

# Be.Face

Equity · Diversity · Inclusion

# IMPACT REPORT

# 2025

## Mentoring for Diversity & Inclusion



# Mentoring. The Heart of Be.Face

## Who we are:

For over **15 years**, Be.Face and its partner companies have been dedicated to fostering greater **diversity and inclusion** in the workplace by mentoring **students** and **job seekers** encountering social, cultural, and/or economic challenges.

## Our mission:

We aim to **empower** individuals from underrepresented backgrounds by equipping them with the tools, skills, and confidence to achieve their professional goals.

## Our method:

Through personalized **mentoring**, skill-building **workshops**, and meaningful **networking opportunities**, we connect mentees with professionals who provide guidance, insights, and encouragement.



**At Be.Face, we are committed to inclusion, opportunity, and meaningful connections.**



When I joined Be.Face at the end of summer 2024, I discovered an organization driven by a strong, deeply human mission, but also at a pivotal moment in its history. It was necessary to consolidate what already existed, rebuild connections, structure the organization, and restore momentum to a rich yet fragile network shaped by previous years.

One year later, the progress made has been remarkable. For me, and I hope for you as well, **2025 will be remembered as a year of renewal, growth, and impact.**

Together, we supported an increasing number of mentees. This momentum goes far beyond a performance indicator: it reflects renewed trust, strong collective engagement, and a shared commitment to Be.Face's mission.

This growth was made possible by a deliberately small but deeply committed, agile, and creative team, composed of both staff members and volunteers who are fully integrated into our daily operations. In a sometimes demanding context, the team demonstrated remarkable professionalism, strong adaptability, and a keen sense of social impact.

I would like to extend my heartfelt thanks to every member of this collective, whose complementary roles, mutual trust, and shared commitment are a cornerstone of Be.Face's impact.

The year 2025 was also one of reconnection and strengthening of our network. Together with our corporate partners, we reopened dialogue, clarified expectations, and restored meaning to engagement.

On the academic and partnership front, Be.Face strengthened its presence and credibility. New universities joined the program, communication relays were established, and initiatives such as the Bright Board enabled our mentees to become ambassadors of the program themselves. Seeing young people speak up, represent Be.Face, and inspire their peers is undoubtedly one of the year's most meaningful achievements.

Finally, 2025 laid the foundations for the future. Progressive digitalization, automation of certain processes, a refreshed communication strategy, a new website, and a stronger presence on social media. All these initiatives pursue a clear objective: **maximizing our impact while keeping people at the heart of everything we do.**

*To our mentees:* your courage, perseverance, and trust give true meaning to our work.

*To our corporate partners:* your commitment, time, and openness are essential to building sustainable pathways to employment.

*To our academic and institutional partners:* thank you for believing in our mission and helping it grow.

Be.Face is evolving, structuring itself, and gaining strength. But what matters most remains unchanged: the **deep conviction that talent is everywhere and that it is our collective responsibility to help it flourish.**

The journey continues and it is only just beginning.



**- Anouk Lescrenier**  
**General Manager**

# Our Team

**Anouk LESCRENIER**  
General Manager



**Evelyne VAN STAPPEN**  
Job Academy Leader



**Saran NDIAYE**  
Bright Future Leader



**Norma DI NIRO**  
Volunteer BA1-BA2 project  
& Financial Support



**Jan GUNS**  
Volunteer General  
Support



**Jacques ESCOUFLAIRE**  
Volunteer Workshop Organiser



**Luka FISCHER**  
Bright Future & Social  
Media coordinator



**Isabelle SOSNOWSKI**  
Volunteer  
Bright Future / Job  
Academy / Workshop



# Partnering Companies & Representatives

A&O SHEARMAN

Tamara NOUWEN

**Baker  
McKenzie.**

Philippe LION  
Clémence ROUMA

**Befimmo**

Delia AGNEESSENS  
Florence LALMAND

**BNP PARIBAS  
FORTIS**

Caroline VERGEYLEN

**Chevron  
Phillips  
CHEMICAL**

Fredine IRUBA

**CBTW**  
A global tech company

Jimmy BROUNS

CLEARY GOTTLIEB

Veerle VAN HOOREBEECK  
Byron SPRING

C L I F F O R D  
C H A N C E

Pieter DE BOCK

**CONASSUR**  
PENSION EXPERTS

Eric BAECKELAND

**Deloitte.**

Loes VANHEE  
Elisa HEREDIA ROSA

**DLA PIPER**

Carine HOFKENS

**ENGIE**

Daphné CAWET

**eubelius**  
advocaten avocats attorneys

Monica RODRIGUEZ

**FINTRO**  
BNP PARIBAS GROEP

Véronique HENRY

**FRAGOMEN**

Manuela BIRSAN

**INFRABEL**  
Right On Track

Corine ATHAS  
Clarisse PONCELET

**Laborelec**  
RESEARCH & INNOVATION

Gilles DESCHEPPER

**LIDACO**  
coaching & collective intelligence

Monique RIBESSE

**LIEDEKERKE**

Lara GARAMANOKIAN  
Laura LEGARDIEN

**Linklaters**

Alexia GOETHALS

**LOYENS & LOEFF**  
Law & Tax

Julie JAUMOTTE

**NautaDutilh**

Thierry DUQUESNE

**Nestlé**  
Good food, Good life

Anne WARNOTTE  
Juliette BECKERS

**N-SIDE**  
OPTIMIZING YOUR DECISIONS

Sarah RIBESSE

**simmons  
+simmons**

Annabelle BRUYNDONCKX  
Stéphanie MARTIN ALVES

**SIMON  
KUCHER**  
Unlocking better growth

Cécile ODEURS

**SQUIRE**  
PATTON BOGGS

Klaudia BEQUART  
Marga CAPRONI

**TotalEnergies**  
FOUNDATION

Etienne DE WERGIFOSSE  
Younma HALIDI

**TRACTEBEL**  
ENGIE

Milad MOLINA  
Tiphaine DEMONGE

**VAN BAEL & BELLIS**

Lara HAJIR  
Sarah MUZEMBO

**whyte**  
corporate affairs

Marguerite KERVYN  
Ischa LAMBRECHTS

# New Members, New Mentors, Greater Impact

In 2025, we had the pleasure of welcoming **six new partners** to our community.

A&O SHEARMAN

**SIMON  
KUCHER**  
Unlocking better growth

CLEARY GOTTLIEB

+simmons  
simmons

**FRAGOMEN**

**VAN BAELE & BELLIS**

At the start of 2025, we faced a significant surge in demand from mentees in the legal field, which outpaced our available mentor pool. To bridge this gap, Be.Face strategically expanded its member network within the legal sector. By integrating new partner organizations, each bringing unique strengths, we have not only scaled our capacity but also launched specialized workshops tailored for law students and professionals. These collaborations are the engine of our growth, allowing us to turn challenges into measurable social impact.

**Our new members have allowed us  
to recruit 50 new mentors and  
launch an additional 43 duos in 2025!**

# SteerCo Events : Connecting and Sharing

## Steering Committee

Representatives of our member companies are regularly invited to participate in the Steering Committee meetings, held three times a year. These gatherings have established themselves as flagship events in the Be.Face calendar, bringing together around 50 participants, including company representatives, mentors and mentees.

The Steering Committee serves as a key space for dialogue and collaboration. During the meeting, participants receive updates on the programme's activities, discuss progress and upcoming projects, and share feedback and ideas to help strengthen and improve our initiatives. Beyond the strategic discussions, the event also reflects the spirit of the Be.Face community. Each meeting concludes with a networking cocktail, where mentors, company representatives, and mentees come together in a more informal setting. This moment provides valuable opportunities to connect, exchange experiences, and welcome new students and young professionals interested in joining the Be.Face programme.

In 2025, we had the chance of being hosted by:



# Special Contributions From Our Members

Every member contributes uniquely to our mission, but we'd like to give a special mention to...



\*Board member

We are grateful for their continued support in providing office space, as well as HR and accounting assistance. This structural support is essential to ensuring Be.Face's long-term stability.

In addition, we benefit from the support of a responsive, and solution-oriented IT team that helps us address our specific needs.

Finally, sharing office space also gives us the valuable opportunity to organise our Duo kick-off sessions in-person, strengthening collaboration from the very start.

**Deloitte.**

\*Board member

For their IT & Data consultancy to support our automation and digitalization.



\*Board member

For their donation to support Bright Future's activities.



For their donation to help supporting the growth of our mentoring programs.



\*Board member

For their donation to have a part-time employee to support *Bright Future*.



\*Board member

to Jimmy Brouns for his active role as President of the Steering committee and for his guidance within the Board of Be.Face.

# A Shared Commitment to Talent and Inclusion



Being a partner of Be.Face is for us both a committed and strategic choice. In the context of the energy transition, we are convinced that diverse backgrounds and talent development are essential drivers for innovation and for addressing society's challenges. Moreover, the Be.Face program strongly resonates with our commitments to diversity and inclusion. Through regular exchanges and shared guidance, these values take on a concrete dimension, both for students and job seekers, as well as for our teams. This partnership comes to life every day within several ENGIE entities, including our engineering office Tractebel and our research center Laborelec. Above all, it relies on the dedication and energy of our mentor colleagues. The feedback we receive is unanimous: the connections that are built are meaningful and a source of pride for all participants. The year 2025 was particularly dynamic, with nearly thirty mentor-mentee pairs formed within ENGIE. This strong momentum promises an exceptional 2026!



**Anne-Sophie HUGÉ**  
Head of External Communication,  
Sponsoring & Partnerships



# 2025 Key Figures



## **Be.Face** Bright Future

A year-long journey of mentorship designed for university and college students, where aspirations receive an exciting boost!



## **Be.Face** Job Academy

A six-month mentorship program designed to assist job seekers in their job search journey!



