

Capital Transactions & Leasing Early Career Program

Program handbook

2025



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01 Program overview

Our mission: Increase representation of women in all their diversity in leadership and decision-making roles in capital transactions and leasing.

What are our goals?

The Capital Transactions and Leasing Early Career Program (CTLEC) is a 2-year professional development program which is an initiative of the Property Champions of Change (PCC) as part of its focus on 'tackling the tough spots'. It is supported by the Property Council of Australia on behalf of the PCC.

The goals of the CTLEC are to:

- Target two of the identified toughest spots within the property industry- capital transactions and leasing.
- Increase the flow of entry level women into these specific tough spots.
- Build, over time, a critical mass of diverse women in capital transactions and leasing to increase the representation of women in all their diversity at leadership levels.
- Assist PCC organisations to meet commitments under other Pitch Pledge commitments, such as gender balanced bid and receiving teams.
- Seamlessly interface with other existing Property Council initiatives (for example 500 Women in Property and the National Mentoring Program).
- Assist the participants in building a specific, cohort-based network of women peers in capital transactions and leasing.
- Build the program so every PCC organisation who wants to participate by having a graduate or early career woman enrolled can do so.

The CTLEC Program will provide education, training, and networking opportunities to support the cohort of participants. It aims to cultivate a deep understanding of the sector and, over time, make an appreciable difference to the number of women working in capital transactions and leasing.

How will it work?

A participant will be part of the CTLEC Program for two years at the one organisation. At this home organisation, graduates will be part of the existing graduate program (where they exist) and undertake all components of it. Individual organisations can determine how to incorporate the graduate into either their capital transactions or leasing teams, including what level of rotation into other parts of the business, as a learning opportunity, would be required.



Increase representation of women in all their diversity in leadership and decision-making roles in capital transactions and leasing.

Participating organisations need to agree, however, that the participant will spend the majority of their time working in one (or both) of those two areas.

The Property Council will connect, nurture and champion the participants over the next two years by:

- Facilitating monthly masterclasses where participants will receive L&D from Senior Cap Trans and Leasing executives, along with networking to foster connections in the industry
- Including them in the 500 Women in Property Program for the first year of the program with guaranteed entry.
- Bespoke capital transactions and leasing education through the Property Council Academy.
- Participation in the Property Council Mentoring Program where mentees would be matched with an appropriate, senior mentor from capital transactions or leasing.
- Having the participants as mentors within the Girls in Property program to assist in fostering the next cohort of talent.
- Complimentary attendance/entry to Property Council Future Leaders events during the program.
- Complimentary attendance at the annual Property Congress.
- Access to the Property Council Academy Learning Management System.
- Other bespoke networking opportunities.

How is this program different to/complementary to initiatives within PCC organisations?

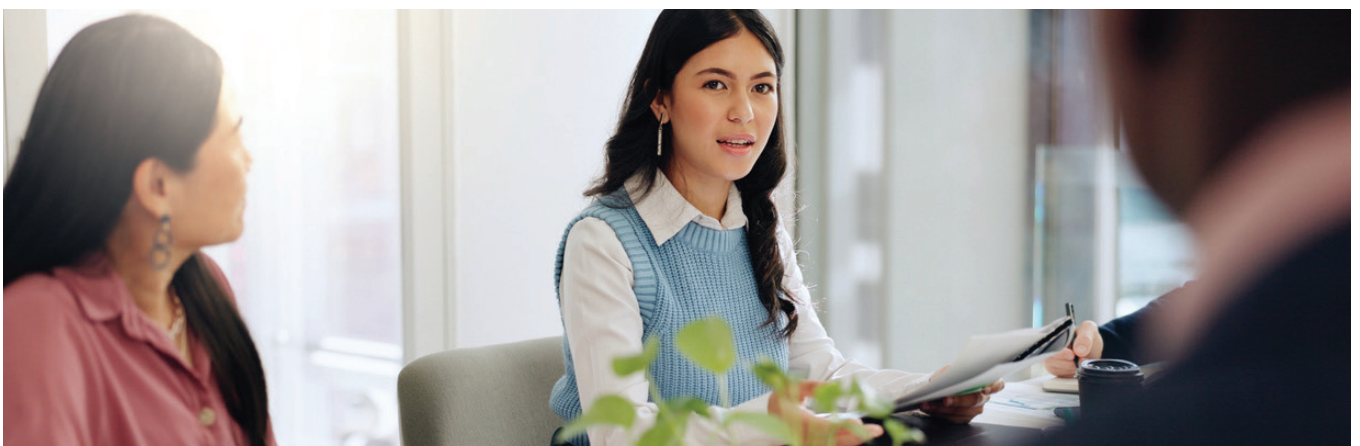
It would be different to existing graduate or cadetship programs by being:

- Specifically focused on improving gender equality.
- Targeted towards the already agreed and scoped tough spots in the industry.
- Directed towards owners and agents (both sides of the property transaction) so as to assist the industry move forward together.
- "Owned" by the whole industry rather than an individual company or organisation.
- Externally supported by the Property Council with a complementary program to 'fast track' a wider pipeline of talent.
- Focused on creating a cohort that can 'move up the industry together' and form a bond and/or network.
- Explicitly connected to other existing successful initiatives such as 500 Women in Property and Girls in Property in a way that creates a joined-up approach to pipeline.



