



Level 20 Career Portal

June 2025

Agenda

01 / Welcome and introduction

02 / Career Portal Overview

03 / Expanding outreach engagement

04 / Next steps

05 / Q&A

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01

Introduction

Career Portal Overview

Aims of the Careers Portal

The Career Portal aims to fill a gap in information that women experience in university education and their early careers.

Future Strategy

Early-career professionals and career transitioners

New to PE/VC

Resource Bank

A public, one-stop-shop

Journey

From information to “I want to work in PE/VC!”

Scale

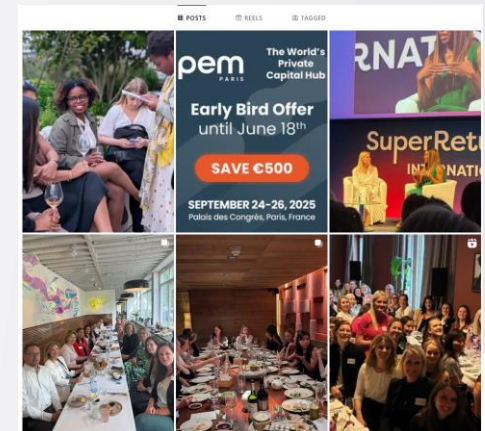
Firms are too small to provide the level of resource needed

Pre-qualify good recruitment targets

Social Media



@level20_pevc



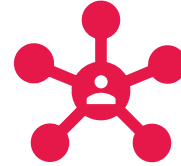
Feedback

Themes of member focus groups



Access to information

- PE/VC info is paywalled
- What is good content?
- Misconceptions reinforced by current info



Access to networks

- Ability to access Level 20 membership and networks valuable
- Need to promote the opportunities we provide



Access to role models

- Individuals want role models
- What career path can I have?
- Level 20 USP

Feedback

Themes of sponsor working group discussions



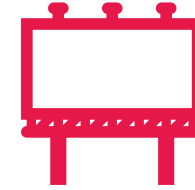
Access to role models

- Discussed how difficult it is to effectively engage the dual target audience of students and young professionals.
- Reflected importance of social media and engagement of other organisations (universities etc) to ensure continuous and repeat engagement with the site.



International by design

- Seen as very important to add resources that represent non-UK Chapters.
- Requested non-English language resources. Recognition this may be later stage, and that we will need chapter and firm support.
- International sponsors open to supporting liaison with international universities.