## **Mentees Accepted**



### **174 students accepted**

- **98% of the students recommend the program**
- Mentoring key contributions
  - Job market knowledge
  - Network development



### **76 job seekers accepted**

- **100% of the job seekers recommend the program**
- Mentoring key contributions
  - Network development
  - Self confidence
  - Job market readiness



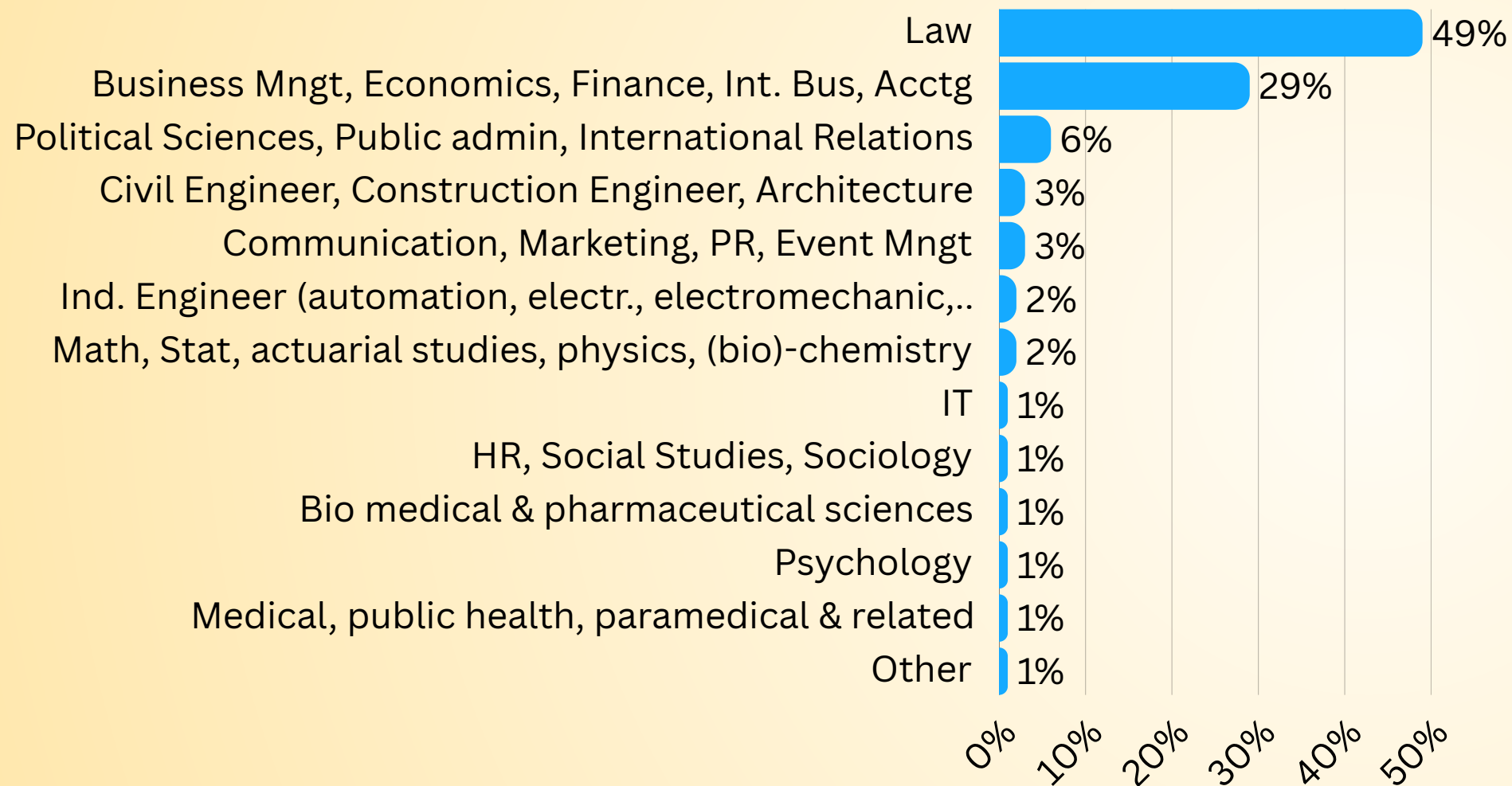
### **21 workshops**

- **Average of 14 participants per workshop**
- **98%** of the participants say the workshops met their expectations

# Mentoring - This Year's Achievements

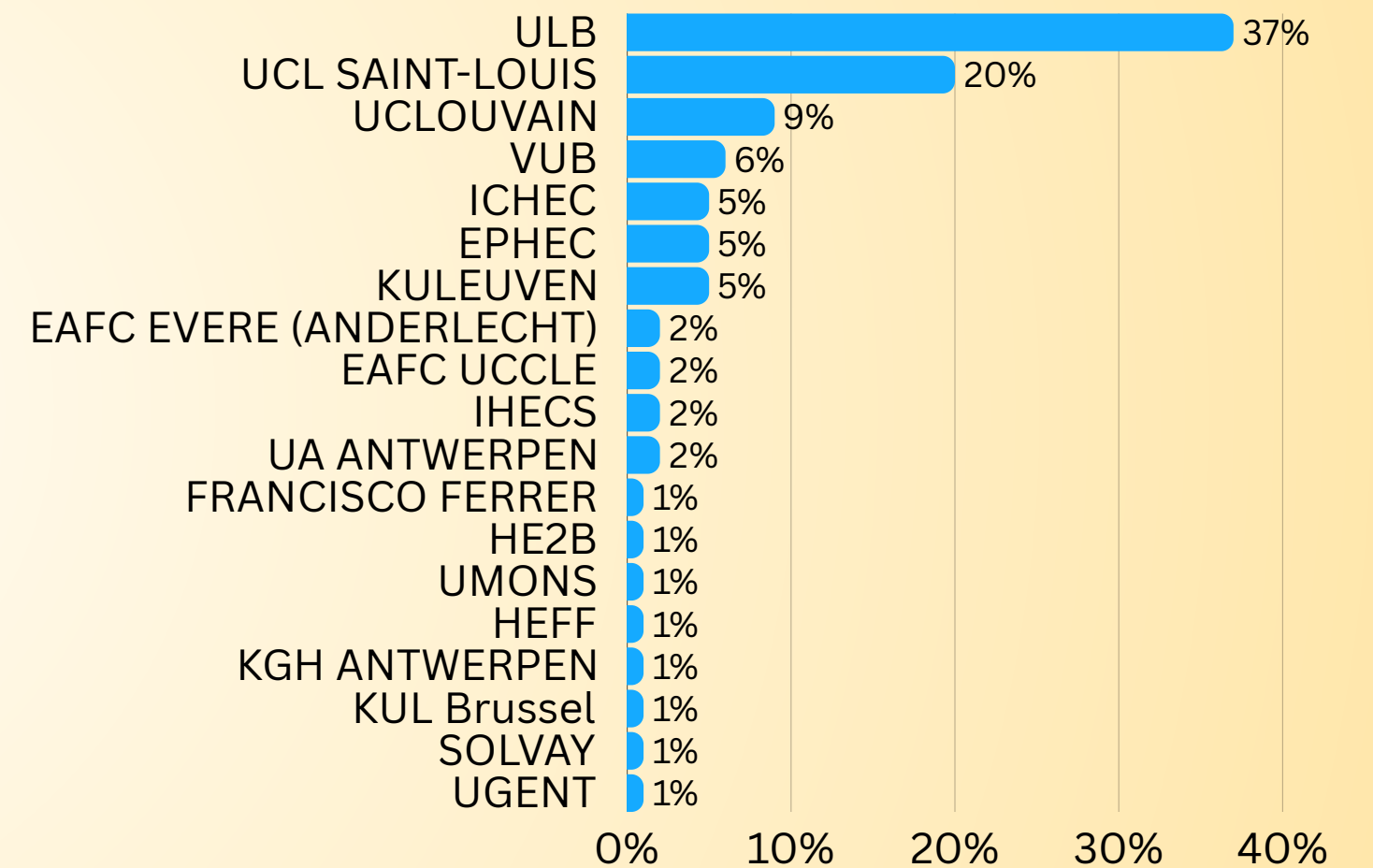
## Getting to Know Our **Students**

Breakdown by Studies



In 2025, **49%** of the participants in our Bright Future program were **law students**. This significant figure highlights our program's **solid reputation within the legal community**, largely fueled by effective word-of-mouth among those students.

Breakdown by Universities & Colleges

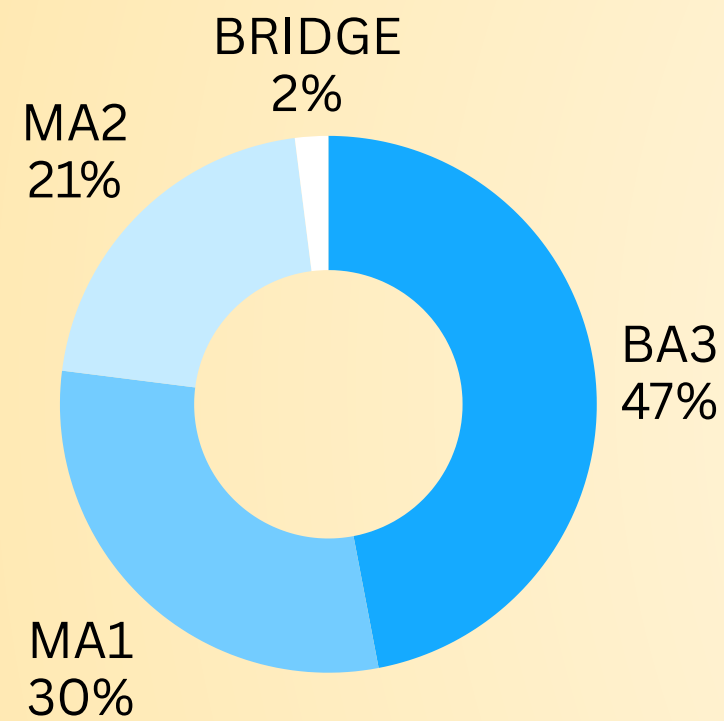


This year, **UCL-Saint Louis** and **ULB** continued to be the two **major sources of incoming students** to the program, accounting for **57%** of the students. 2025 saw a significant increase in representation from **Dutch** universities and high schools in Brussels and Flanders.

