Sponsor Webinar
Level 20 Mentoring 2025/26

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01

Level 20 Mentoring

Level 20 Mentoring

- Level 20 Mentoring supports **women currently working in private equity and venture capital** to succeed and progress within their firms.
- Mentoring is one of the **core initiatives** to aid our mission to **Retain & Promote** women in private equity and venture capital.
- **Over 1200** women been through one of our programmes.
- Level 20 are celebrating its 10th anniversary in 2025, having successfully launch the UK 1-to-1 for its 10th year in Sept 2024.
- Mentoring is aimed at **junior-to-senior level women** (depending on the programme).
- We pair individuals with experienced mentors, and both gain a lot of knowledge, growth and enjoyment through the process.
- **Priority is given to deal professionals**, although we also regularly pair IR and operating team members.
- It is a competitive process with a **limited number** of mutually beneficial pairings possible each year due to the stringency of the pairing process.
- Mentoring programmes are run with **support of local volunteer committees** who manually do each pairing to ensure high quality.
- Activities are organised locally by Chapter committees and include **training, networking and events.**

OUR RESEARCH SHOWS:

Impact of UK and European mentoring 1-to-1 programmes between 2015-2022 as of Nov 2024.

Still in the industry.

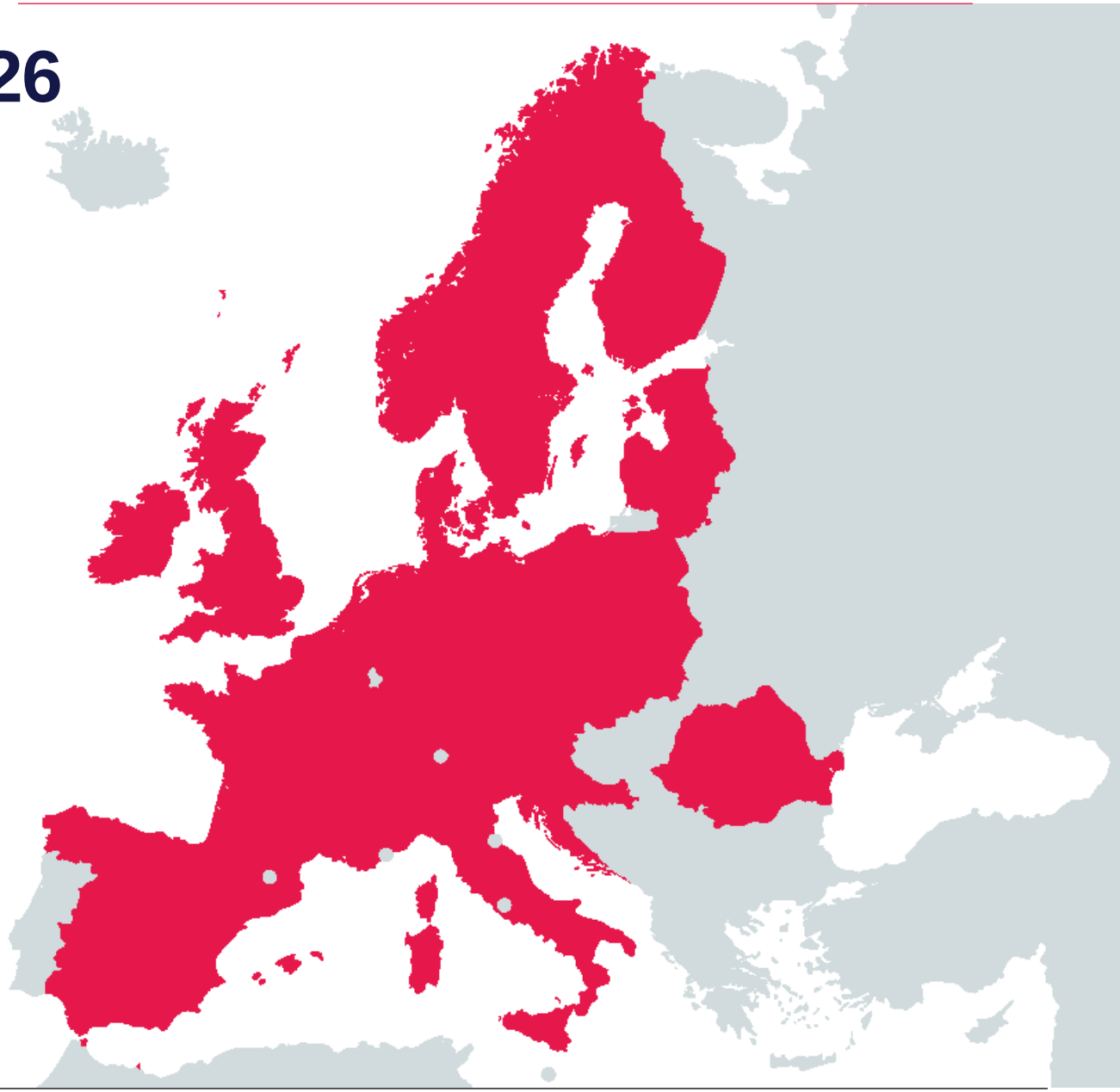
Partner level or more senior.