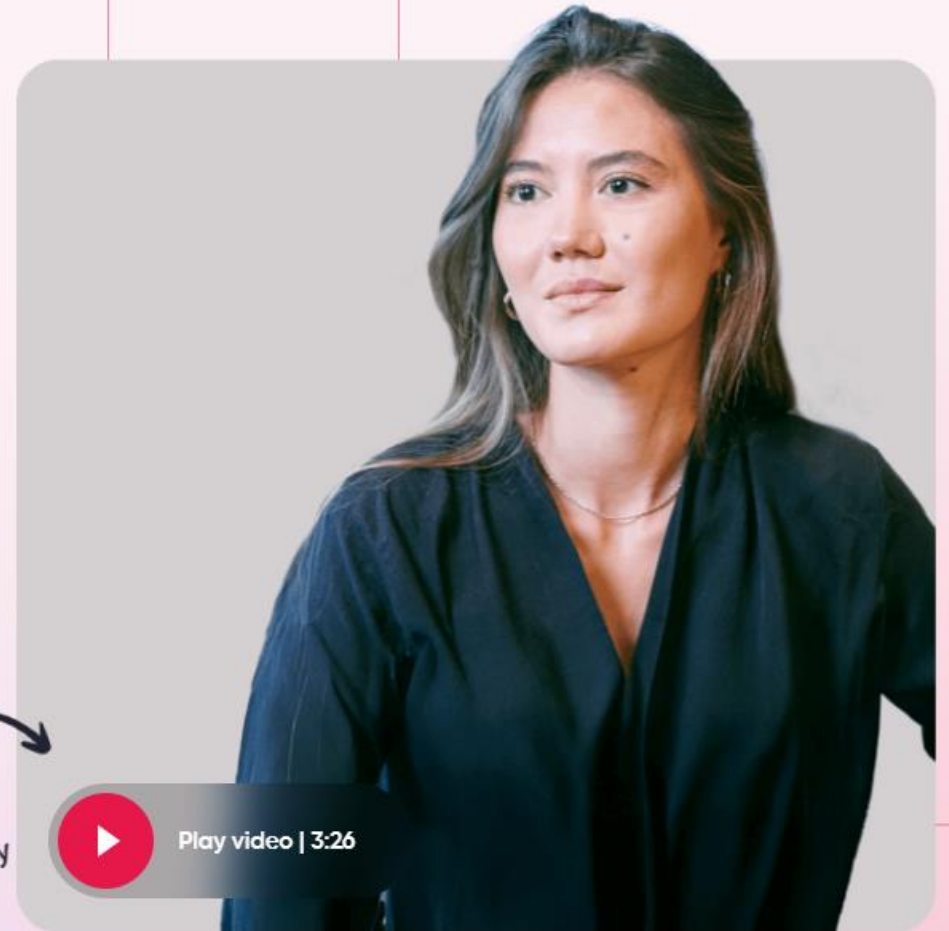


Internships Page

- The refresh will increase awareness of ability to post opportunities.
- Importance of being international and searchable.
- Some want end to end tracking and detail about users, but others recognised the difficulties of that.

Take the next step in your private equity journey

Hear
Sophie's story



Expanding outreach & engagement

How to use the Career Portal to your advantage

We encourage you to take advantage of this platform to highlight opportunities within your firm and actively engage with aspiring candidates.

New Starters

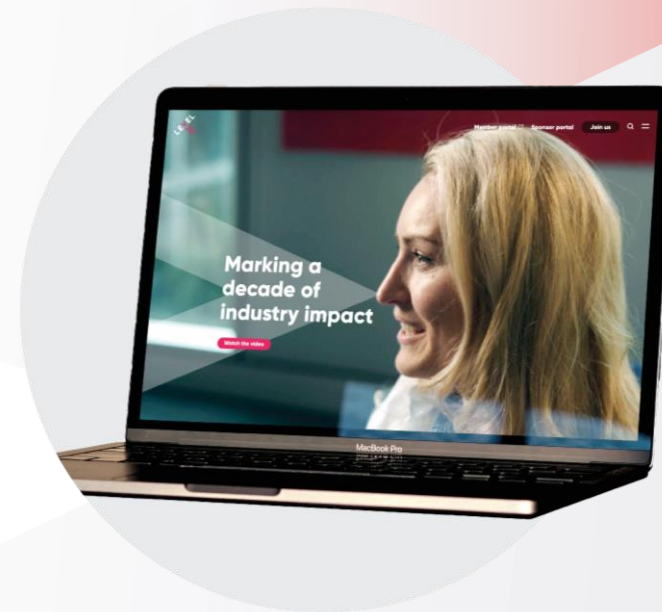
Helpful resources to include in your onboarding processes.

Internships

Highlight opportunities within your firm.

Volunteer

Resources or emerging talent team members.



Q&A



Sarah Fennell
Head of Industry Impact
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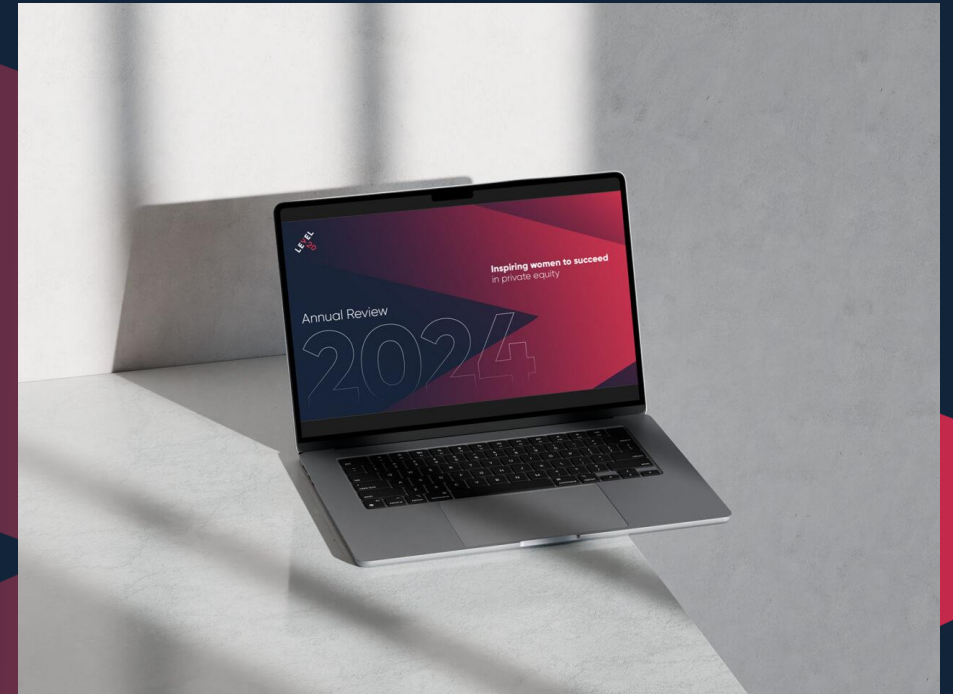
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Thank you

If you have any questions,
please do contact the team



Have you seen the Level 20 Annual Review 2024?