# Mentoring - This Year's Achievements

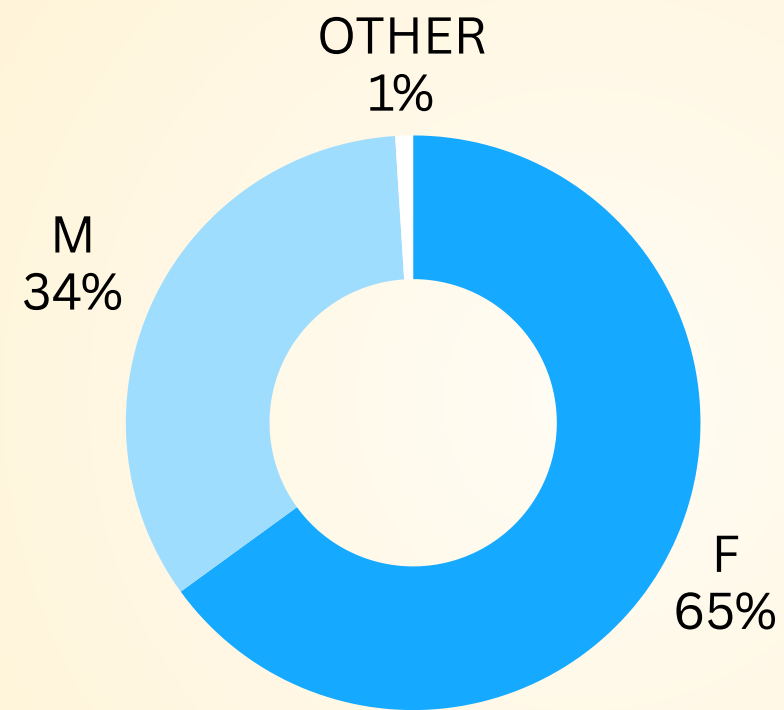
## Getting to Know Our **Students**

Breakdown by Year of Study



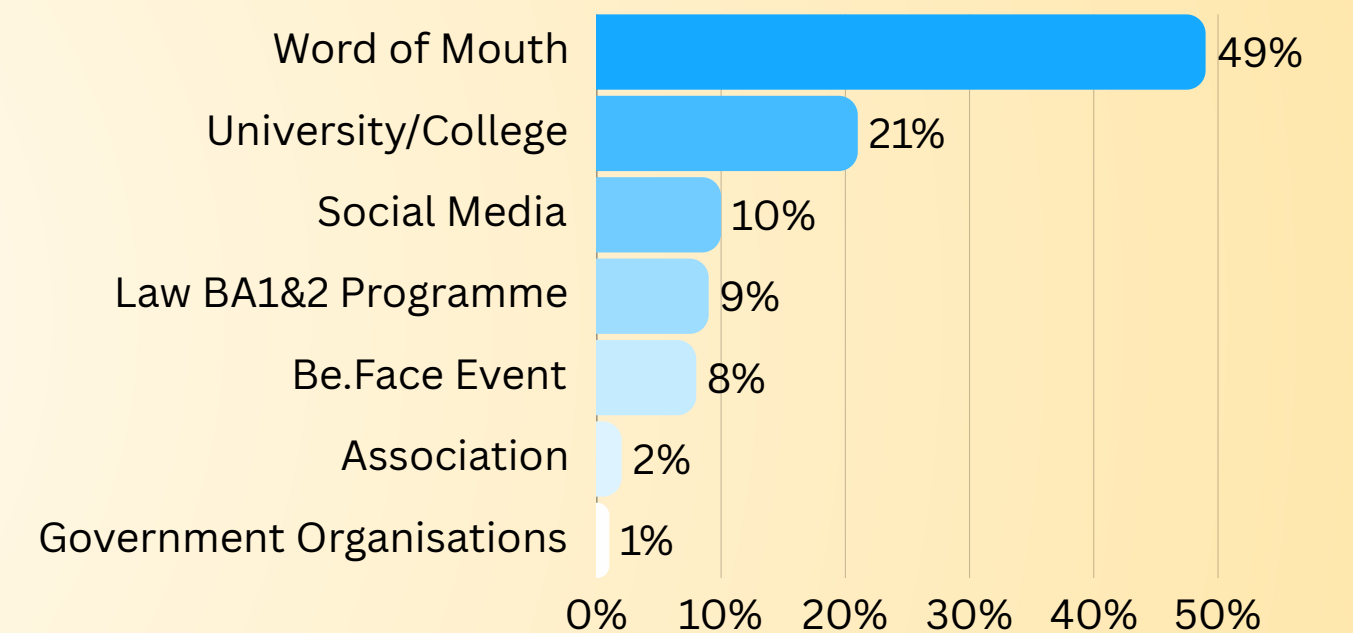
The program is aimed at students from BA3 and above, with **BA3 students** representing over half of the Bright Future mentees. We observe this trend because **choosing a master's program** is crucial during that year, and **mentorship can offer invaluable support in making this decision.**

Gender Distribution



In 2025, the gender distribution was essentially the same as in 2024, where there had been a slight shift compared to 2023, with 27% identifying as Male and 73% as Female.

How Do Students Hear About Be.Face?

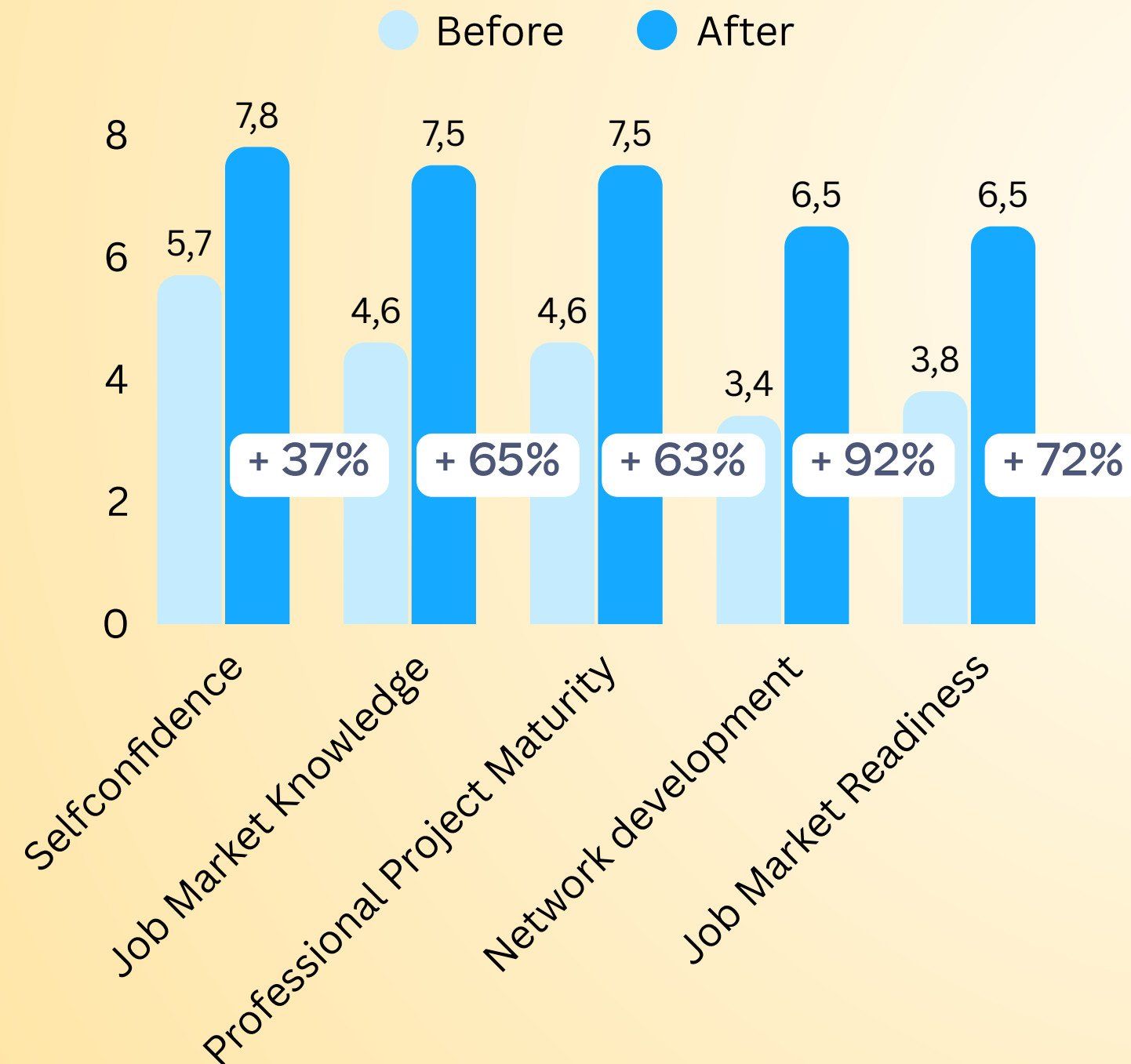


Word of mouth, driven by strong student recommendations and our mentoring program's quality, has become our top communication channel for the second year.

