

**SUBMISSION FOR BOARD ENDORSEMENT AND APPROVAL FOR ROLL-OUT
EFFECTIVE 01st DECEMBER 2025**

ANGSL Board of Directors Internship Program

1. Introduction

Air Niugini Savings and Loan Society (ANGSL) is committed to strengthening leadership capacity, improving governance standards, and fostering internal talent development. To support these objectives, ANGSL proposes the establishment of a Board of Directors Internship Program aimed at high-performing professionals within the society who demonstrate leadership potential and an interest in corporate governance.

2. Purpose of the Program;

- 2.1 The program is designed to:
- 2.2 Build a pool of future leaders familiar with ANGSL's governance and operational frameworks which will form the basis for succession planning and business continuity.
- 2.3 Upskill interested staff in board processes, financial oversight, and strategic decision-making.
- 2.4 Encourage broader staff engagement in ANGSL's mission and long-term sustainability.
- 2.5 Promote transparency and good governance by exposing staff to Board operations.

3. Program Objectives

- 3.1 Provide selected interns with practical exposure to Board-level discussions and deliberations.
- 3.2 Enhance understanding of key governance documents, including the Constitution, By-laws, prudential standards, and regulatory obligations under the amended Banking Act.
- 3.3 Strengthen corporate governance culture across the organization.
- 3.4 Enable succession planning for future Board and management roles.

4. Eligibility Criteria

Applicants must:

- 4.1 Be current, permanent employees of Partner Organisations.
- 4.2 Demonstrate strong performance and leadership potential.
- 4.3 Have no outstanding disciplinary matters.
- 4.4 Show interest in governance, leadership, or finance.
- 4.5 As a minimum be in Supervisory Capacity and working towards Management capacity
- 4.6 Management Experience would be an advantage
- 4.5 Receive supervisor endorsement.

5. Selection Process

- 5.1 Call for Applications – Circulated via internal communication channels.
 - 5.2 Submission of Expression of Interest (EOI) – Including CV and brief motivation.
 - 5.3 Screening by HR and ANGSL Management.
 - 5.4 Panel Interview – Conducted by ANGSL Management and a Board representative.
 - 5.5 Final Endorsement – Approved by the ANGSL Board.
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6. Internship Structure

6.1 Duration

Ongoing depending on performance and Board schedule with the intention to take up Board Vacancy Roles upon meeting the Regulators Fit and Proper Criteria and successful completion of the 6-month internship program.

Key Components

6.2 Board Meeting Attendance (non-voting observer)

6.3 Shadowing Committee Meetings – Credit, Audit & Risk, HR & Governance.

6.4 Governance Training – Covering:

6.5 PNG prudential standards

6.6 ANGSL constitution and by-laws

6.7 Financial literacy and P&L interpretation

6.8 Risk management

6.9 Mentorship – Each intern will be paired with a Board member.

6.10 Project Assignment – Interns must complete a governance-related mini-project.

7. Roles and Responsibilities

Intern Responsibilities;

7.1 Maintain confidentiality and professionalism.

7.2 Prepare meeting papers in advance.

7.3 Participate actively in discussions when invited.

7.4 Complete assigned project and present to the Board.

ANGSL Responsibilities

7.5 Provide orientation and governance manuals.

7.6 Ensure interns receive adequate support.

7.7 Evaluate intern progress.

7.8 Issue certificate of completion.

8. Expected Outcomes

8.1 Increased governance literacy

8.2 Stronger alignment between ANGSL operations and professional employee expectations.

8.3 Creation of a pool of trained governance-ready staff for future Board or management roles.

8.4 Enhanced transparency and staff engagement in ANGSL strategic direction.

9. Monitoring and Evaluation

9.1 Monthly mentorship check-ins.

9.2 Mid-term review report.

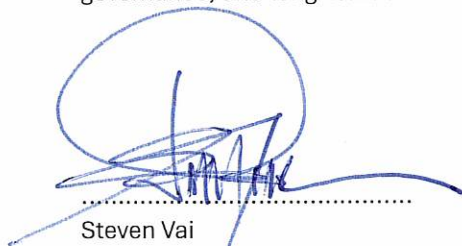
9.3 Final evaluation and presentation.

10. Implementation Timeline

- 10.1 Month 1: Program launch and call for EOI
- 10.2 Month 2: Selection and onboarding
- 10.3 Month 3–8: Internship activities
- 10.4 Month 9: Evaluation and certification

11. Conclusion

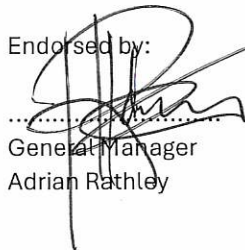
The ANGSL Board of Directors Internship Program is a forward-looking investment in leadership development, governance strengthening, and succession planning. By engaging capable staff from Air Niugini & Partnering organisations, ANGSL reinforces its commitment to transparency, strong governance, and long-term sustainability.



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Steven Vai
Board Chairman – Sponsor

This Day ²⁵...../...11...../...2025...

Endorsed by:



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General Manager
Adrian Rathley

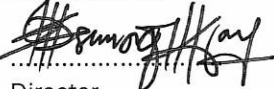
Approved by:



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Independent Director
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