHL) in conjunction with the subsidiaries and wider group, is seeking applications for its 2026 Associate Director (AD) Programme, an 18-month initiative designed to strengthen governance capability and develop the next generation of governance leaders within Ōtautahi Christchurch. The AD Programme is part of a broader range of activities across the CCHL group of companies to enhance and grow leadership capability.

Nine ADs will be appointed to the group company boards, providing participants with first-hand governance experience at a strategic level.

In parallel, ADs will take part in a structured Cohort Programme which will combine boardroom practice with mentoring, reflection, and professional development. The Cohort Programme will provide a disciplined framework to enhance governance skills and leadership effectiveness.

**The Host Companies**

CCHL is the commercial and investment arm of Christchurch City Council. Established in 1993, CCHL holds the Council’s shares in key infrastructure and service organisations critical to the regional economy.

The Host Companies for the 2026 AD Programme are:

* CCHL
* Christchurch International Airport
* ChristchurchNZ
* Citycare
* EcoCentral
* Enable Networks
* Lyttelton Port Company
* Orion New Zealand
* Venues Ōtautahi

Together these businesses drive Christchurch’s prosperity, guided by CCHL’s mission:

*“Supporting the future growth of Christchurch by investing in key infrastructure assets that are commercially viable and environmentally and socially sustainable.”*

**The Ideal Person**

We are seeking emerging leaders who are already on a governance journey and are committed to develop their capability and contribute to the future of Christchurch.

ADs will be committed to fully participate in the Cohort Programme, undertaking structured professional development and self-directed learning, contributing constructively to governance discussions and maintaining confidentiality, professionalism, and high ethical standards at all times.

In addition, you will bring:

**Experience and Skills**

* Currently be in a senior leadership role, specialist advisor, or SME owner/CEO.
* Have strong commercial and business acumen.
* Be a clear and confident communicator, able to engage constructively at board level.
* Proactive, self-assured, and able to work effectively with mentors.
* Connected to, and engaged with, the wider community.

**Motivation**

* Be committed to strengthen your leadership skills and broaden governance experience.
* Be civic-minded, with a desire to contribute to Christchurch’s economic and social prosperity.
* Some governance exposure (e.g. NFP, trust, small board) is beneficial but not essential.

**Professional Development**

* Have a growth mindset and willingness to learn, open to mentoring and feedback.
* Be committed to your own development and applying your skills to board discussions.

**Commitment**

* Be available for an 18-month placement, with strong attendance and preparation for board and committee meetings.
* Complete IoD courses and actively participate in the Cohort Programme.

You must be based in the Christchurch, Waimakariri, Selwyn area.

If you have a preference, please indicate up to three companies, and outline why in your cover letter. This will help contribute to successful placements.

**This is an unpaid role.**

Candidates can apply, in strict confidence, online at [www.sheffield.co.nz](https://www.sheffield.co.nz/Job-Search)

To apply by email, please attach your **CV** and **completed application form** and send to [cvchc@sheffield.co.nz](mailto:cvchc@sheffield.co.nz) quoting 8997aa. Applications close on 10th October 2025.  Emails will be electronically acknowledged, and further correspondence may be by email.

[Click here](https://www.sheffield.co.nz/Portals/0/Jobs/Documents/8997%20Final.pdf) to view the Candidate Briefing document.

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For more information please phone Louise Green on +64 3 353 4367 or Jane Pollitt on +64 3 353 4354.