# Mentoring - This Year's Achievements

## Getting to Know Our **Students**

### Benefits of Bright Future For the Students



**98%** of the students recommend the **Bright Future** programme.

The benefits highlight the strong positive impact of the mentoring program on **mentees' development and career readiness**.

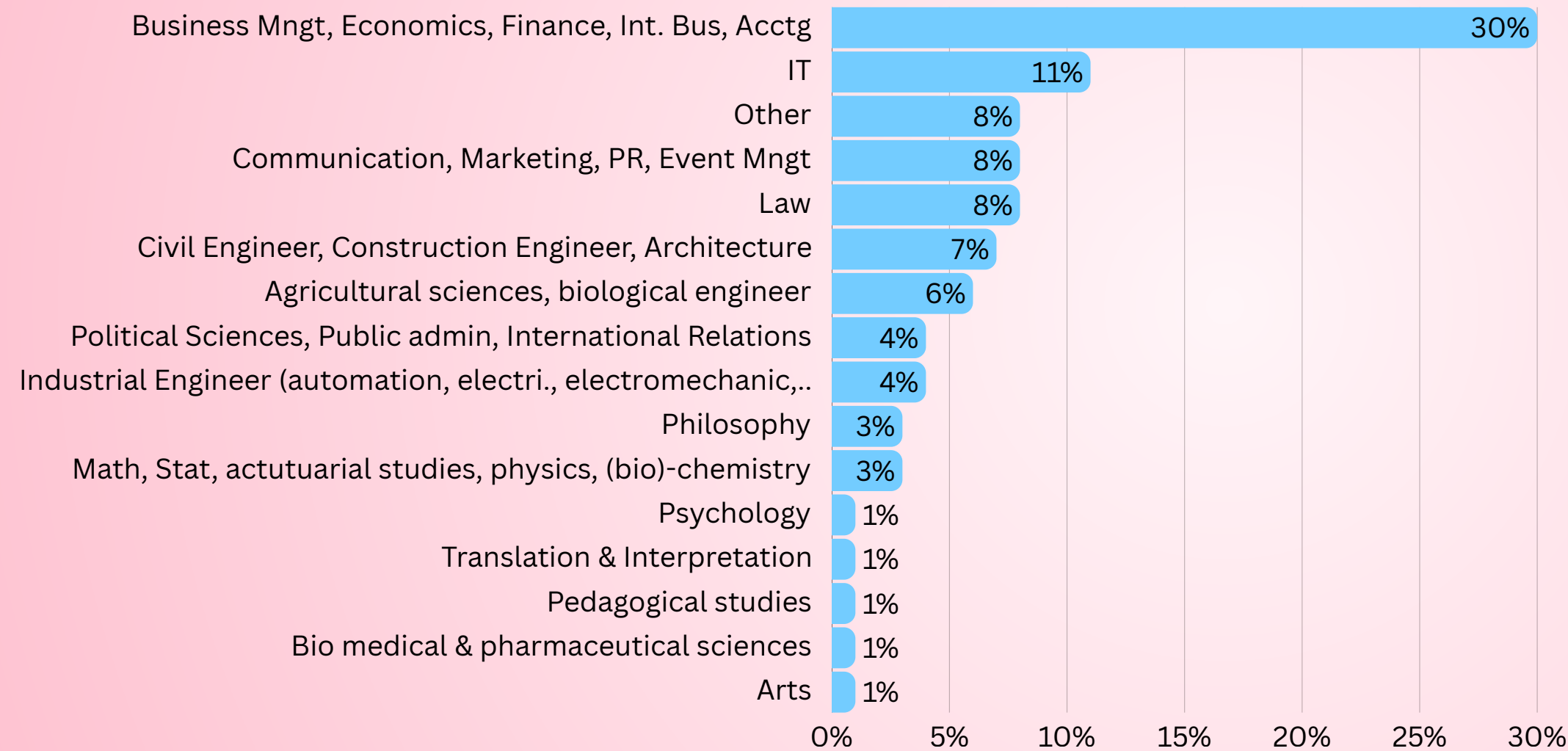
The most significant improvement is seen in **network development** (+92%), reflecting the unique value of the mentoring experience. This drastic increase is largely due to **mentors opening up their own professional networks**, as well as the **themed workshops and special events** organized throughout the program, which create meaningful opportunities for mentees to **connect with professionals and peers**.

Finally, the **72%** improvement in job market readiness confirms that mentees feel better prepared to enter the workforce with **practical tools, stronger networks, and greater confidence**.

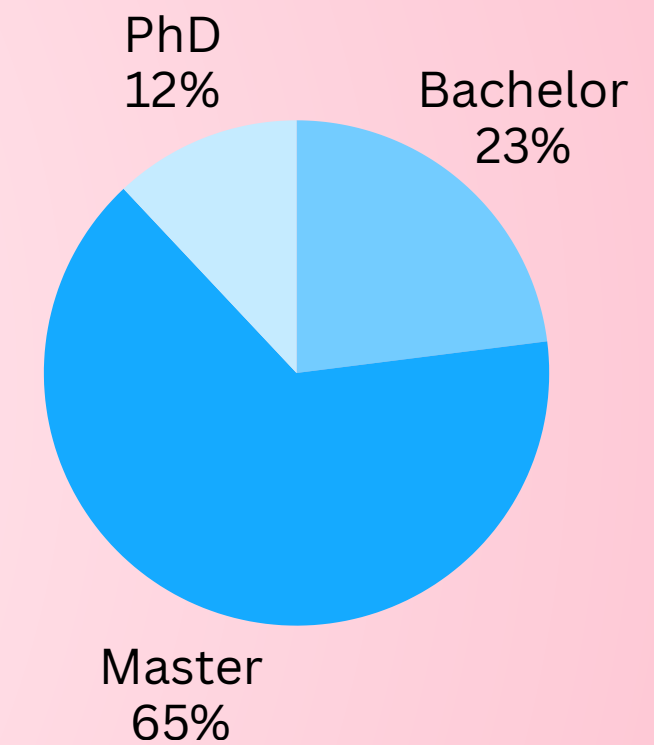
# Mentoring - This Year's Achievements

## Getting to Know Our **Job Seekers**

Breakdown By Field



Breakdown By Diploma

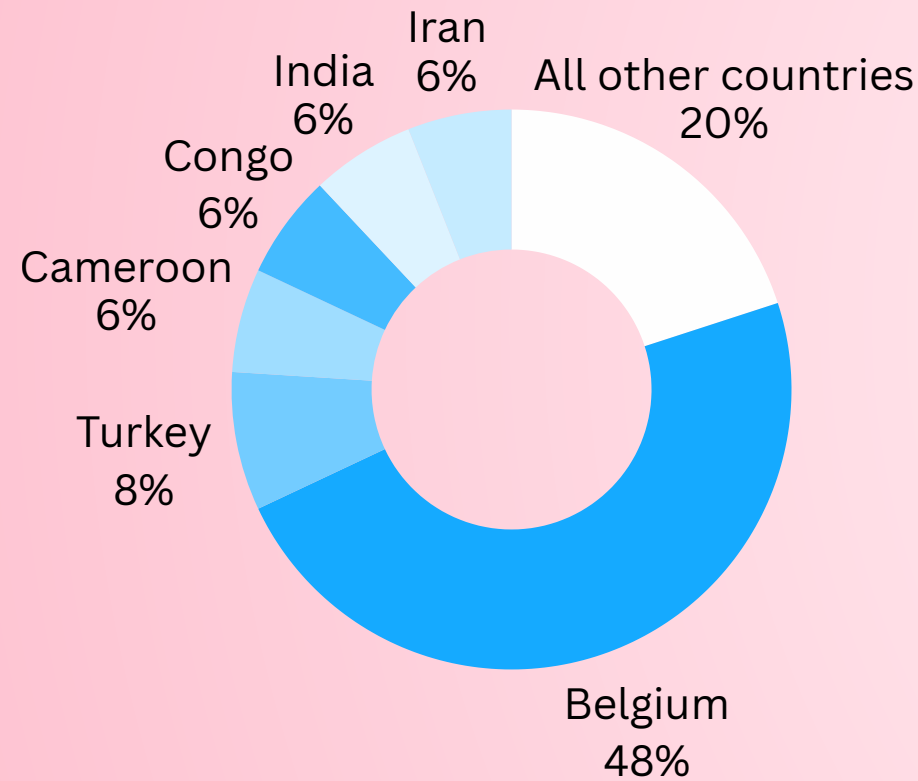


Highly skilled and talented job seekers from diverse backgrounds and various fields of expertise often face challenges in accessing employment opportunities due to a lack of key resources. This represents a significant loss of talents for companies.

