

**LEVEL**  
**20**

# **Sponsor Informational Webinar**

## **Level 20 Mentoring 2026-27**

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01

# Level 20 Mentoring

# Level 20 Mentoring

Our industry-leading mentoring programme supports the progression of women working in private equity and venture capital and is highly sought after.

## Sharing experience

Level 20 mentoring builds a meaningful two-way relationship. Mentees gain dedicated space to focus on career development, supported by experienced mentors offering practical insight.

## Mentors

A diverse group of female and male industry leaders — they gain perspective on the challenges women face in the industry, strengthening their leadership and fostering mutual growth.

## Peer-to-peer networking

Insight events support the programme, covering topics such as effective menteeship, public speaking, networking and career development.

## Structure

The 12-month programme includes meetings every six to eight weeks. It prioritises deal professionals, with some chapters also open to investor relations, value creation, ESG and portfolio management roles.

**1450+**

mentees since  
2015

**85%**

of mentees are  
still in the industry

**80%**

of mentees have  
been promoted at  
least once

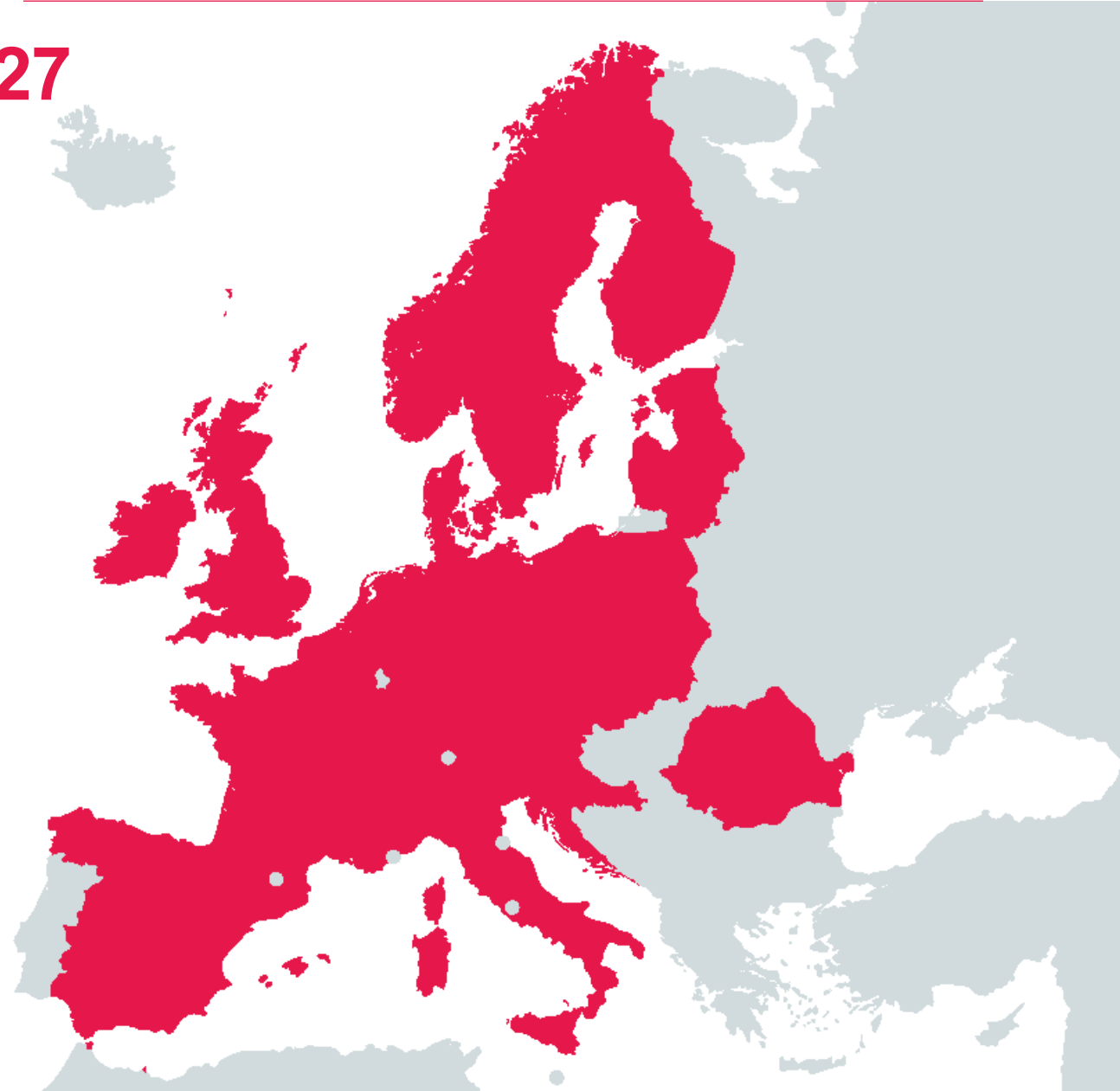
**13**

European  
chapters  
launching  
