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## Graduate Leadership Development Programme

Telecom's Graduate Leadership Development Programme is designed to develop the specific skills and abilities of individual graduates while providing them with a broad view of how our business operates and where they might like to develop their careers within it. The key elements of our programme include:

- Managed role rotations throughout the business
- Allocation of a senior business mentor
- Regular structured training and development sessions through the programme

Each year we bring onboard up to 10 graduates to participate in our Graduate Leadership Development Programme. The programme runs for 24 months and during this time each graduate is placed in three or four jobs across our group of companies - all with real accountability and responsibility. To see the types of roles previous programme participants have been involved in see the 'Exactly what will I be doing' page.

### Induction

Initially, you'll participate in an induction session giving you and the other graduates:

- a full overview of our business and the wider industry
- the chance to meet the heads of our key business units to gain an insight into their view of the challenges and opportunities they face
- the chance to meet and talk with current and past graduates

### Role Rotations

You'll be placed into a role within the business tailored to your specific skills and areas of interest. Your role rotations are all about stretching you - you'll be placed in areas you never would have thought of before entering the programme, and perform tasks you've never trained for. It is all designed to give you a better understanding of broad business tasks - and to see what you're really capable of!

For more information about the type of work you'll be doing on the programme you can read what previous Graduate Leadership Development Programme participants have done.

### Development and Training

Ongoing development is a key part of our culture at Telecom. Every graduate will be paired with a mentor from our senior leadership group who will provide advice on how to succeed and develop within Telecom.

You'll also take part in monthly progress checks with your line manager, and have more formal reviews of your performance and development each quarter.

You'll receive formal ongoing feedback as to how you are performing in your roles as well as ongoing career development guidance. There will also be up to three training courses a year as part of the programme to develop your skills in areas such as:

- managing people
- persuasive presentation
- influencing others

After your two years on the programme you'll be able to develop your career in the same way as all Telecom employees. Based on your experiences you can decide on the area within the business you'd like to specialise in.

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## Who we're looking for

If you're contemplating Telecom's Graduate Leadership Development Programme you're likely to want the best possible grounding for a career you want to take as far as you can.

We look for graduates from a wide range of disciplines. As an Information and Communication Technologies company obviously we're interested in those with specialist skills in information systems and technology as well as those with generalist business skills - but this is not a pre-requisite, and most importantly we're looking for courageous and optimistic people, with the talent and ambition to go far in the world. You will need to meet the following criteria:

- Be finishing your degree or post graduate qualification, or have graduated in the 12 months preceding the year you'll start the programme
- Be a New Zealand or Australian citizen or hold a New Zealand work permit
- Ideally, you'll have a B+ grade average or better - if you don't meet this requirement, you can still apply for the many other opportunities there are for graduates at Telecom outside of the Graduate Development Programme

You must be flexible and capable of responding to a diverse range of business challenges with energy and a strong desire to achieve the best. You'll want to face these challenges because of your personal desire to learn as much as you can about your work in our business.

Most importantly though, we're not looking for people with the highest grades or the most academic awards - what will distinguish your success is how you fit in with our team.

We're a Kiwi company by nature! At the heart of what we do, we're focused on Connecting New Zealanders. Our people act with openness and integrity and value respect and care for one another. They are committed to achieving shared goals and keep our customers at the heart of what they do, delivering to their promises.

If this sounds like you, we'd love to hear from you.





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## Telecom Graduate Programme benefits

Telecom provides its people with plenty of great benefits.

### Remuneration

We have a performance culture and will offer you a competitive salary, which will be reviewed after your first year. We recognise and reward performance and as a result all of our employees are also eligible for performance bonuses which reflect the success of individuals and the company as a whole.

### Access to our products and services

As an Information and Communication Technologies company we want our people to be using our products and services so they know them as well as all our customers do. So you'll receive:

- A free residential phone line for your home with fantastic national, international and home to mobile calling rates
- Free Telecom Broadband Go monthly access, or the option of allocating the value towards another Telecom Broadband plan

OR

- A TotalHome Package - Free residential phone line for your home with an unlimited number of national landline calls, for up to two hours per call and 10GB Broadband

PLUS

- A new Telecom Mobile handset
- A monthly \$50 concession for you to spend on other Telecom products or services of your choice

**The range of other benefits at Telecom includes:**

- Several special schemes from Southern Cross Health Insurance
- The Telecom Employee Share Scheme
- The opportunity to purchase surplus Telecom vehicles at great prices
- Great parental leave
- Generous sick and bereavement leave
- Employee Assistance programme - an independent organisation who offer professional and confidential counselling assistance
- Involvement with Marram - a registered charitable trust enabling healthcare financial assistance and quality, low cost holiday accommodation throughout New Zealand
- Plus many preferential rates and discounts in conjunction with partner companies

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