# Mentoring - This Year's Achievements

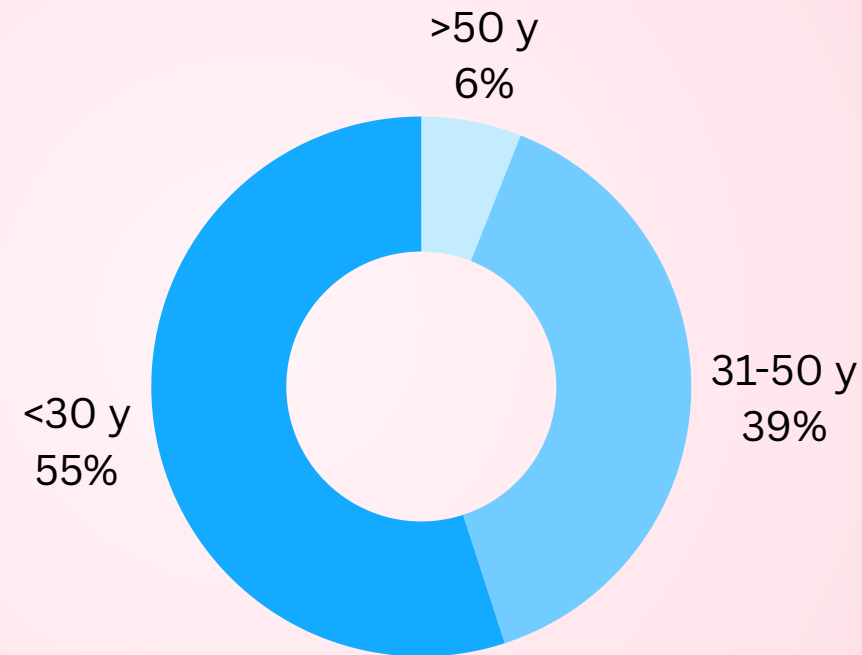
## Getting to Know Our **Job Seekers**

### Distribution By Country Of Origin



**A major shift in trends can be observed in the countries of origin of job seekers.** While there was a drastic decrease in the number of job seekers from Belgium in 2024 (17%), we now observe a new jump, reaching nearly 50%. Turkey and Cameroon remain in the top three. Congo, India, and Iran have now joined the top six countries of origin after Belgium.

### Age Distribution



**The percentage of job seekers below the age of 30 continued growing** from 42% in 2023 to 55% in 2025. This can be explained by a growing number of young graduates joining the Job Academy programme.

### Gender Distribution

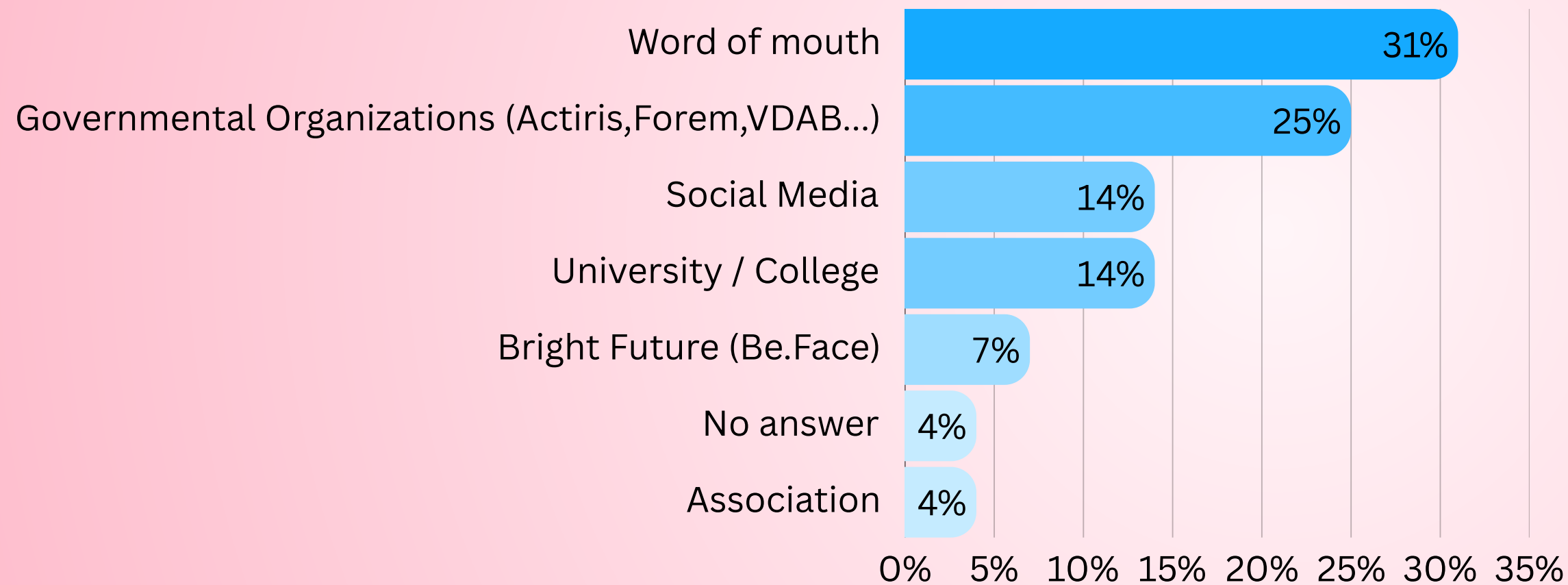


While we saw a **significant increase** in the number of women accepted into the programme in 2023, the trend started to reverse in 2024 and remained stable in 2025 resulting in a **more balanced ratio of 44% men and 56% women.**

# Mentoring - This Year's Achievements

## Getting to Know Our **Job Seekers**

### How do job seekers hear about Be.Face?



**Word of mouth has now taken the lead as the top source** of new job seeker registrations, surpassing governmental organizations. Additionally, **social media** platforms are increasingly playing a **significant role**. By hosting Be.Face at their job fairs, universities and colleges are enhancing our communication efforts for our mentoring program.