programmes in  
2026

# Mentoring Programmes 2026-27

Level 20 Mentoring will offer programmes in all chapters:

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



02

# The Value of Level 20 Mentoring for Your Firm



# Why Level 20 mentoring? Value for mentees, mentors, and sponsors

## **Accelerate your female talent pipeline**

Mentees gain clarity, confidence, and career direction.

85% stay in the industry; 1 in 3 are now in Partner level or above.

## **Priority placement for sponsors**

Sponsor firms benefit from prioritised matching of mentees into the programme each cycle.

## **Unique cross-industry perspective**

Mentees and mentors are matched across industry — gaining broader perspective, fresh insights, and a wider professional network beyond their own organisation.

## **Advance the industry together**

Supports retention and promotion of women while developing more inclusive male and female leaders — driving cultural change at Sponsor firm and industry level.

## **Develop more inclusive senior leaders**

Mentors build leadership, coaching, and communication skills that strengthen inclusive culture across teams.

## **Significant return, minimal time**

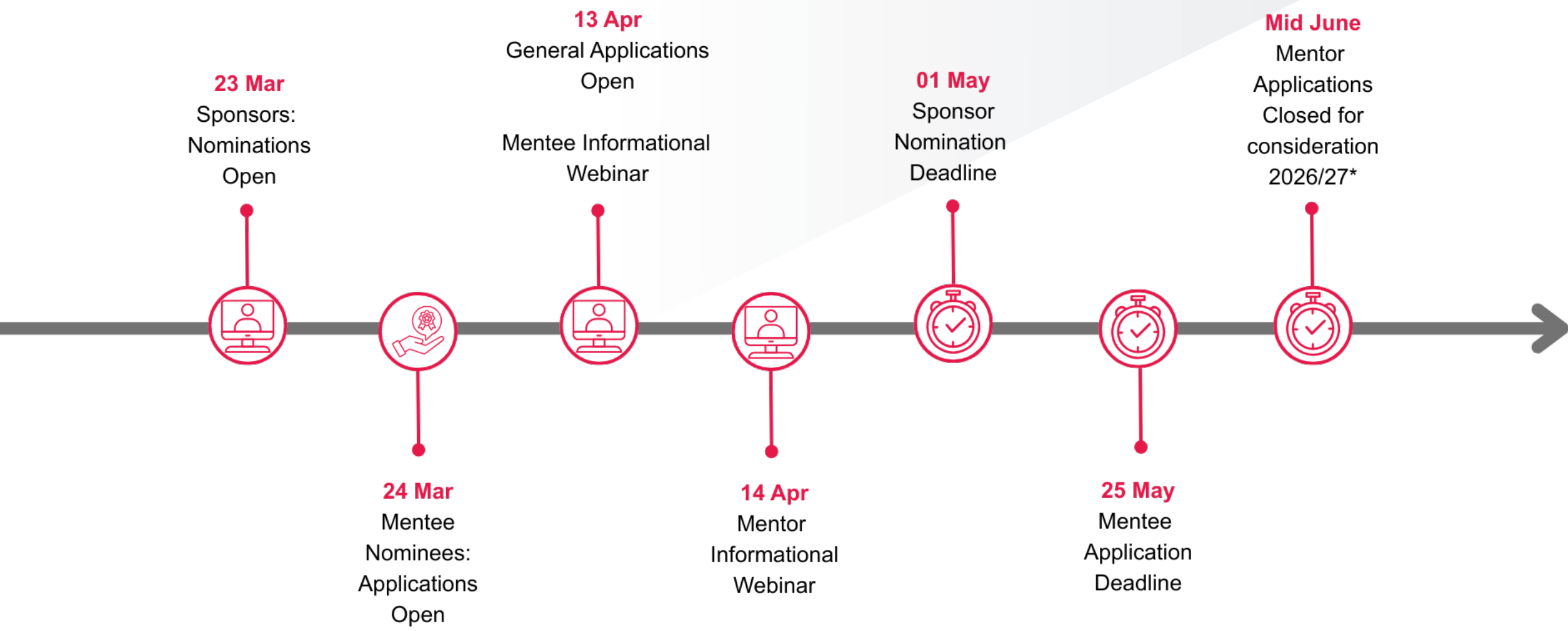
Just 6 hours over 12 months — a structured programme that fits around busy schedules and delivers measurable professional growth.