Promoted at least once.

Mentoring Programmes 2025/26

For first time will be offering Level 20 Mentoring programmes in all Chapters;

- Belgium
- CEE
- DACH
- France
- Ireland
- Italy
- Netherlands
- Nordics
- Spain
- UK



02

Mentoring Programmes 2025/26

Belgium 2.0

Programme Overview:

- 1-to-1
- Programme runs from September 2025 to July 2026
- Mentees and mentors typically meet 6-8 times (online or in-person).
- Mentees are also invited to training/workshops and networking opportunities over the course of the programme.

Eligibility Criteria:

- Female and a Level 20 Full Member
- Employed at a Private Equity or Venture Capital firm, or Family Office.
- Work in one of the following roles: deal professional, investor relations, portfolio management, origination or ESG.
- At least 3 years' professional experience.
- A minimum of 6 months professional experience in private equity or venture capital. (must be met by the programme launch in September 2025).
- Cannot have participated as a mentee in a Level 20 2024/2025 mentoring programme (no consecutive participation).

Sponsor Nominations	Mentor and Mentee Applications	Data Review/ Eligibility Check	Ineligible Candidates Notified	Committee Pairing Review	Conflict Checks	Pairing Introductions	Programme Launch	Unsuccessful Applicants and Sponsor Notifications
Nomination Form Open: 25.02.25 Close: 31.03.25	Nominees Open: 25.02.25 General Open: 10.03.25 Close: 14.04.25	March-May 2025	June 2025	July 2025	Late Aug – Sept 2025	Sept –Oct 2025	Summer/ Autumn 2025

Note: deadlines are subject to change.
Level 20 can only share Mentee and Mentor details with Sponsors if individuals have provided consent for their information to be shared with their firm.

CEE - Pilot

Programme Overview:

- 1-to-1
- Programme runs from September 2025 to July 2026
- Mentees and mentors typically meet 6-8 times (online).
- Mentees will be paired with a mentor from another chapter, for digital-only mentoring sessions.

Eligibility Criteria:

- Female and a Level 20 Full Member
- Employed at a Private Equity or Venture Capital firm, or Family Office.
- Work in one of the following roles: deal professional, investor relations, portfolio management, origination or ESG.
- At least 6 years' professional experience
- A minimum of 4 years professional experience in private equity or venture capital. (must be met by the programme launch in September 2025).
- Cannot have participated as a mentee in a Level 20 2024/2025 mentoring programme (no consecutive participation).
- Due to being a pilot, individual prospective mentee will be invited to apply instead of open applications.

Sponsor Nominations	Mentor and Mentee Applications	Data Review/ Eligibility Check	Ineligible Candidates Notified	Committee Pairing Review	Conflict Checks	Pairing Introductions	Programme Launch	Unsuccessful Applicants and Sponsor Notifications
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Note: All deadlines are subject to change.

Level 20 can only share Mentee and Mentor details with Sponsors if individuals have provided consent for their information to be shared with their firm.

DACH 8.0

Programme Overview:

- 1-to-1
- Programme runs from September 2025 to September 2026
- Mentees and mentors typically meet 6-8 times (online or in-person).
- Meetings can be in-person or online depending on mentor/mentee preference and scheduling.
- Participants are also invited networking opportunities over the course of the programme.