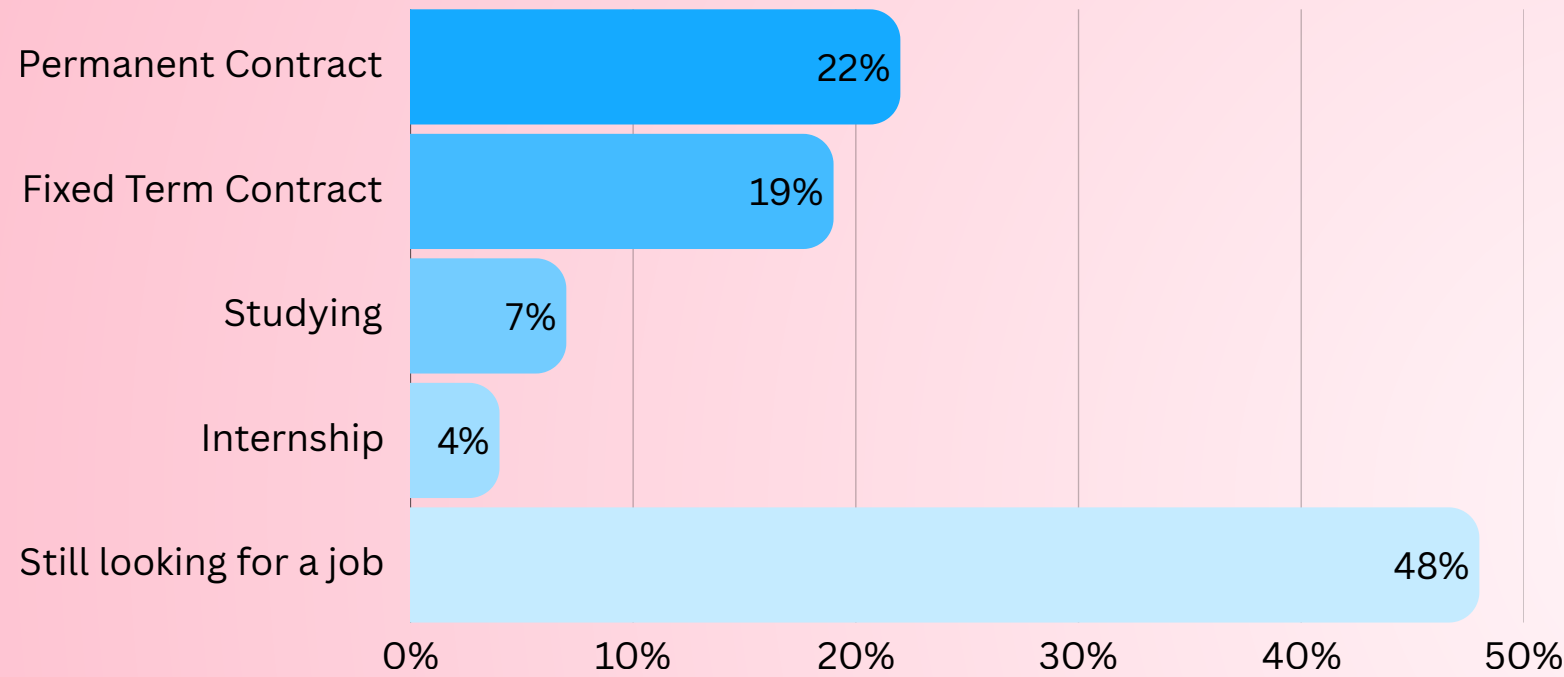


**100%** of the job seekers recommend the **Job Academy** programme.

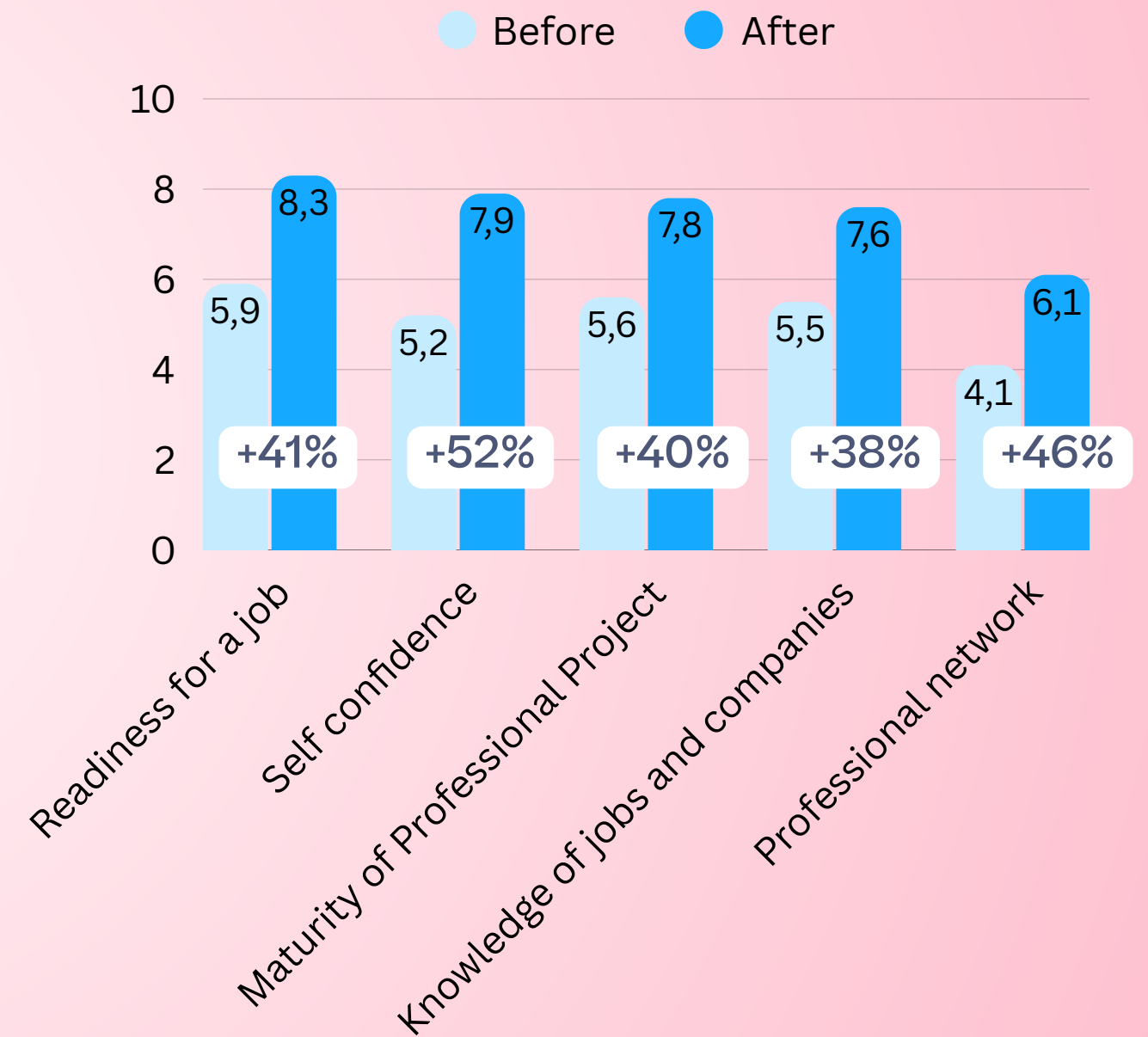
# Mentoring - This Year's Achievements

## Getting to Know Our **Job Seekers**

Mentoring Outcome



Mentoring Benefits For Job Seekers



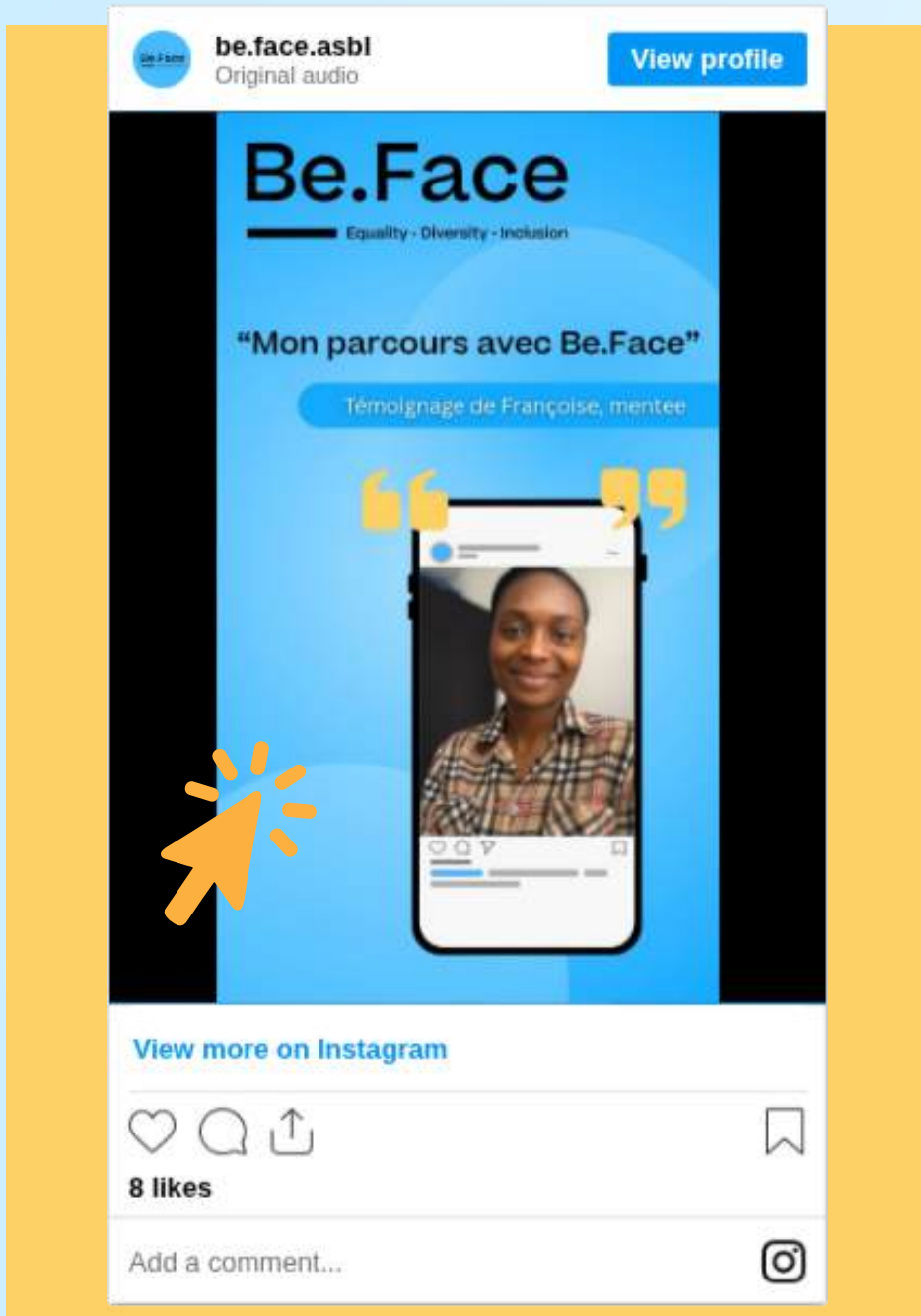
**Positive Outcome** (contract, studies, internship) **52%**

The decline in positive outcomes, from 63% to 52%, is primarily due to the highly specific profiles sent to Be.Face by government organizations that do not have the resources or skills to provide them with appropriate support. These profiles often focus on niche fields of study and are further constrained by the absence of knowledge of our national languages. However, the overall benefits reported by job seekers testify to the positive impact of the program in boosting their careers.

Moreover, even in cases without a formally recorded “positive outcome”, **all KPIs show a significant increase in job seekers’ skills and readiness**, reinforcing the program’s overall impact

Mentee

# Bright Future Some Mentees' Feedback



**Françoise KWAKU**  
Master student  
in Business Management **ICHEC**

“ I would like to deeply thank the whole team for the hard work you put into the organization of this project. It definitely had HUGE impact in my professional but most of all, personal growth. I did feel a before and after my experience at Be.Face. I'm extremely grateful for the opportunities and all the knowledge I acquired through both mentoring and workshops. I still have some work to do but definitely would have been impossible to realize it and start without your support.



**Teresa SANDOVAL**  
MA1 Business Management, **ICHEC**  
**Bright Future Mentee**  
& Member of the **Bright Board**

# Mentoring - DUO' Feedback

## BRIGHT FUTURE DUO

*Mentor*

“

Mentoring Sarah has been an immensely rewarding experience. Each interaction was a pleasure thanks to her wonderful personality.

Mentees' thoughtful questions consistently add value and make me reflect on how information we take for granted may not be as accessible as it seems.

Being able to "give back" is not always easy to fit in a busy schedule. The Bright Future (Be.Face) program makes it possible to do so.

**Florence VERHOESTRAETE**  
Partner

● **NautaDutilh**



**Sarah & Florence**

*Mentee*



“ Je vous remercie d'avoir organisé ce genre de programme, qui m'a permis d'explorer une facette des études, que l'on ne perçoit pas sur les bancs de l'auditoire. Grâce à ma mentore, j'ai été précisément informée sur les types de carrières qui s'offrent à moi à l'issue de mes études. Mes choix seront donc plus réfléchis, puisque je suis mieux renseignée. Ce fut une expérience à la fois très agréable mais surtout extrêmement enrichissante et instructive, le tout dans une ambiance bienveillante. Si c'était à refaire, je foncerais les yeux fermés !