Individual organisations can determine how to incorporate the graduate into either their capital transactions or leasing teams, including what level of rotation into other parts of the business, as a learning opportunity, would be required.

02 Program calendar



July

500 Women in Property commences

30 Masterclass

September

24 Masterclass

November

26 Masterclass

500 Women in Property Mid-Year Events

August

27 Masterclass

October

29 Masterclass

14 - 16 The Property Congress



03 Participating organisations

CBRE

Charter Hall 

Colliers

 **CUSHMAN &
WAKEFIELD**

dexus

gpt

 **investa**

ISPT

 **JLL**

 **Knight
Frank**

 **lendlease**

scape

SCENTRE GROUP

 **Stockland**

 **VICINITY
CENTRES**



04 Contact

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Property Council of Australia



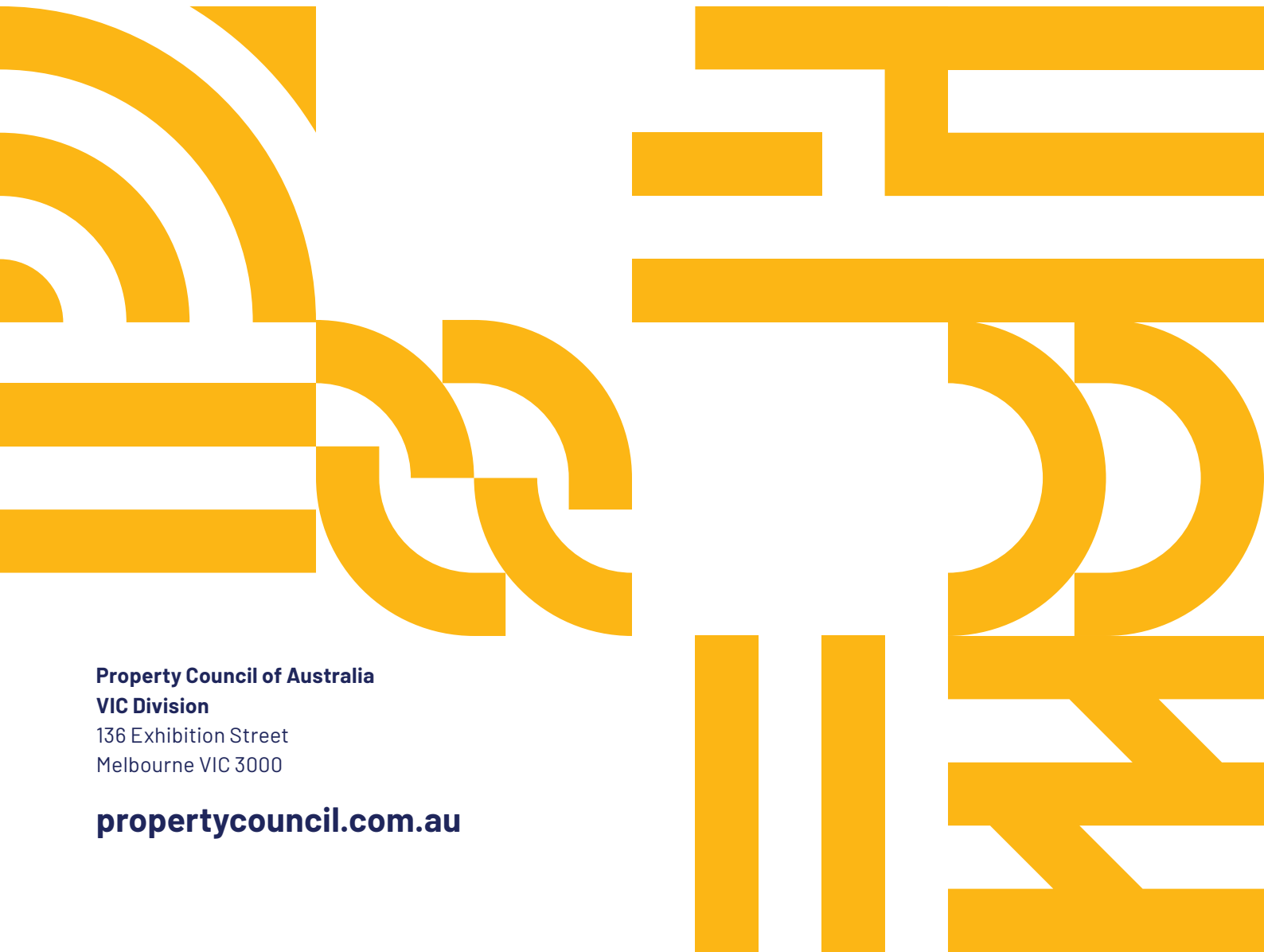
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