Eligibility Criteria:

- Female and a Level 20 Full Member
- Employed at a Private Equity or Venture Capital firm, or Family Office.
- Work in one of the following roles: deal professional or investor relations.
- At least 5 years' professional experience
- A minimum of 2 years professional experience in private equity or venture capital (must be met by the programme launch in September 2025).
- Cannot have participated as a mentee in a Level 20 2024/2025 mentoring programme (no consecutive participation).

Sponsor Nominations	Mentor and Mentee Applications	Data Review/ Eligibility Check	Ineligible Candidates Notified	Committee Pairing Review	Conflict Checks	Pairing Introductions	Programme Launch	Unsuccessful Applicants and Sponsor Notifications
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France 7.0

Programme Overview:

- 1-to-1
- Programme runs from September 2025 to September 2026
- Mentees and mentors typically meet 6-8 times (online or in-person).
- Meetings can be in-person or online depending on mentor/mentee preference and scheduling.
- Participants are also invited to training/workshops and networking opportunities over the course of the programme.
- Mentees are offered free tickets for attendance at IPEM subject to certain conditions.

Eligibility Criteria:

- Female and a Level 20 Full Member
- Employed at a Private Equity or Venture Capital firm
- Work in one of the following roles: deal professional or investor relations.
- At least 5 years' professional experience
- A minimum of 4 years professional experience in private equity or venture capital (must be met by the programme launch in September 2025).
- If not rolling over their existing mentoring relationship, cannot have participated as a mentee in a Level 20 2024/2025 mentoring programme (no consecutive participation).

Sponsor Nominations	Mentor and Mentee Applications	Data Review/ Eligibility Check	Ineligible Candidates Notified	Committee Pairing Review	Conflict Checks	Pairing Introductions	Programme Launch	Unsuccessful Applicants and Sponsor Notifications
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Note: All notification and pairing deadlines are subject to change.
Level 20 can only share Mentee and Mentor details with Sponsors if individuals have provided consent for their information to be shared with their firm.

Ireland 2.0

Programme Overview:

- 1-to-1
- Programme runs from September 2025 to July 2026
- Mentees and mentors typically meet 6-8 times (online or in-person).
- Meetings can be in-person or online depending on mentor/mentee preference and scheduling.

Eligibility Criteria:

- Female and a Level 20 Full Member
- Employed at a Private Equity or Venture Capital firm, or Family Office.
- Work in one of the following roles: deal professional, investor relations, portfolio management, origination or ESG.
- At least 3 years' professional experience
- A minimum of a year professional experience in private equity or venture capital (must be met by the programme launch in September 2025).

Sponsor Nominations	Mentor and Mentee Applications	Data Review/ Eligibility Check	Ineligible Candidates Notified	Committee Pairing Review	Conflict Checks	Pairing Introductions	Programme Launch	Unsuccessful Applicants and Sponsor Notifications
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Note: All deadlines are subject to change.
Level 20 can only share Mentee and Mentor details with Sponsors if individuals have provided consent for their information to be shared with their firm.

Italy 4.0

Programme Overview:

- 1-to-1
- Programme runs from September 2025 to July 2026
- Mentees and mentors typically meet 6-8 times (online or in-person).
- Meetings can be in-person or online depending on mentor/mentee preference and scheduling.

Eligibility Criteria:

- Female and a Level 20 Full Member
- Employed at a Private Equity or Venture Capital firm.
- Work in one of the following roles: deal professional, investor relations, portfolio management, origination or ESG.
- At least 5 years' professional experience
- A minimum of 2 years professional experience in private equity or venture capital (must be met by the programme launch in October 2025).
- If not rolling over their existing mentoring relationship, cannot have participated as a mentee in a Level 20 2024/2025 mentoring programme (no consecutive participation).

Sponsor Nominations	Mentor and Mentee Applications	Data Review/ Eligibility Check	Ineligible Candidates Notified	Committee Pairing Review	Conflict Checks	Pairing Introductions	Programme Launch	Unsuccessful Applicants and Sponsor Notifications
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Note: All notification and pairing deadlines are subject to change.
Level 20 can only share Mentee and Mentor details with Sponsors if individuals have provided consent for their information to be shared with their firm.