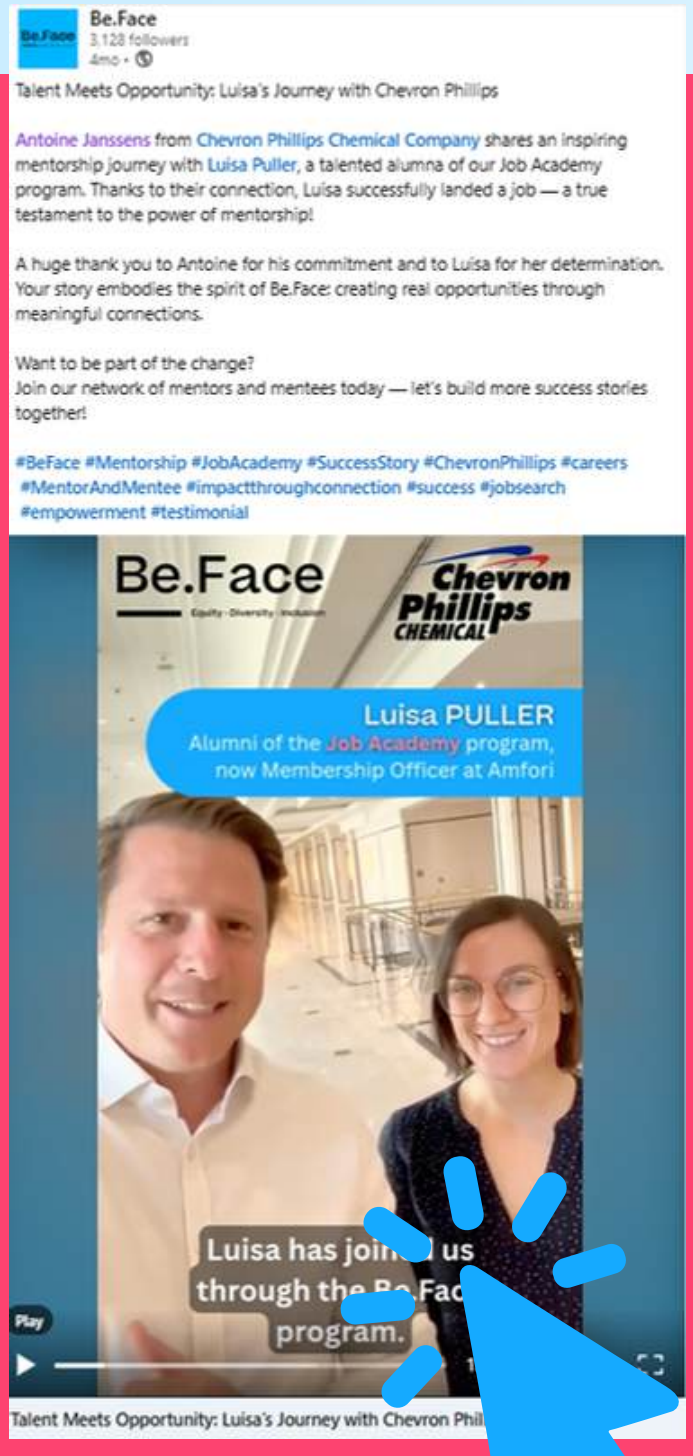
**Sarah MBITEL**  
BA3 student in Law  
**ULB**

# JOB ACADEMY





## Some Mentees' Feedback



### DIARY OF A SUCCESS STORY: From Mentorship at Liedekerke to a job opportunity at Chevron Phillips Chemical and a clearer career path.



Click to view their inspiring testimonials on our LinkedIn page

- “ Thank you so much for the matching and for organizing the first meeting with the mentor in such short time. I'm very excited to meet Laura and to start this experience. Luisa Puller 
- “ Good afternoon, I am contacting you to let you know that I applied to the position you shared at Chevron Phillips Chemicals and I got the job! Kind regards, Luisa 
- “ When I applied for admission to the Be.Face mentorship program, I thought I needed help choosing my professional project and improving my job search methodology. Be.Face supported me in two ways: on one hand, by assigning a very capable and attentive mentor; on the other hand, by sharing a job opportunity that I obtained. By the end of the program, my professional situation had significantly improved, as well as my self-confidence. I realized that the support I really needed was help with building my self-confidence, not just obtaining information. I succeeded thanks to the exchanges with my mentor and a healthy work experience that showed me I am capable of working in an organization and being a resource for others. I (re)learned the value of support from others and the importance of being recognized for one's abilities. 
- “ Since 20 February 2025, I have been working on a temporary assignment at Chevron Phillips Chemical in collaboration with Be.Face. At the end of June, I learned that I ranked first in a competitive selection process for the position of bilingual editor at the Brussels Parliament. I plan to complete my assignment at Chevron Phillips Chemical in mid-October and start my new position at the end of October. In addition, I have recently enrolled in a programme to convert my Italian Master's degree in Law into a Belgian Master's degree in Law. I will study at KU Leuven, and my programme will be taught in Dutch. 

# JOB ACADEMY

## Some DUO' Feedback



**Mentor**  
→

“ Being part of the Be.Face mentoring program has been a rewarding experience. At CPChem, we believe that diversity and inclusion are essential to our success, and mentoring Tetiana allowed me to actively contribute to those values in a meaningful way. Accompanying her on her journey toward a new professional opportunity was both inspiring and enriching, and I was truly impressed by her resilience and determination. I'm grateful to Be.Face for creating these connections that help open doors and empower talent.

**Sandrine Haenecour**

Communications Lead, External, Marketing & Europe



“ I am incredibly grateful to my mentor Sandrine Haenecour for her deep understanding and support. She not only shared her experience, excellent recommendations for action and ideas, but also promoted my CV among her contacts. This made me more visible in the advertising market and led to some interviews for future opportunities, as there were no suitable vacancies for me at that time. I am grateful for the invitation to BeFace networking events and look forward to new contacts and advice.

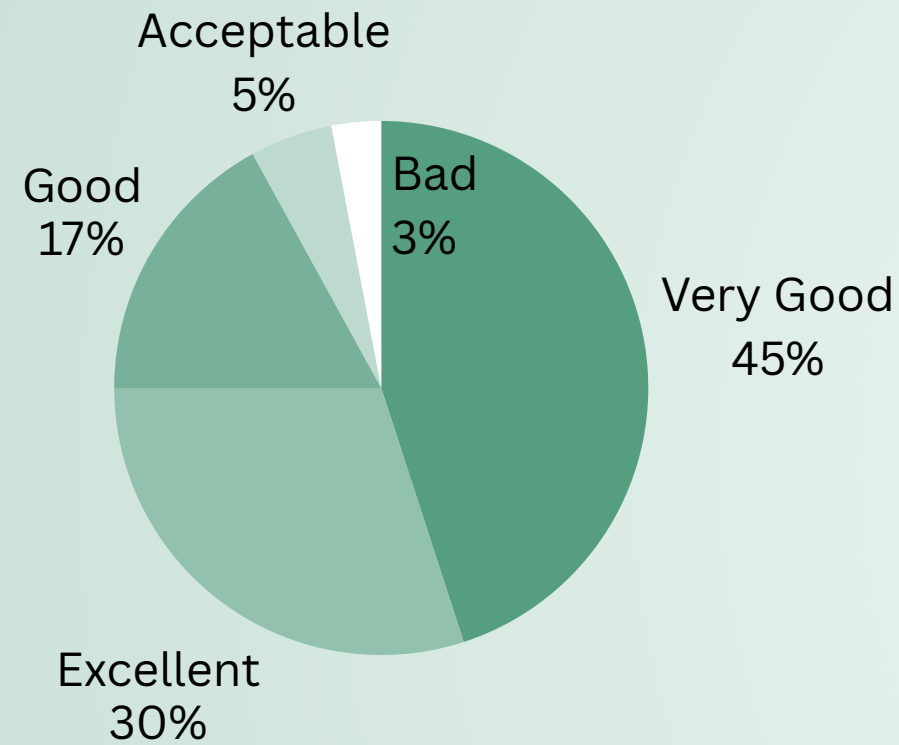
← **Mentee**

**Tetiana FEDORENKO**

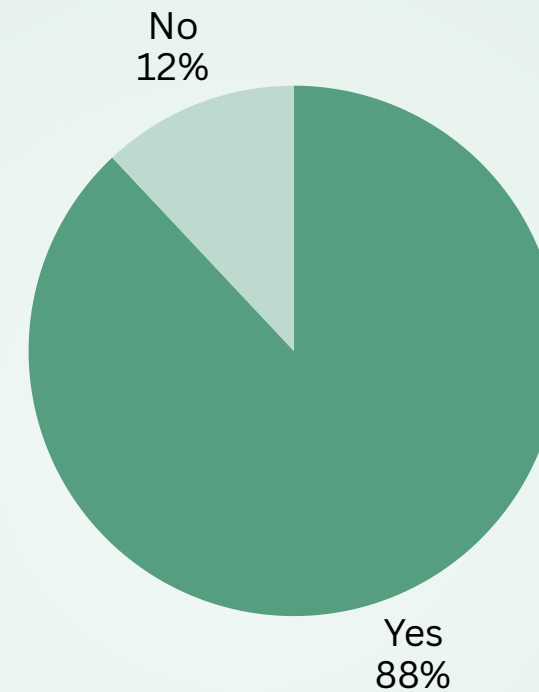
# Mentoring - This Year's Achievements

## Getting to Know Our Mentors

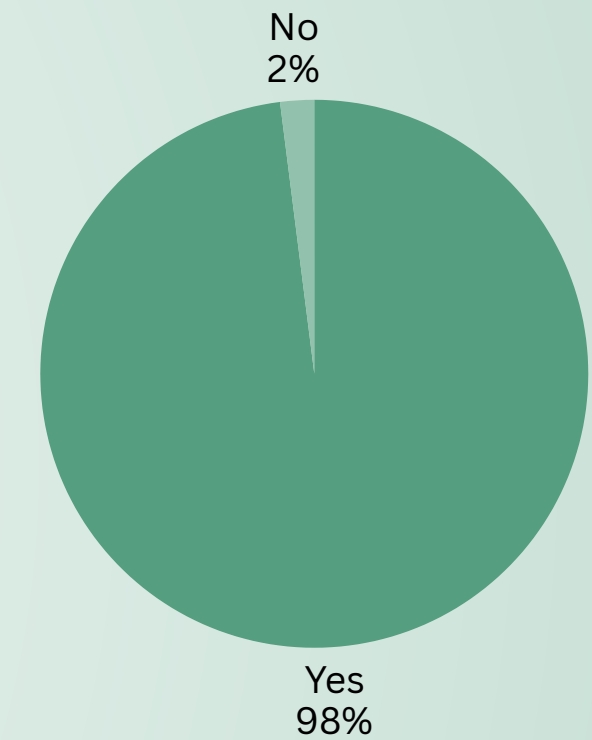
### Mentors' Global Experience



### Mentoring's Contribution to Company's CSR Goals



### Mentoring's Contribution to Personal Development



Overall, **97%** of mentors reported **enjoying their mentoring experience**.