02

# Mentoring Programmes 2026-27

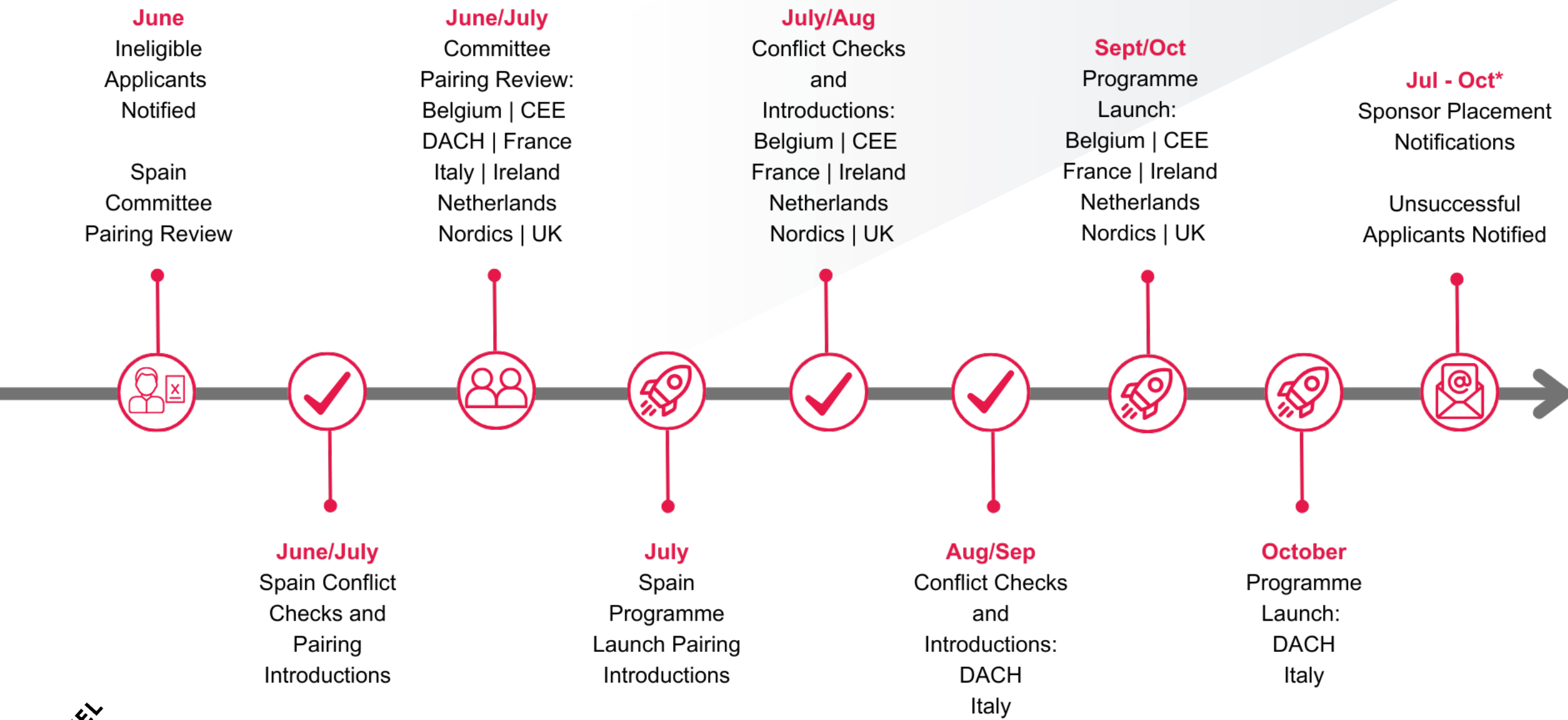


# Timelines – Applications



*\*Post this date we cannot guarantee consideration for the 206/27 mentor pool. However, the form remains open for repairing and other mentoring opportunities.*

# Timelines – Post-Applications



*\*Notifications upon confirmation of the status of all applications submitted by the firm, or earlier if possible.*

# Programme Eligibility

Programme	Belgium	CEE	DACH
Type	1-to-1	1-to-1 Cross-Chapter	1-to-1
Duration	Sept 26 – July 25	Sept 26 – July 25	Oct 26 – Sept 25
Engagement	6-8 meetings (online or in person) Networking opportunities	6-8 meetings (online or in person)	6-8 meetings (online or in person) Training and networking opportunities
Eligibility	Female Level 20 Full Member	Female Level 20 Full Member	Female Level 20 Full Member
Employment	GP/LP Family Office	GP/LP Family Office	GP/LP Family Office
Role focus	Deal professional (GP/LP) Investor relations Portfolio Origination ESG	Deal professional (GP/LP)	Deal professional (GP/LP) Investor relations
Professional Experience	Minimum: 3yrs	Minimum: 6yrs	Minimum: 5yrs
PE/VC Experience*	Minimum: 6mnths	Minimum: 4 yrs	Minimum: 2yrs