Netherlands

- **Netherlands Emerging Talent 3.0**
- **Netherlands WOYT 7.0**
- **Netherlands NEXT 3.0**
- **Netherlands VC 3.0**

Sponsor Nominations	Mentor and Mentee Applications	Data Review/ Eligibility Check	Ineligible Candidates Notified	Committee Pairing Review	Conflict Checks	Pairing Introductions	Programme Launch	Unsuccessful Applicants and Sponsor Notifications
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Note: All deadlines are subject to change.
Level 20 can only share Mentee and Mentor details with Sponsors if individuals have provided consent for their information to be shared with their firm.

Netherlands Emerging Talent 3.0

Programme Overview:

- Professional development programme.
- Programme runs from September 2025 to July 2026
- Mentees are invited to several plenary sessions over the course of the programme.

Eligibility Criteria:

- Female and a Level 20 Full Member
- Employed at a Private Equity.
- Work in one of the following roles: deal professional, portfolio management, or origination.
- Up to 5 years' professional experience
- Up to 3 years professional experience in private equity. (must be met by the programme launch in September 2025).

Sponsor Nominations	Mentor and Mentee Applications	Data Review/ Eligibility Check	Ineligible Candidates Notified	Committee Pairing Review	Conflict Checks	Pairing Introductions	Programme Launch	Unsuccessful Applicants and Sponsor Notifications
Nomination Form Open: 25.02.25 Close: 31.03.25	Nominees Open: 25.02.25 General Open: 10.03.25 Close: 14.04.25	March-May 2025	June 2025	July 2025	Late Aug – Sept 2025	Sept –Oct 2025	Summer/ Autumn 2025

Note: All deadlines are subject to change.

Level 20 can only share Mentee and Mentor details with Sponsors if individuals have provided consent for their information to be shared with their firm.

Netherlands WOYT 7.0

Programme Overview:

- 1-to-1 and Group professional development programme
- Programme runs from September 2025 to July 2026
- Mentees and mentors typically meet 6-8 times for an hour throughout the programme.
- Meetings can be in-person or online depending on mentor/mentee preference and scheduling.
- Participants are also invited to training/workshops and networking opportunities over the course of the programme.

Eligibility Criteria:

- Female and a Level 20 Full Member
- Employed at a Private Equity firm.
- Work in one of the following roles: deal professional, portfolio management, or origination.
- At least 5 years' professional experience
- A minimum of 2 years professional experience in private equity or venture capital (must be met by the programme launch in September 2025).
- If not rolling over their existing mentoring relationship, cannot have participated as a mentee in a Level 20 2024/2025 mentoring programme (no consecutive participation).

Sponsor Nominations	Mentor and Mentee Applications	Data Review/ Eligibility Check	Ineligible Candidates Notified	Committee Pairing Review	Conflict Checks	Pairing Introductions	Programme Launch	Unsuccessful Applicants and Sponsor Notifications
Nomination Form Open: 25.02.25 Close: 31.03.25	Nominees Open: 25.02.25 General Open: 10.03.25 Close: 14.04.25	March-May 2025	June 2025	July 2025	Late Aug – Sept 2025	Sept –Oct 2025	Summer/ Autumn 2025

Note: All deadlines are subject to change.

Level 20 can only share Mentee and Mentor details with Sponsors if individuals have provided consent for their information to be shared with their firm.

Netherlands NEXT 3.0

Programme Overview:

- 1-to-1 and/or Group professional development programme.
- Mentees can participate in the simple in workshop programme or combined with 1-to-1 mentoring - mentees indicate preference in their application.
- Programme runs from September 2025 - July 2026
- Mentees and mentors typically meet 6-8 times (online or in-person).
- Mentees are invited to training/workshops and networking opportunities over the course of the programme.

Eligibility Criteria:

- Female and a Level 20 Full Member
- Employed at a Private Equity firm.
- Work in one of the following roles: deal professional, portfolio management, or origination.
- At least 5 years' professional experience,
- A minimum of 3 years in private equity or venture capital (must be met by the programme launch in September 2025).
- Previous completion of the WOYT programme. - *Applicants with seniority who have not completed the WOYT programme will be considered by the committee and may be accepted at its discretion.*
- If not rolling over their existing mentoring relationship, cannot have participated as a mentee in a Level 20 2024/2025 mentoring programme (no consecutive participation).

Sponsor Nominations	Mentor and Mentee Applications	Data Review/ Eligibility Check	Ineligible Candidates Notified	Committee Pairing Review	Conflict Checks	Pairing Introductions	Programme Launch	Unsuccessful Applicants and Sponsor Notifications
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Note: All deadlines are subject to change.
Level 20 can only share Mentee and Mentor details with Sponsors if individuals have provided consent for their information to be shared with their firm.

