



# QRC AND WIMARQ MENTORING PROGRAM 2026

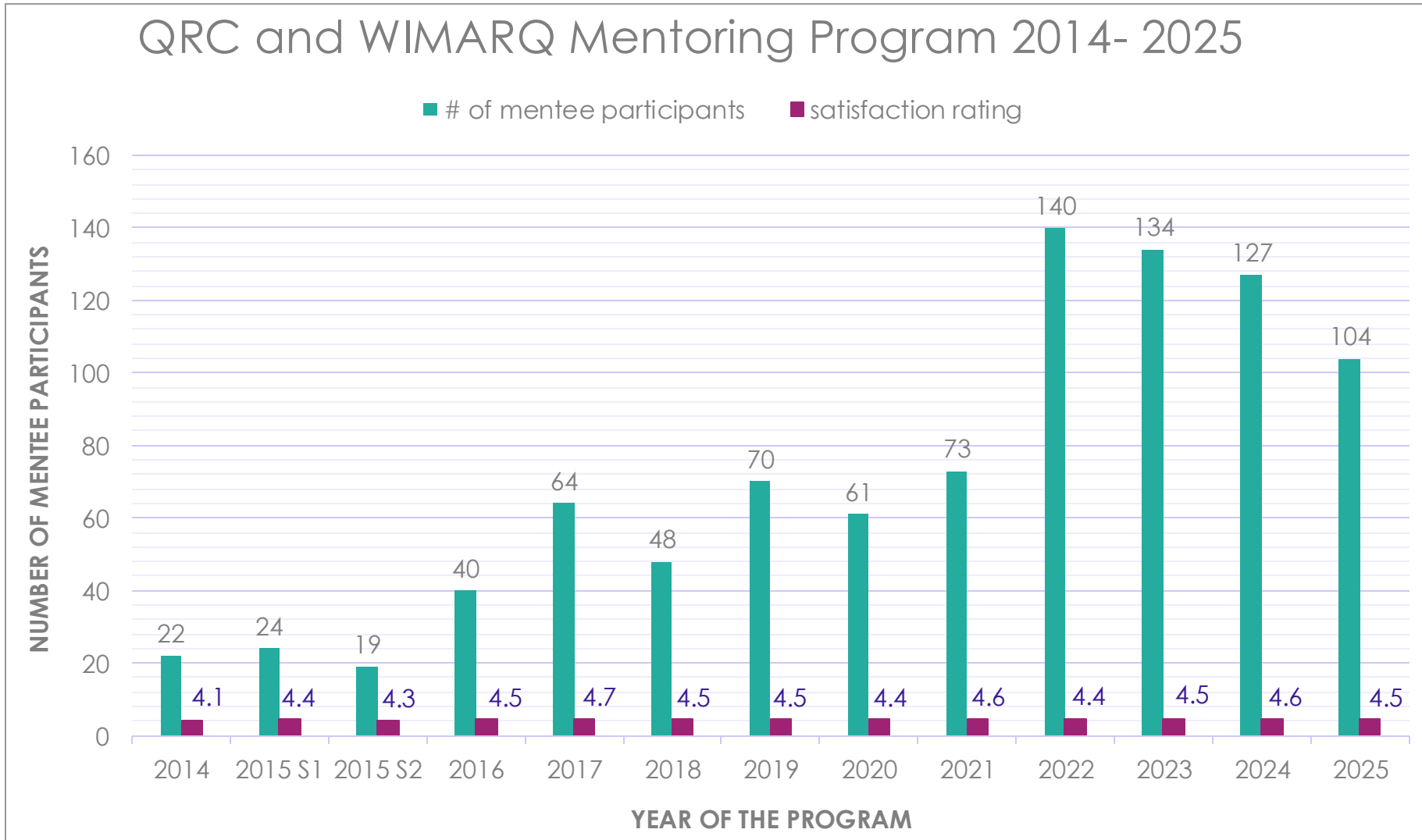
## Mentor Information Pack

# OUR MENTEES: 2014-2025

- 926 mentees over twelve programs (104 mentees in the 2025 program).
- Age range: majority 25-34 years old, but we welcome mentees in all age ranges from 18 years (i.e. Post-school education).
- Roles: Mostly operational site-based roles in predominantly mining engineering followed by geology, environmental science, HSE, training and community relations (to name a few).
- Locations: Varied across Blackwater, McKinlay, Mount Isa, Moranbah, Peak Downs, Gladstone, Tieri, Townsville, Middlemount, North Mackay and Brisbane (to name a few).
- Major career challenges: Lack of career support for women in management, work/life balance, lack of career direction, career progression, leadership, influencing, self-confidence and self-awareness.
- The program is supported largely by QRC member company sponsorship and scholarships for employees with some assistance from the Queensland Government.



# PARTICIPANT SATISFACTION



Our 2025 QRC and WIMARQ Mentoring Program rated 4.5/5 in program satisfaction by survey respondents



# 2025 PROGRAM FEEDBACK

## MENTEES

- **100%** of survey respondents felt that their mentor **respected their privacy** and upheld his/her confidentiality privileges.
- **100%** of survey respondents felt that their QRC/WIMARQ Mentoring Program has had a **positive impact** on their career (or life) in some way.
- **96%** of survey respondents would **recommend** this program to their friends and colleagues.