Rollover Opportunity	2025/26 mentees – no consecutive participation	2025/26 mentees – no consecutive participation	2025/26 mentees – no consecutive participation

# Programme Eligibility

Programme	France	Ireland	Italy
Type	1-to-1	1-to-1	1-to-1
Duration	Sept 26 – July 25	Sept 26 – July 25	Oct 26 – Sept 25
Engagement	6-10 meetings (online or in person) Training and networking opportunities Mentees are offered free tickets for attendance at IPEM subject to certain conditions.	6-8 meetings (online or in person)	6-8 meetings (online or in person)
Eligibility	Female Level 20 Full Member	Female Level 20 Full Member	Female Level 20 Full Member
Employment	GP/LP	GP/LP Family Office	GP/LP Family Office
Role focus	Deal professional (GP/LP)	Deal professional (GP/LP) Investor relations Portfolio Origination ESG	Deal professional (GP/LP) Investor relations Portfolio Origination ESG
Professional Experience	Minimum: 5yrs	Minimum: 3yrs	Minimum: 5yrs
PE/VC Experience*	Minimum: 2yrs	Minimum: 1yr	Minimum: 2yrs
Rollover Opportunity	Eligible 2025/26 pairs will be contacted directly.	2025/26 mentees – no consecutive participation.	2025/26 mentees – no consecutive participation.