Netherlands VC 3.0

Programme Overview:

- 1-to-1
- Mentees and mentors typically meet 6-8 times (online or in-person).
- Meetings can be in-person or online depending on mentor/mentee preference and scheduling.
- Mentees are also invited to training/workshops and networking opportunities over the course of the programme.
- Opportunity to be selected to participate in the 'New Leaf' Professional Development Programme alongside, 1-to-1 mentoring. Selection is at the discretion of the VC Committee and is based upon Level 20 Mentoring application.

Eligibility Criteria:

- Female and a Level 20 Full Member
- Employed at a Venture Capital firm.
- Work in one of the following roles: deal professional, investor relations, portfolio management, origination or ESG.
- At least 5 years' professional experience
- A minimum of 2 years professional experience in private equity or venture capital (must be met by the programme launch in September 2025).
- *The committee may, at its discretion, accept applicants who fall slightly outside the stated experience criteria. These cases will be reviewed individually on a case-by-case basis.*
- Cannot have participated as a mentee in a Level 20 2024/2025 mentoring programme (no consecutive participation).

Sponsor Nominations	Mentor and Mentee Applications	Data Review/ Eligibility Check	Ineligible Candidates Notified	Committee Pairing Review	Conflict Checks	Pairing Introductions	Programme Launch	Unsuccessful Applicants and Sponsor Notifications
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Note: All deadlines are subject to change.

Level 20 can only share Mentee and Mentor details with Sponsors if individuals have provided consent for their information to be shared with their firm.

Nordics 6.0

Programme Overview:

- 1-to-1
- Programme runs from September 2025 to July 2026
- Mentees and mentors typically meet 6-8 times for an hour throughout the programme.
- Meetings can be in-person or online depending on mentor/mentee preference and scheduling.
- Participants are also invited to training/workshops and networking opportunities over the course of the programme.

Eligibility Criteria:

- Female and a Level 20 Full Member
- Employed at a Private Equity or Venture Capital firm.
- Work in one of the following roles: deal professional, investor relations, portfolio management, origination or ESG.
- At least 3 years' professional experience
- A minimum of a year professional experience in private equity or venture capital (must be met by the programme launch in July 2025).
- *Applicants with less experience will be considered, and exceptions may be made at the committee's discretion.*
- If not rolling over their existing mentoring relationship, cannot have participated as a mentee in a Level 20 2024/2025 mentoring programme (no consecutive participation).

Sponsor Nominations	Mentor and Mentee Applications	Data Review/ Eligibility Check	Ineligible Candidates Notified	Committee Pairing Review	Conflict Checks	Pairing Introductions	Programme Launch	Unsuccessful Applicants and Sponsor Notifications
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Note: All deadlines are subject to change.
Level 20 can only share Mentee and Mentor details with Sponsors if individuals have provided consent for their information to be shared with their firm.

Spain 6.0

Programme Overview:

- 1-to-1
- Programme runs from July 2025 to July 2026
- Mentees and mentors typically meet 6-8 times for an hour throughout the programme.
- Meetings can be in-person or online depending on mentor/mentee preference and scheduling.
- Participants are also invited to training/workshops and networking opportunities over the course of the programme.

Eligibility Criteria:

- Female and a Level 20 Full Member
- Employed at a Private Equity or Venture Capital firm, or Family Office.
- Work in one of the following roles: deal professional, investor relations, portfolio management, origination or ESG.
- At least 5 years' professional experience
- A minimum of 2 years professional experience in private equity or venture capital (must be met by the programme launch in July 2025).
- Cannot have participated as a mentee in a Level 20 2024/2025 mentoring programme (no consecutive participation).

Sponsor Nominations	Mentor and Mentee Applications	Data Review/ Eligibility Check	Ineligible Candidates Notified	Committee Pairing Review	Conflict Checks	Pairing Introductions	Programme Launch	Unsuccessful Applicants and Sponsor Notifications
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Note: All deadlines are subject to change.

Level 20 can only share Mentee and Mentor details with Sponsors if individuals have provided consent for their information to be shared with their firm.