- **10** mentees **gained new opportunities** in the mining and resources sector.
- **5** mentees have achieved a **promotion**.

## MENTORS

- **92%** of survey respondents reported that the experience was **mutually rewarding**.
- **91%** of survey respondents would **recommend** this program to their friends and colleagues.



# 2025 PROGRAM TESTIMONIALS

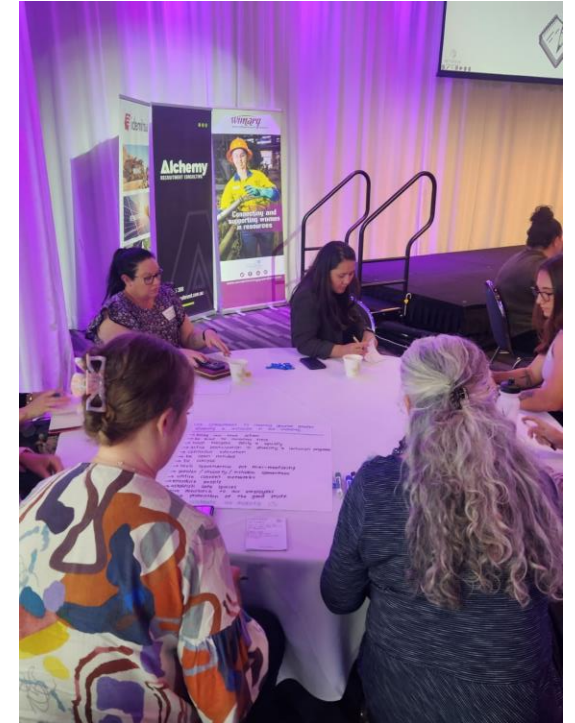
*“This program gave me more than professional growth; it gave me a genuine connection and a renewed commitment to creating opportunities for women in mining. I’m proud to be part of a community that champions diversity and empowers us to thrive.” – Mentee*

*“Mentoring through this program provided direct insight into the aspirations and lived realities of the next generation of women in resources. It reaffirmed my belief that genuine mentorship is one of the most effective tools we have to accelerate gender equity and build an inclusive culture across our industry.” – Mentor*

*“The mentoring program connected me with an incredible mentor who not only shared her knowledge but inspired me with her leadership and passion for inclusion.” – Mentee*

*“Mentoring through this program was an outstanding experience. It gave me the chance to support emerging talent while also reflecting on my own leadership approach.” - Mentor*

*“My participation in the QRC and WIMARQ Mentoring Program 2025 equipped me with tools to champion other girls to attend the program. I used these skills to mentor a junior apprentice facing challenges, we worked on focusing on confidence building and navigating male-dominated environments.” – Mentee*