# Programme Eligibility

Programme	Netherlands Emerging Talent	Netherlands Lead Self	Netherlands Lead Others	Netherlands VC
Type	Group	1-to-1	1-to-1 and/or workshop programme	1-to-1
Duration	Sept 26 - July 27	Sept 26 - July 27	Sept 26 - July 27	Sept 26 - July 27
Engagement	1-2 meetings Networking opportunities	6-8 meetings Networking and workshop programme	6-8 meetings and/or Networking and workshop programme	6-8 meetings Networking opportunities
Eligibility	Female Level 20 Full Member	Female Level 20 Full Member	Female Level 20 Full Member	Female Level 20 Full Member
Employment	GP/LP	GP	GP	VC firms
Role focus	Deal professional Portfolio Origination	Deal professional Portfolio Origination	Deal professional Portfolio Origination	Deal professional Portfolio Origination
Professional Experience	Minimum: 2yrs Maximum: 5yrs	Minimum: 5yrs	Minimum: 6yrs	Minimum: 5yrs
PE/VC Experience*	Minimum: 6mnths	Minimum: 2yrs	Minimum: 3yrs	Minimum: 2yrs
Rollover Opportunity	Eligible 2025/26 mentees will be contacted directly.	Eligible 2025/26 pairs will be contacted directly.	Eligible 2025/26 pairs will be contacted directly.	2025/26 mentees – no consecutive participation.

# Programme Eligibility

Programme	Nordics	Spain	UK	UK
Type	1-to-1	1-to-1	1-to-1	Group
Duration	Sept 26 - July 27	Sept 26 - July 27	July 26 - July 27	Sept 26 - July 27
Engagement	6-8 meetings Networking opportunities	6-8 meetings	6-8 meetings Networking opportunities	6-8 meetings Networking opportunities
Eligibility	Female Level 20 Full Member	Female Level 20 Full Member	Female Level 20 Full Member	Female Level 20 Full Member
Employment	GP/LP Family Office	GP/LP Family Office	GP/LP	GP/LP
Role focus	Deal professional (GP/LP) Investor relations Portfolio Origination ESG	Deal professional (GP/LP) Investor relations Portfolio Origination ESG	Deal professional (GP/LP) Investor relations Portfolio Origination ESG	Deal professional (GP/LP) Investor relations Portfolio Origination ESG
Professional Experience	Min: 3yrs	Min: 5yrs	Min: 5yrs	Max: 7yrs
PE/VC Experience*	Min: 1yr	Min: 2yrs	Min: 3yrs	Min: 1yr
Rollover Opportunity	Eligible 2025/26 mentees will be contacted directly.	2025/26 mentees – no consecutive participation.	2025/26 mentees – no consecutive participation.	2025/26 mentees – no consecutive participation.

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# Sponsor Obligation



# Sponsor Obligation

## Obligation

- Level 20 commits to place **at least one eligible mentee\*** per sponsor firm, subject to conditions being met.
  - Priority is given to nominated mentees, but those who apply without a nomination may also be considered.
  - The Committee will use its discretion to select the most eligible candidate.
  - \*This is one mentee across all 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.

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# Sponsor Nomination Process



# Sponsor Nomination Process

## Key Dates

- Sponsor Nomination Form: **23 March – 01 May 2026**
- Mentee Application Form: open to **25 May 2026** (exclusively to sponsor nominees until **13 April**)

## 1. Nominations

- Sponsors may nominate **up to two mentee candidates per programme** for priority consideration. The form requires the desired programme and key candidate details only.
- Nomination is **not required** — it signals to the Committee which mentees to prioritise. All nominees **must still complete** the Mentee Application Form to be considered for pairing.
- Sponsors can also **put forward mentor candidates** via the same form. There is no obligation or formal prioritisation process for mentor referrals — however, where consent is given, sponsors will be notified of all successful mentors from their firm.

## 2. Initial Eligibility Review

- Level 20 will conduct a **desktop eligibility review** based on the information provided. This check covers eligibility for the **specific programme nominated for only** — mentees must ensure they apply for the same programme.
- This is an initial assessment and **does not guarantee placement** — final eligibility decisions are based on the mentee application. Level 20 may follow up to clarify details if needed.
- Where a nominee is deemed eligible, Level 20 will **contact them directly** and invite them to complete the Mentee Application Form. Sponsors will be notified if any nominee is clearly ineligible.

# Sponsor Nomination Process

## 3. Sponsor Firm Reminder

- On **11 May 2026** (two weeks before the application deadline), Level 20 will notify the sponsor firm of any nominated mentees who have **not yet applied** or confirmed they do not wish to participate.
- The **onus is on the sponsor firm** to encourage nominees to take up the opportunity before the deadline.