UK Group 5.0

Programme Overview:

- Group mentoring
- Programme runs from September 2025 to July 2026
- 6-9 mentees and 1 mentor per group.
- Groups typically meet 6 times throughout the programme.
- Meetings can be in-person or online depending on mentor/mentee preference and scheduling.
- Participants are also invited to training/workshops and networking opportunities over the course of the programme.

Eligibility Criteria:

- Female and a Level 20 Full Member
- Employed at a Private Equity or Venture Capital firm.
- Work in one of the following roles: deal professional, investor relations, portfolio management, origination or ESG.
- Up to 7 years' professional experience
- A minimum of 6 months professional experience in private equity or venture capital (must be met by the programme launch in September 2025).
- Cannot have participated as a mentee in a Level 20 2024/2025 mentoring programme (no consecutive participation).

Sponsor Nominations	Mentor and Mentee Applications	Data Review/ Eligibility Check	Ineligible Candidates Notified	Committee Pairing Review	Conflict Checks	Pairing Introductions	Programme Launch	Unsuccessful Applicants and Sponsor Notifications
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Note: All deadlines are subject to change.
Level 20 can only share Mentee and Mentor details with Sponsors if individuals have provided consent for their information to be shared with their firm.

UK 11.0

Programme Overview:

- 1-to-1
- Programme runs from September 2025 to July 2026
- Mentees and mentors typically meet 6-8 times for an hour throughout the programme.
- Meetings can be in-person or online depending on mentor/mentee preference and scheduling.
- Participants are also invited to training/workshops and networking opportunities over the course of the programme.

Eligibility Criteria:

- Female and a Level 20 Full Member
- Employed at a Private Equity or Venture Capital firm.
- Work in one of the following roles: deal professional, investor relations, portfolio management, origination or ESG.
- At least 5 years' professional experience
- A minimum of 3 years' professional experience in private equity or venture capital (must be met by the programme launch in September 2025).
- Cannot have participated as a mentee in a Level 20 2024/2025 mentoring programme (no consecutive participation).

Sponsor Nominations	Mentor and Mentee Applications	Data Review/ Eligibility Check	Ineligible Candidates Notified	Committee Pairing Review	Conflict Checks	Pairing Introductions	Programme Launch	Unsuccessful Applicants and Sponsor Notifications
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Note: All deadlines are subject to change.
Level 20 can only share Mentee and Mentor details with Sponsors if individuals have provided consent for their information to be shared with their firm.

03

Sponsor Obligation

Sponsor Obligation

Obligation

- Level 20 commits to each sponsor firm to place of at least one eligible mentee subject to conditions being met.
  - Priority is given to place a nominated mentee but may be a mentee who applies directly without a nomination.
  - The committee will use its discretion to select the most eligible candidate.
  - This is one mentee across all of Level 20 mentoring programmes

Beyond Obligation

- There is no limit on the number of mentees placed per Sponsor firm.
- Nominated mentees will receive **priority** consideration for placement.
- Nomination **does not** guarantee pairing.
- All nominees **must** complete the full Mentee Application Form to be considered.

04

Mentor Drive

Mentor Drive

Returning Mentors: We will contact all previous mentors see if they are happy to be considered again. Mentors from the 2024/25 cohort do not need to reapply—they will simply confirm and, if needed, provide updated details.

New Mentors: Mentors interested in joining for the first time we recommend attending/listening to the Mentor Informational Webinar on 7th March or watching mentoring videos available in their Member Portal (also accessible via sponsor portal).

Application Support: Prospective mentors who cannot complete the application form can contact mentoring@level20.org, and we can collect information needed to proceed.

Mentor Profile

Experienced Leaders: Senior professionals who can provide meaningful guidance and support to mentees.

Extensive Industry Experience: Ideally, mentors will have approximately 10 years of professional experience, with 7 years in private equity.

Private Equity & Venture Capital Background: Those with current working or experience in PE or VC firms are well-positioned to offer valuable insights.

Relevant Role Expertise: Ideally, Mentors with backgrounds in investment deal-making, investor relations, portfolio management, origination, or ESG.

We encourage all potential Mentors to apply. We don't know what Mentors we need until pairing starts and for mentoring initiatives like speed mentoring.

