

Women@Tech

Cross-Company Mentoring Lead

Women@Tech is a volunteer-led UK organisation, dedicated to connecting, developing, and advocating for women in technology, with the backing of our industry-leading member companies. Driven by women and allies working within the most influential Tech companies in the UK, we deliver a unique blend of mentorship and development programmes; networking events; and advocacy initiatives, to improve representation and progression of women within the Tech sector. Together, we are leading the charge towards a more diverse, equitable, and inclusive future for all in the Tech industry. For more information, please visit our [website](#).

What We Need

The **Cross-Company Mentoring Programme** is a flagship initiative from Women@Tech — designed to help women in technology grow their confidence, expand their networks, and level up key career skills, whatever their goals may be. By connecting mentors and mentees across leading organisations, the programme creates a supportive, dynamic space for real growth — grounded in shared experience, industry insight, and career development.

To support and evolve this growing programme, we're seeking a **Mentoring Programme Lead** to take ownership of delivery, innovation, and community engagement. This is a pivotal role that ensures we not only meet our members' expectations, but also build an impactful, engaging experience that helps women in tech thrive.

What You'll Do

You'll lead a small cross-functional team of customer success managers and campaign managers to deliver an excellent experience for mentors and mentees across all member companies. From shaping the vision to executing the details, you'll be the driving force behind strategy, delivery, and continuous improvement. Your responsibilities will include:

- Lead the end-to-end planning, delivery, and evolution of the mentoring programme
- Take full ownership of timelines, targets, and key milestones — from concept to completion

- Drive improvements based on engagement data, user feedback, and strategic goals
- Maintain oversight of customer success management, tech, and marketing contributions to ensure alignment and quality
- Liaise with Chairs and Leads from member organisations to ensure membership commitments are met and value delivered
- Collaborate with the development team to shape the matching algorithm and ensure it aligns with the programme goals and intentions
- Ensure the programme reflects Women@Tech's values of equity, inclusion, and innovation

Who We're Looking For

We're looking for a **self-driven, strategic leader** with a strong sense of ownership and clear communication. You're someone who knows how to bring an idea to life — and can lead others to make it happen. You enjoy solving problems, motivating teams, and delivering meaningful, measurable impact. You'll thrive in this role if you have:

- Experience leading professional development or mentoring programmes at scale
- Experience leading projects, teams, or motivating individuals towards a shared goal
- Strong project ownership skills — you're not afraid to lead from idea through to implementation
- Excellent communication — professional, clear, and confident across all channels
- Ability to manage multiple stakeholders and foster alignment across functions
- Strong organisational skills and comfort with remote, async collaboration
- A passion for mentoring, inclusion, and supporting women in the tech industry

What You'll Get

- The opportunity to shape a high-impact programme reaching hundreds of women across tech
- A collaborative, purpose-driven environment where your leadership makes a real difference
- The chance to work with passionate teams across development, content, and community

To Apply:

Please send your CV and a short written statement on why this role excites you to keranspatch@gmail.com.