## 4. Mentee Application

- Mentees must apply for the **programme they were nominated for**, as the desktop eligibility check covers that specific programme only.
- Deadlines are **fixed** to allow sufficient time for the pairing process. Late applications cannot be accommodated.

## 5. Sponsor Notification

- Once all applications from a firm have been reviewed — whether placed, not placed this year, or disqualified — Level 20 will notify the sponsor firm.
- Sponsors will be informed of **successful applicants** and the outcome of **nominated candidates** only. Direct applicants not placed will not be disclosed.
- Applicant **consent is required** before sharing details with the sponsor firm. Where consent is not given, the firm receives limited information only.

# Sponsor Nomination Form

\* Company Name

\* First Name

\* Last Name

\* Your Email Address

\* Would you like **Your Email** (listed above) to be cc'd when Level 20 notify and chase your nominations to apply?

- Yes - my email to be cc'd
- Yes - my email and additional contacts to be cc'd
- No need for cc

Additional contacts to receive notifications of successful placements.

Please provide: Name, Email

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**Company Name** – Select from dropdown

**Name & Email** – The internal nominator (not the mentee)

This person will be the primary contact for the 2026/27 programme – receiving eligibility confirmations, application chase reminders, and final pairing notifications (including any unplaced nominees).

**Email Preferences**

Option to cc the primary contact on mentee notifications and chase emails. You can also add further contacts via free text and specify which communications they receive (e.g. firm involvement updates only).

# Sponsor Nomination Form (2)

Nomination 1

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\* First Name  \* Last Name

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\* Nominated Programme

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\* Job Title

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\* Primary Role Focus  
If your nomination is across multiple roles/areas, please select the option that best represents their primary function.

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\* Investment Strategy

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\* Email  
This email will be used to contact the mentee regarding their nomination and to provide instructions for completing the full mentee application form.

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\* 1 Would you like to nominate an additional mentee?  
 Yes  
 No

**Nominee First Name & Last Name** – Full name of the person being nominated as a mentee for prioritisation.

**Nominated Programme** – Select the mentoring programme from the dropdown (e.g. UK 1-to-1 or DACH).

**Primary Role Focus** – Select the option that best represents their main function. If the role spans multiple areas, choose the primary one.

**Job Title** – The nominee’s current job title. This helps us review eligibility.

**Investment Strategy** – Simple is better and ideally primary focus, e.g. Private Equity, Venture, Strategic opportunities

**Nominee Email** – The mentee’s work email. This is used to send them the application form and all programme communications directly.

**Additional Mentees** – to populate a new form, can only do two per programme e.g. France 1-to-1. If uncertain which programme pick one and we will communicate back if another is advised.

05

# Mentor Drive



# Why Your Firm Should Supply New Mentors

## Mentor supply is the binding constraint

- Your nominations directly expand how many women we can support
- Mentee demand significantly outstrips supply — nominated colleagues receive pairing priority
- 60% of mentors return each year; new mentors are essential to grow capacity

## Your colleagues gain as much as they give

- **Just ~6 hours over 12 months** — a modest commitment with a lasting impact
- The outside perspective strengthens leadership capability and enriches firm culture
- Builds coaching, communication and people skills that transfer directly back into the firm

## Firm-level return on a 10-year programme

- Signals active commitment to gender diversity — not just stated intent
- Can count towards **volunteer or CSR responsibilities**, supporting firm-wide D&I commitments
- 1,450+ women supported | 85% remain in industry | 83% promoted at least once

*"There is a bit of a misnomer that the only beneficiary of a mentoring relationship is the mentee. **Actually, the mentor themselves gains a huge amount.**"* — Andrew Sillitoe, Partner, Level 20 Mentor

# Mentor Drive

We are always looking to grow our mentor pool. As applications and programme demand increase each year, we need more mentors to support more mentees. The more mentors we have, the more mentees we can accommodate.