05

Sponsor Mentoring Process

Sponsor Nomination Process

Stage 1: Sponsor Nominations

- Sponsor Nomination Form opens on **25 February 2025** and you have until **31 March 2025**.
- Sponsors can nominate two individuals for priority per programme for consideration.
- Level 20 will do a desktop review of mentees nominated to inform Sponsor if any are clearly ineligible (e.g. because of role or strategy).
- Level 20 will contact nominees with a link to Mentee Application Form and, if not applied, a reminder 2 weeks before applications close.
- Sponsors should notify individuals of their nomination and provide them with mentee application link.
- Level 20 track if nominees have completed the Mentee Application Form and will update Sponsors accordingly.
- Mentee Application Form will be open exclusively to Sponsor Nominees until 10 March 2025

Application Process

Mentor and Mentee Applications → Data Review/ Eligibility Check → Ineligible Candidates Notified → Committee Pairing Review → Conflict Checks → Pairing Introductions → Programme Launch → Unsuccessful Applicants and Sponsor Notifications

Level 20 reviews all applications to assess eligibility.

Clearly Ineligible candidates will notified as soon as possible.

Sponsors will also be informed promptly if a nominee is ineligible.

Eligible candidates are prioritised based on programme criteria and put forward to Committees for 'Pairing Review,' where the manual matching process begins.

Conflict checks are conducted to avoid firm affiliations or personal/professional conflicts.

Mentors are contacted first to conduct a conflict check with their proposed mentee, followed by the mentees for their own conflict check.

If no conflicts arise, the pairing is considered 'final' and both the mentee and mentor are formally introduced.

We will notify eligible but unmatched candidates as soon as pairings are finalised.

Upon the launch of the last mentoring programme (Autumn 2025), we will notify sponsors of the successful participants. Subject to delay caused by repairing requirements.

Kick-off events or webinars vary by programme.

Upon launch each programme typically hosts an event or webinar with a presentation on the structure, schedule, key contacts, and rules of engagement, followed by a Q&A session.

06

Key Dates and Resources

Key Dates & Resources

09:00 (GMT) Tuesday 25 February 2025	Sponsor Nominations Open
09:00 (GMT) Tuesday 25 February 2025	Sponsor Nominated Mentees and Sponsor Mentor Applications Open
13:30 (GMT) Friday 07 March 2025	Mentor Informational Webinar
09:00 (GMT) Monday 10 March 2025	General Mentor and Mentee Applications Open
10:00 (GMT) Monday 10 March 2025	Mentee Informational Webinar
09:00 (GMT) Monday 31 March 2025	Sponsor Nominations Close
09:00 (GMT) Monday 14 April 2025	Mentee Applications Close

Forms

Sponsor Nomination Form	Access here
Sponsor Nominated Mentee Application Form	Access here
Mentor Application Form	Access here

07

FAQs

Sponsor Nominations Process

How many people can we nominate?

Each firm may nominate up to two individuals per programme. While there's no limit on direct applications from your firm, we must prioritize nominations based on eligibility and programme fit. We recommend carefully selecting nominees who best align with the programme's objectives and eligibility criteria.

Can I change my nominations? Nominated someone after sponsor nominations are closed?

It depends on timing. All nominations must be submitted before the application deadline to ensure a fair and structured selection process. However, if nomination deadline has passed but mentee has already applied, we will endeavour to help. The deadline is strict, to maintain programme integrity and equal opportunity for all candidates and ensure all mentoring programmes launch in a timely manner. We can't offer extensions.

Who informs the mentee they have been nominated?

There's a dual notification process:
1. Sponsoring firms should inform their nominees immediately upon submission
2. Level 20 will:
   - Send nominees the application form link directly
   - Follow up with nominees who haven't applied two weeks before the deadline
   - Keep sponsoring firms informed about any nominees who haven't completed their applications

How come the mentee I nominated didn't get placed?

Nominating a mentee does not guarantee they will be paired. Mentee placements depend on factors such as application volume, eligibility, and suitable mentor availability. Unfortunately, due to high demand and limited spaces, not all nominees are placed. Nominated mentees must complete the application form to be considered, meet eligibility criteria, and have a suitable mentor match. While we aim to place at least one mentee per sponsor firm, this can be through either nominations or direct applications. Our goal is always to make the best possible pairing for each mentee.

Why would you place someone who hasn't been nominated by the firm?

We look to pair the individuals who need mentoring the most and for whom we can find the best mutually beneficial match.

What happens if someone leaves our firm?