# QRC AND WIMARQ MENTORING PROGRAM 2026



- Formal, structured and evidence-based mentoring program
- 18 June – 3 December 2026 (six-month intake)
- Up to 100+ mentee places available.
- **Launch** – Thursday 18 June
- **Midway Event** – Thursday 10 September
- **Finale** – Thursday 3 December
- Mentee and mentor applications are open and close on 1 May 2026



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# ONGOING BENEFITS FOR MENTEES

- Career guidance and direction with support from a female or male industry leader.
- Comprehensive training and tailored professional coaching provided to all participants and ongoing educational correspondence.
- The opportunity to meet all mentors and senior industry representatives.
- Focus on setting smart(er) career goals with an experienced professional who doesn't have an agenda within the mentee's workplace and extensive resources to support them.
- Being part of a unique, tailored and extraordinary program for remotely based and corporate women working in the minerals and energy sectors in Queensland.



# MENTOR RESPONSIBILITIES & BENEFITS

- New mentors need to complete an online mentor application (please allow 15 minutes), returning mentors, please just let us know and we can transfer your profile across.
- Attend a one hour and half training session on Thursday 18 June that aims to align and support all mentors on how to conduct a successful mentoring partnership the QRC and WIMARQ way.
- Attend a mandatory two-hour launch event on Thursday 18 June where you will meet your mentee face to face.
- Provide professional support, career guidance, and industry advice to a female mentee. Mentees are required to schedule 8 x 1 hour mentoring sessions.
- **Approximate mentor time commitment is 15 hours.**



# MENTOR RESPONSIBILITIES & BENEFITS

- An opportunity to enhance individual mentor leadership capability by experiencing first-hand challenges faced by women to enable mentors to learn, adapt, and build diverse and inclusive cultures more broadly (organisation and/or industry-wide).
- An opportunity to contribute to the development of future female resources talent.
- Exceptional networking and business development opportunities.
- Opportunity to 'give back' to the resources industry in a productive and unique way.
- Mentors need to have:
  - 10+ years of resources experience in any industry-related discipline (mining, geology, human resources, environmental, etc) within operations or corporate environments.
  - A fundamental value, or desire to see women succeed in the sector.
  - Needs to want to give back to the industry, that is a 'pay it back' mindset.
  - Needs to be in a leadership role.



# NEXT STEPS

- Please complete an online mentor application form [here](#).
- From here, your mentor application will be confidentially psychoanalysed by endorsed Metisphere Organisational Psychologists as part of the formal matching process and you will be informed by mid-May if we have successfully allocated you a mentee.
- Past mentors do not need re-do their mentor application; simply email us at [mentoring@metisphere.co](mailto:mentoring@metisphere.co) to advise that you wish to participate. Thank you.
- If you have any mentoring program questions, please contact Susan Cull at [susan.cull@metisphere.co](mailto:susan.cull@metisphere.co) or Sireen Assafiri at [sireen.assafiri@metisphere.co](mailto:sireen.assafiri@metisphere.co)
- Sponsorship queries can be made to Jen Hoyle at [jenh@qrc.org.au](mailto:jenh@qrc.org.au)



# Queensland Resources Council and WIMARQ



- Queensland Resources Council (QRC) is a not-for-profit peak industry association representing the commercial developers of Queensland's minerals and energy resources. QRC works to secure an environment conducive to the long-term sustainability of minerals and energy sector industries in Queensland. QRC works collaboratively with kindred organisations and stakeholders to achieve positive outcomes for QRC members. QRC is not a government organisation.
- Women in Mining and Resources Queensland (WIMARQ) is a non-profit organization dedicated to connecting, nurturing, and supporting women to achieve their goals within the Queensland Mining and Resources sector and to influence improvements in gender diversity and inclusion outcomes through our thought leadership reference group. It provides advice to the QRC on gender diversity matters.
- WIMARQ seeks to include people from the mining, exploration, metals processing, oil and gas industries. Women and men from all sections of the sector are warmly welcomed to attend events to meet others and expand their networks.



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