## **Returning Mentors:**

We will contact all previous mentors to confirm whether they would like to be considered again.

Mentors from the 2025/26 cohort do not need to reapply via the Mentor Application Form. We will contact them directly, and they will only need to confirm their participation and provide any updated details, if applicable.

## **New Mentors:**

Those interested in participating for the first time are encouraged to attend the **Mentor Informational Webinar on 14 April** or watch the mentoring videos available on the Member Portal (also accessible via the Sponsor Portal).

## **Application Support:**

Prospective mentors can contact [mentoring@level20.org](mailto:mentoring@level20.org), if they need support registering their interest.

# Mentor Drive

## Referrals

- We collect referrals through the Sponsor Nomination Form or can directly apply via Mentor Application Form.
- If you know someone in your firm or the wider industry who would be a strong mentor — or would like to learn more — please share their contact details.
- We will contact referred individuals directly.
- We require explicit confirmation before matching anyone.

## What Mentors Are We Looking For?

We encourage all interested individuals to apply — our needs vary each year and become clear only during pairing and events like Speed Mentoring. We value:

- Experienced leaders who can provide meaningful guidance and support to mentees. Ideally 7 years PE experience +
- Senior professionals, typically at Principal level and above.
- Private equity or venture capital experience with insight into deal-making, investor relations, portfolio management, origination, or ESG.

06

# Promoting Level 20 Mentoring In-House



# Driving awareness and applications

To maximise engagement and participation, firms can promote the programme internally through a coordinated communications approach:

## Internal Communications Channels

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- Feature the programme in firm-wide emails (we will provide ready-to-use copy)
- Include in internal newsletters and team updates
- Share via internal networks (e.g. women's networks, affinity groups, early careers forums)

## Marketing Materials Provided by Level 20

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- Access to informational webinars
- Mentoring overview videos – outlining benefits and commit needed
- Digital and printable flyers
- Suggested email copy for mentor outreach
- Programme overview slides for internal briefings

## Easy Access to Applications

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- QR codes linking directly to application forms
- Links for sharing via email and intranet
- Clear deadlines and key dates included in all materials

## Internal Champions

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- QR codes linking directly to application forms
- Links for sharing via email and intranet
- Clear deadlines and key dates included in all materials

07

# Help Mentees & Mentors Thrive



# Supporting Mentees to Succeed in the Programme

## **Set clear expectations**

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Ensure nominees understand the commitment (approx. 6 hours over 12 months plus preparation) and apply because they are ready to engage.

## **Secure line manager support**

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Mentees should inform their manager and treat mentoring sessions - including kick-off and in-person meetings - as professional commitments.

## **Start with a development conversation**

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Before the programme begins, managers should discuss the mentee's development goals and how mentoring can best support them.

## **Create a culture that values mentoring**

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Position mentoring as a meaningful development opportunity, with senior leaders openly supporting participation.

## **Protect mentees' time and engagement**

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Encourage preparation, responsiveness, and consistent attendance - mentors volunteer their time.

## **Communicate any major changes early**

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Inform the programme team if circumstances change so appropriate support or adjustments can be made.

# Maximising Impact: Supporting Your Participants

Firm support is key to ensuring participants remain engaged and gain full value from the experience.

## Enable Commitment

- Recognise participation as part of professional development
- Allow flexibility for mentoring meetings where possible
- Encourage reflection and application of learning

## Encourage Accountability

- Reinforce that mentoring requires consistency and professionalism
- Support participants in prioritising scheduled meetings
- Address early if engagement drops

## Managing Common Challenges

Previous programmes have shown that busy schedules can lead to:

- Repeated rescheduling of meetings
- Reduced momentum between sessions
- “Ghosting” or loss of contact