Obligation is determined by mentee's firm at the time of launch. If a mentee or mentor moves firm during the programme, they may still participate, provided they remain in a relevant Private Equity, Venture Capital, or Family Office role. Please inform the Level 20 Mentoring team as soon as possible so we can assess any potential impact.

Application & Eligibility

Are non-deal professional considered?

Eligible roles include: Deal professionals (priority placement) and then in priority order Investor Relations professionals, Origination team members, Portfolio/Value Creation professionals and ESG professionals. Please note, this varies on a programme-by-programme basis.

Can someone in our Finance or Legal team or other support functions be mentored?

Support functions including Legal, Finance, HR, and other operational roles are not eligible for the mentee programme.

Do you allow Real Estate, Infrastructure & Debt/Credit?

Strategies outside of Private Equity and Venture Capital will not be eligible.

If a mentee is on family leave, can they still be considered?

Yes, we have several mentees who are about to go, are on or are returning from family leave in our mentoring programmes. Similarly, we have a few mentees returning to the industry or from sick leave.

Do they need to meet the professional experience upon application or when programme starts?

Mentees need to meet the professional experience as of programme launch to be eligible. Please refer to each individual programme for eligibility criteria.

Can I participate in a Level 20 mentoring programme both as a mentor and mentee, can I apply?

Yes, we have several professionals who have participated as both a mentor and a mentee simultaneously. To apply, please complete both the Mentee Application Form and the Mentor Application Form.

Do you need to work for a Sponsor firm to apply?

Level 20 mentoring is open to all eligible members, but we do offer a priority to sponsor nominate during pairing process.

I have taken part in the programme before, can I apply again?

There is no limit to how many times you can participate as a mentee or mentor. However, mentees should review the eligibility criteria of each individual programme regarding consecutive participation.

Is there eligibility requirements to be a Mentor?

Our prerequisites for mentors are as follows:

- Current or previous employment at a Private Equity or Venture Capital firm.
- Experience in one of the following roles: investment deal professional, investor relations, portfolio management, origination, or ESG teams.

Mentoring Structure & Matching

How is the matching process done?

The Chapter's individual Mentoring Committee which is made up of volunteers (typically a mix of PE professionals and recruiters) first considers multiple factors for selecting potentially mentees:

- Career objectives and development goals
- Industry expertise and experience level
- Sector focus and specialisation

Then will try to source a potential mentor using application data and personal insights and networks and factor in:

- Professional and personal background
- Personality fit and mentoring style
- Geographic location when relevant
- Potential conflicts of interest

While we strive to create the best possible pairings, final decisions are based on availability and the overall balance of the programme.

What conflict checks are in place?

We implement several safeguards:

- No matches between professionals from the same firm
- Screening for personal and professional conflicts
- Review of competitive relationships between firms
- Assessment of potential recruitment conflicts

Can Mentee/Mentor reject a pairing?

Yes. We conduct a conflict check with both mentors and mentees before the programme launch. If there are any concerns after the programme starts, please contact Level 20 Mentoring team. While we handpick pairings, we will review your feedback and explore alternative options where possible. Adjustments are subject to availability and the programme structure.

Other Questions & Issues

What happens with recruitment?

We require all Mentors and Mentees to undertake an anti-recruitment pledge. Recruitment refers to the inappropriate use of the programme by mentees or mentors for job searching, hiring, or promoting hiring within their organisation. This is not the intended purpose of the mentoring programme.

Why should we use the Level 20 programme versus an internal programme?
Our programme offers unique advantages:

- Demonstrated high promotion and retention rates
- Industry-wide perspective and expertise
- Complementary to internal programmes (we recommend not participating in both simultaneously)
- External viewpoint that enhances internal relationships including reverse mentoring
- Structured approach with proven success metrics

Do you tell us about who is placed and with who?

We will notify sponsors as follows:

- Successful placements are communicated with participant consent
- Mentor-mentee pairings remain confidential
- Self-applied candidates who aren't placed remain confidential
- Regular updates on programme progress while maintaining individual privacy

Note: All information sharing requires explicit participant consent.

08
Q&A

Contact us

Primary Contact

Felicity Coghlan | sponsor@level20.org

General Mentoring Queries

Isabella Scullion | mentoring@level20.org

Lauren Radford | lauren.radford@level20.org

All queries should be directed to Felicity initially. She will then connect you with the appropriate central team to assist with your needs.