



# 360°

# MENTORSHIP

The graduate programme  
with a difference



PORTS OF  
AUCKLAND  
TĀMAKI HERENGA WAKA

# Working for Auckland, Kia Kaha, Kia Maia

'GIVE OF YOUR BEST, BE  
CONFIDENT IN YOUR ABILITY'

Does this resonate with you? If so, read on...

It doesn't matter who you are, where you come from. The ability to triumph begins with you – always.

OPRAH WINFREY

You get from the world what you give to the world.

OPRAH WINFREY

Coming together is a beginning; keeping together is progress; working together is success.

HENRY FORD

To expect the unexpected shows a thoroughly modern intellect.

OSCAR WILDE

The measure of intelligence is the ability to change.

ALBERT EINSTEIN

The world we have created is a product of our thinking; it cannot be changed without changing our thinking.

ALBERT EINSTEIN

I'm a great believer in luck and I find the harder I work, the more I have of it.

THOMAS JEFFERSON

The will to persevere is often the difference between failure and success.

DAVID SARNOFF

When your goal is to gain experience, perspective, and knowledge, failure is no longer a possibility.

SOPHIA AMORUSO

Real integrity is doing the right thing, knowing that nobody's going to know whether you did it or not.

OPRAH WINFREY

Success occurs when opportunity meets preparation.

ZIG ZIGLAR

# Welcome from Tony

**Thank you for considering the Ports of Auckland 360° Mentorship Programme. Our vision at Ports of Auckland is Working for Auckland, Kia Kaha, Kia Maia – give of your best, be confident in your ability.**

This reflects our commitment and contribution to our employees, the community and economy.

Ports of Auckland has grown together with the City of Auckland on the Waitematā Harbour for over 175 years.

We play a vital role in New Zealand's economy, delivering things Kiwis need and enjoy. Nearly three-quarters of our inbound cargo is for Auckland – although we are increasingly expanding our footprint in the regions in order to reduce costs and create efficiencies for importers and exporters, as well as creating a more sustainable supply chain.

We are New Zealand's busiest container port, a tourism hub and the most efficient port in Australasia. Opportunities within our business are diverse and exciting. Our people are good at what they do and investment in our team has resulted in innovation,



new technology and equipment and processes that are changing the way we do business and enabling us to achieve world-class productivity.

We recognise that in order for those coming into our business to thrive and help deliver on our vision, we need to provide the right environment and learning experiences. This is why we have developed the Ports of Auckland 360° Mentorship Programme.

This programme will enable and support the development of your potential, leveraging your academic studies and / or industry experience by providing development opportunities that are designed to instil the knowledge, skills, confidence and versatility that you will need to build a successful career and influence the business landscape of the future.

Kia Kaha, Kia Maia.

**Tony Gibson**  
Chief Executive Officer

# 360° MENTORSHIP programme

POWERED BY PORTS OF AUCKLAND

The Ports of Auckland 360° Mentorship Programme offers successful applicants the opportunity to join a dynamic work environment with exceptional opportunities to build your technical skills, knowledge and gain valuable experience with New Zealand's leading port.

At Ports of Auckland, we are committed to fostering diversity of thought and innovation across every level of our business. We achieve this by creating reciprocal mentoring opportunities – where you will be mentored and also mentor others; including the person who is mentoring you. We are looking for people who want to help us build a diverse, collaborative and innovative culture.

You'll get the chance to leverage your academic studies and / or industry experience with a multifaceted professional development approach including active exposure to core port infrastructure, operations and collaborative partnerships that will develop both you and others.

The two-year programme is designed to deliver a breadth and depth of knowledge across the organisation and the wider supply chain, through a rotation-based system in active roles.

The programme is a fantastic opportunity to transition into a rewarding and challenging industry and career.

# It's your opportunity to be part of:



**AN INNOVATIVE & CREATIVE BUSINESS** – Every person within our organisation is tasked with conceiving and envisioning new and unconventional possibilities, making connections between what is, and what could be, in order to make our business more successful.



**A COMMITTED WORKFORCE** – Be part of a team that has a strong work ethic as well as the commitment and enthusiasm to overcome challenges and setbacks to achieve goals and objectives.



**HELPING TO CREATE A MORE SUSTAINABLE FUTURE FOR AUCKLAND AND NEW ZEALAND** – By seizing the opportunity to contribute to the on-going development of a sustainable supply chain infrastructure for Auckland and the wider regions.



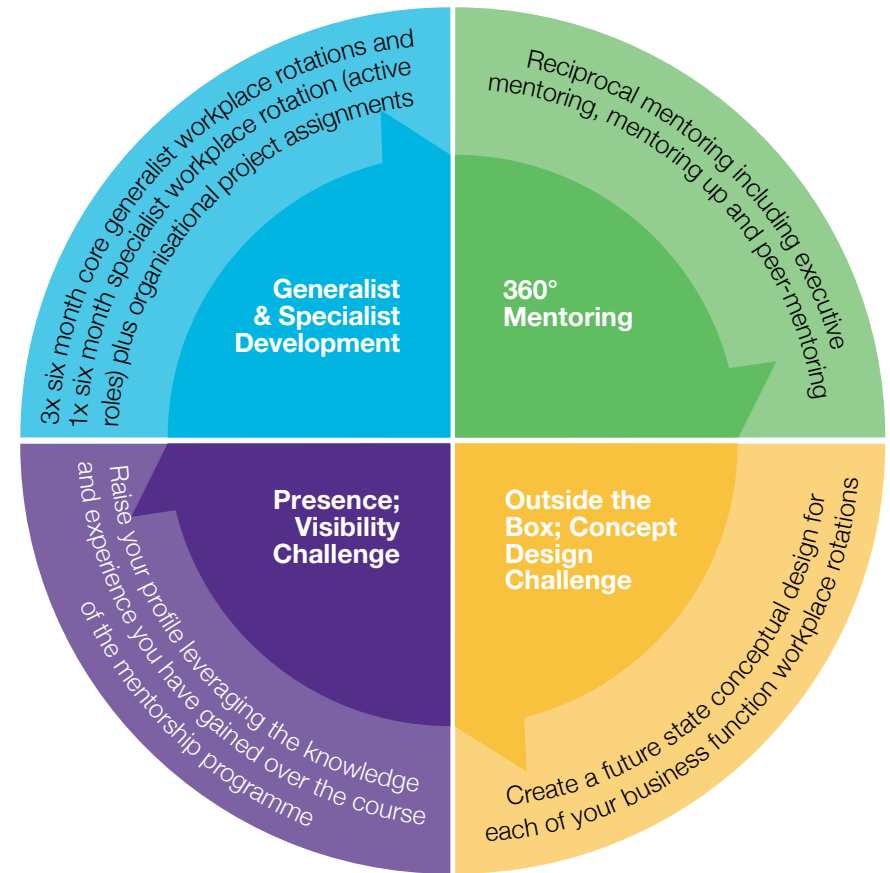
**DISCOVERING NEW THINGS** – We value new ideas and we specifically look for employees who can take information and turn it on its head in order to understand the relationship between different things, how they work and how they could work going forward.



**A TEAM** – You'll have the opportunity to be part of a close knit team that values and demonstrates patience and consideration for those around them.

# Programme dimensions

**THE PORTS OF AUCKLAND 360° MENTORSHIP PROGRAMME IS APPLIED ACROSS FOUR BUSINESS AREAS**





# Working for Auckland, Kia Kaha, Kia Maia

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## Programme structure



360° Mentoring & Partnership for Performance  
 Out of the Box; Concept Design Challenge  
 Presence, Visibility Challenge



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