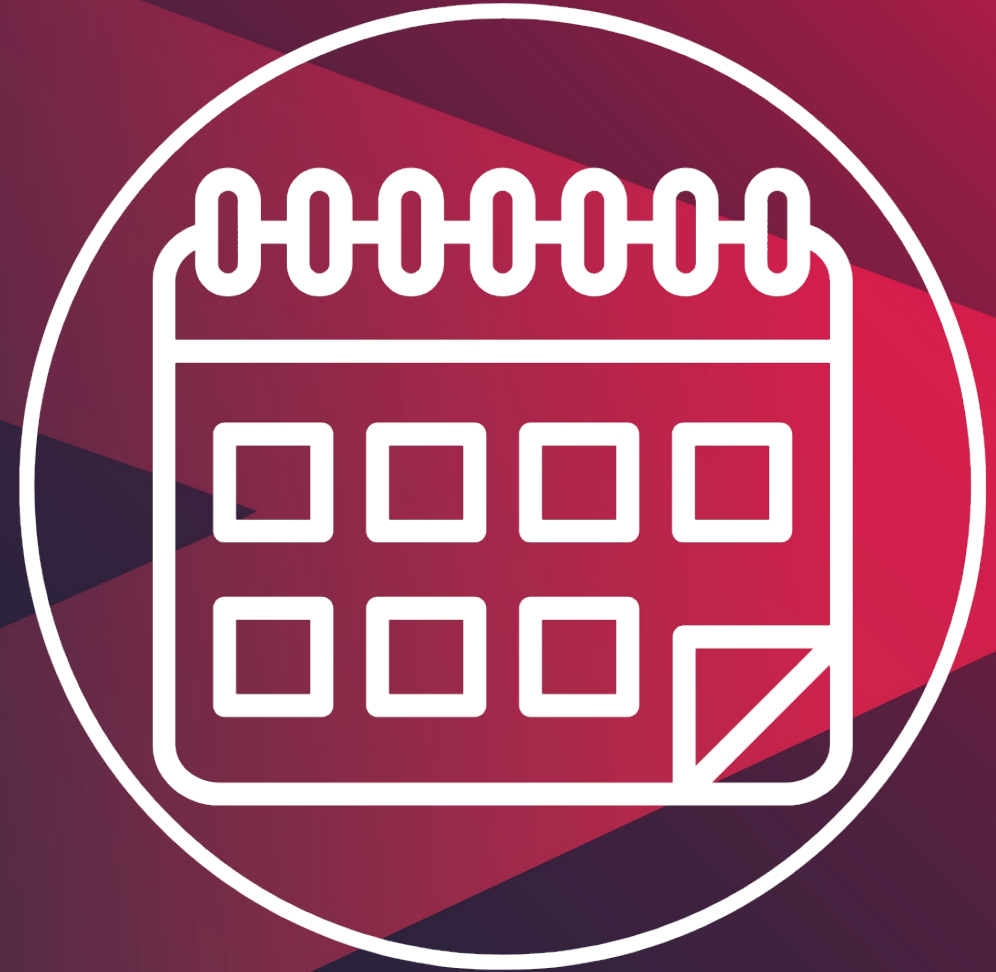
To mitigate this:

- Mentees should take responsibility for driving the relationship
- Meetings should be scheduled in advance and treated as commitments
- Regular contact between meetings should be encouraged

Clear expectations and visible firm support help ensure mentoring relationships remain active, productive and impactful.

08

# Key Dates and Resources



# Key Dates & Resources

09:00 (GMT) Monday 23 March 2026

12:00 (GMT) Monday 23 March 2026

09:00 (GMT) Tuesday 24 March 2026

09:00 (BST) Monday 13 April 2026

12:00 (BST) Monday 13 April 2026

12:00 (BST) Tuesday 14 April 2026

09:00 (BST) Friday 01 May 2026

09:00 (BST) Monday 25 May 2026

Sponsor Nominations Open

Sponsor Informational Webinar

Mentee Applications Open (Mentee Nominees Only)

General Mentee Applications Open

Mentee Informational Webinar

Mentor Informational Webinar

Sponsor Nomination Deadline

Mentee Application Deadline

## Forms

Sponsor Nomination Form

[Access here](#)

Mentee Application Form\*

[Access here](#)

Mentor Application Form

[Access here](#)

\*exclusive access for sponsor nominees until April 13

09  
Q&A



# 10 Contact us

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