



TFTC MENTORING PROGRAM

PROGRAM BENEFITS

FOR MENTEES

- Benefit from skilled and experienced mentors to fast track your learning.
- Develop in key areas, including communication, interpersonal relationships, change management and leadership skills.

FOR MENTORS

- Further advance leadership skills including active listening, asking the right questions and providing effective feedback.
- Learn through opportunities to support, guide and teach.

FOR ALL PARTICIPANTS

- Build stronger connections within the defence industry.

PROUDLY EMPOWERING WOMEN IN DEFENCE INDUSTRY

Developed in 2015, The Future Through Collaboration (TFTC) Mentoring Program is an award-winning, industry-led, not-for-profit initiative designed to support women's professional development and capacity building in defence industry.

TFTC delivers a structured program that provides mentee women working across STEM functions with access to their own defence industry mentor for 12 months. More than 400 mentees representing more than 25 organisations have participated in the program.

Leading Well, an organisation specialising in leadership, business coaching, and mentoring programs, delivers the program's formal training.

PROGRAM COMMITMENT

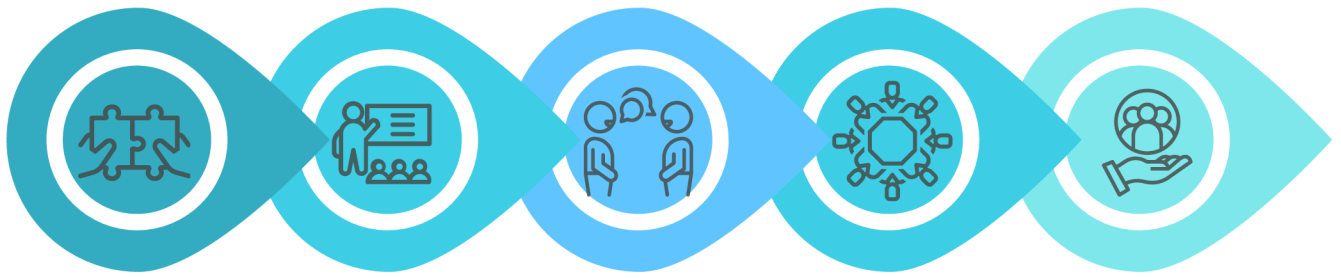
- Complete the application form and 30-minute phone interview.
- Dedicate ~1 hour a month for one-on-one mentoring sessions.
- Attend the 1/2 day induction & launch session in August.
- Attend three 2-3hr quarterly in-person meetings in November, February, and June.
- Arrange any necessary travel to sessions.

The 2026 program launches on 3 September 2026.

Applications open from 4 May 2026 to 29 May 2026.

FORMAL MENTORING OPPORTUNITIES

HOW THE PROGRAM WORKS



MATCHING

Participants complete application forms. Pairs are matched based on their applications

INDUCTIONS

Induction training for both mentors and mentees to outline details and objectives of the program

MEET UPS

Monthly meetings between pairs. If matched pairs are located in different cities, meetings to be via phone or online

QUARTERLY SESSIONS

Quarterly facilitated sessions encourage learning and best practice to work through challenges

ONGOING SUPPORT

Ongoing support provided by the TFTC Program Specialist

MENTEE PREREQUISITE

- Have at least ONE year of experience within the Defence Industry and;
- Identify as female.
- Have engineering, project management, cyber or ICT experience.

MENTOR PREREQUISITE

- Have at least FIVE years of experience post-completing tertiary education.
- Have at least THREE years of experience within the defence industry.
- Hold an industry qualification.
- Have the skill and experience to guide a mentee.

*"My confidence and communication have improved significantly... I am clearer and more direct with my communications with management, and my confidence in public speaking has improved. There is more to improve on but a work in progress." - **Mentee***

*"Having the ability to meet quarterly with the other mentees was so valuable; the interactive sessions with the facilitator and the mentees removed the stress and assisted with getting back into a routine." - **Mentee***

We welcome new participants into the TFTC Mentoring Program.

Please contact Alarna Chivers at alarna@kinexus.com.au to register interest.

Registrations close on 29th of May 2026.

Spaces are limited, and eligibility criteria apply.