Find it online [here](#)

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Appendices

Annual Review 2024

Level 20's 2024 annual review showcases our impact and reach across Europe and beyond.

- > Mentoring analysis for the UK and international chapters **2015-2022 shows 89%** of UK 1-to-1 mentees and **88%** of all mentees are still in the industry. Additionally, **33% of UK 1-to-1 mentees** and **27% of overall** mentees have been promoted to Partner.
- > Level 20 published a first of its kind report on **family leave policies** and practice in private equity and venture capital across Europe. Alongside this, we produced the 2nd edition of **European gender diversity report** and the first **female investment professional in private equity report in the US**.
- > Level 20's ran **35 outreach** events with **1,720** students and early career professionals in attendance.
- > We continue to work with our sponsor community, providing resources and **forums to discuss best practices** and practical actions firms can implement. This includes running 12 sponsor events with over **272 HR, DE&I and senior leadership professionals** in attendance.
- > Since October 2023, the percentage of full members (employees of GP and LP firms) has **grown by 8% across the UK and international chapters to over 4,000**. Overall membership has grown by **14% to over 6,500**, as we continue to attract new members across our membership types.



Our expanded CEE chapter represents the Baltics, Czechia, Poland and Romania and launched in March this year.



This year we reached a big milestone as the CEE chapter was finally inaugurated. This is another important step towards sharing Level 20's ideas across Europe.

Agnieszka Pakulska
Chair, Level 20 CEE

Our Belgian chapter has just marked its first anniversary, after launching in September 2023.



We have taken great strides as a chapter in our first year of existence, more than doubling our membership base and creating meaningful, sustainable connections between the women in the industry in Belgium. For the next phase of our journey we plan to increase our focus on outreach. We are confident that we can make a change for the better.

Charlotte Vanden Daele
Chair, Level 20 Belgium

Click [here](#) to access the Level 20 Annual Review 2024.

How can sponsors be involved in Level 20 initiatives?

There are many ways our sponsors can work with us across initiatives. Here are some examples.

- > **Encourage individual membership at your firm** – we can support with member presentation decks and other resources.
- > **Attendance at our roundtables and events** online and in-person, and engage with the sharing of ideas and resources.
 - If a contact is not free, the event can be delegated.
- > **Engage with our resources in the Sponsor area**, and **give us feedback!**
 - Use the Level 20 Framework and Roadmap, and our European benchmarking tool. Where are you as a firm?
- > **Enable volunteering** on Level 20 members' committees. Our chapters are always looking for new volunteers, and we welcome sponsor employee involvement.
- > **Take part in our research.** Upcoming research to participate in includes contributing **local market data on Family Leave**, and participating in **future data focus groups**.
- > **Nominate mentees and mentors** for the mentoring programmes across Europe (in the Spring).
- > Participating in our **insights internship programme** in partnership with GAIN.
 - This programme is planned to expand from just the UK to Sweden from 2025-26.
- > **Advertise your internships** on our website.
- > Take part in our **Careers Portal working group**.
- > Have your team **participate in Outreach events** such as panels and speed networking (depending on chapter activities)
- > **Highlight your women** in our campaigns (Inspiring Women, Outreach) and on panels at our events.

Outreach membership

Associate members have **access to many of the same resources as Full Members**, with tailored events for those looking to **enter PE and VC**. We also work with universities, recruitment firms and VCAs on events.

Recent events include:

- **Workshops to develop essential skills and knowledge on topics such as:**
 - Modelling skills
 - Interviewing well
 - Commercial case studies
- **Speed networking to develop relationships and insights**
- **Insights panels to hear about career paths, trends and advice**

They also get **access to the member portal** and **regular member newsletters** which highlight our upcoming events, research launches, other initiatives, as well as sharing links to industry-specific news and articles.

Our [LinkedIn](#) and [Instagram](#) pages also shares insights, interviews and industry content to promote insight and discussion.