As much as we strive for perfection, the remaining 3% can be attributed to factors beyond our control, such as changes in field of interests, mismatched personalities, or one party no longer having the time to fully commit to the mentoring programme..

“Mentoring allowed me to make a concrete difference by helping a student clarify her path, build confidence, and take her first steps into the professional world.

“The experience was deeply enriching on a human level, offering meaningful exchanges and a new perspective on diversity, opportunity, and potential.

# Mentoring - Some Mentors' Feedback



Yuan Yuan ZOU  
Senior Consultant  
**Deloitte.**

“

Être mentor pour la première fois auprès d'une jeune étudiante a été une expérience à la fois enrichissante et inspirante. J'ai eu l'opportunité d'accompagner une personne pleine de curiosité et de motivation, ce qui m'a permis de redécouvrir avec elle les enjeux et les défis liés à son parcours académique et professionnel.

Ce rôle m'a donné la chance de partager mes connaissances, mais aussi d'écouter et de comprendre ses aspirations, ses doutes et ses ambitions. J'ai pu constater à quel point un échange sincère et bienveillant peut aider à éclairer des choix importants et à renforcer la confiance en soi.

Je recommande vivement à toute personne de tenter cette aventure du mentorat : c'est un véritable enrichissement humain et professionnel, qui ouvre des perspectives nouvelles autant pour le mentor que pour le mentee.



“

Throughout this journey, I supported Reda in preparing for his entry into the professional world and laying the foundation for his future career.

What stood out in our mentor-mentee relationship was that Reda didn't come with specific questions. Instead, he was eager to understand how organizations function and how the professional market operates. In this context, my role was less about providing direct answers and more about connecting him with professionals who could share their experiences, answer his questions, and help him build his network.

Reda made excellent use of these interactions. He showed strong initiative and used the insights he gathered to shape his own career path. This proactive approach paid off: by the time he completed his studies, he had secured a position in the financial consultancy sector.



**Dirk REYNAERT**  
Head of Department Quality & Environment

# Mentoring - Some Mentors' Feedback

“

J'ai découvert en ma Mentee une femme attachante et très cultivée qui avait besoin d'un petit coup de pouce à un moment précis de sa carrière. Elle a de nombreuses compétences et qualités qu'elle arrivera, j'en suis sûre, à mettre rapidement au service d'un nouvel employeur. Nous avons beaucoup échangé, elle est venue plusieurs fois au bureau et a rencontré certains de mes collègues et collaborateurs. Les conversations que nous avons eues me laissent de beaux et chauds souvenirs.

Ann BILLIAU  
Chief Client Officer  
**INFRABEL**  
Right On Track



“

J'ai découvert une jeune personne qui avait plein d'atouts, mais ne savait pas les mettre en avant. Je l'ai aidée à mieux se préparer pour son CV et les entretiens. Le fait qu'elle ait rapidement trouvé un emploi avec mes conseils a été une grande source de satisfaction pour moi.

Evantia KALOGIROS  
Scrum Master



*“Mentoring is a deeply rewarding and meaningful experience”*

# Mentoring - Some Mentors' Feedback



**Philippe LION**  
Senior Counsel

**Baker  
McKenzie.**

“

3month feedback: Le démarrage du duo a été très bon. Nous nous sommes vus trois fois en trois mois, et ces entretiens ont (je pense) permis à Sabrina de mieux comprendre le "playing field" en fiscalité. Elle est arrivée à décrocher un stage d'été chez PWC en fiscal pour l'été 2025, ce qui est une très bonne chose car cela lui permettra de voir si cette voie lui convient. Ensuite nous devons discuter des programmes de fiscalité si elle veut poursuivre cette voie l'année académique prochaine.

Closing feedback: Expérience très enrichissante qui a (je l'espère) permis à ma mentee d'y voir plus clair dans les voies qui s'ouvraient à elle pour atteindre ses objectifs professionnels.

“

J'ai vécu une très belle expérience de mentorat avec Pierre. Il a été très à l'écoute tout au long de notre échange, et j'ai vraiment eu le sentiment d'avoir pu avoir un petit impact positif sur son parcours. À travers lui, je me suis aussi un peu revue plus jeune, à une époque où j'avais moi-même besoin d'être motivée et rassurée.

Pierre est une personne très intelligente et déterminée, mais il avait besoin de voir des parcours inspirants de personnes qui, comme lui, ont dû faire leurs preuves malgré les obstacles. Je pense que cela lui a donné un coup de boost pour continuer à avancer chaque jour avec confiance.

Cette expérience m'a également beaucoup apporté sur le plan personnel : elle m'a permis de retrouver de la motivation et de prendre conscience du chemin que j'ai moi-même parcouru, une chose qu'on oublie parfois avec le temps.



**Xheni ZENELI**  
Medior Associate  
**LOYENS Loeff**  
Law & Tax

Workshops are key contributors to Be.Face’s mission, fostering **self-development, non-academic learning and networking.**

These sessions are **exclusively for our mentees** and are **complimentary to the mentoring**, helping participants gain essential **soft skills and confidence** for today’s job market. Thanks to our wonderful partners who host these sessions and share valuable advice, these workshops promote a **supportive community** that enhances the learning experience and empowers the leaders of tomorrow!

**Be.Face** EN FR **CBTW**  
Equality · Diversity · Inclusion

Speakers from CBTW :

**Romain COHEN**  
Marketing Specialist / Digital Project Manager

**Rémi LANOUGUERE**  
Business Unit Manager

**Brian DE SOMER**  
Talent Acquisition Manager

**WORKSHOP**

**Boostez votre profil LinkedIn**  
Soyez incontournable !

Limited spots

**TUESDAY 21TH OF OCTOBER, 16H-18H**  
ON SITE IN BRUSSELS  
(+ INFO IN THE EMAIL INVITATION)

**Be.Face** EN **ENG**  
Equality · Diversity · Inclusion

Speaker

**Tamara NOUWEN**  
Senior Recruitment Officer (Graduate & Legal) at A&O SHEARMAN

Limited spots

**WORKSHOP**

**How to find an internship ?**

Gain valuable insights from A&O Shearman on securing a top legal internship!

**in the legal field**

**MONDAY 29TH OF SEPTEMBER, 17H-18H**  
CONDUCTED ONLINE VIA TEAMS

**Be.Face** EN FR NL  
Equality · Diversity · Inclusion

**WORKSHOP**

**Ready ? Set ? Hire !**

**Job Interview Marathon**  
Marathon d'Entretiens d'Embauche  
Sollicitatiegesprek-marathon

A full week of simulations of interviews with HR departments of major companies:  
practise, receive personalised feedback and make rapid progress.

**CBTW** Baker McKenzie. N-SIDE TotalEnergies

TRACTEBEL FRAGOMEN Deloitte CLEARY GOTTLIEB

**SEMAINE DU 10 AU 16 NOVEMBRE**  
EN VISOCONFERENCE - VIA TEAMS

# Workshops - Breakdown



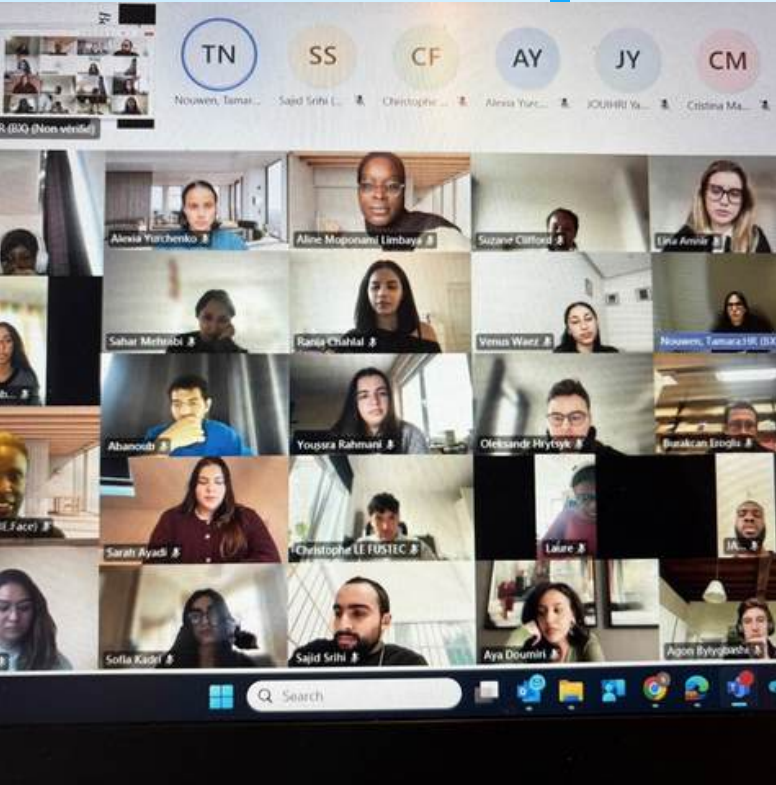
In 2025, we organized  
**21 workshops** and had a  
total of **294 participants.**

**14 participants on average  
per workshop.  
+28 % participation rate.**



“ Workshops are a strong complementary pillar of our mentoring programme.”

# Participants' Feedback



99%

Were satisfied with the content of the workshops

99%

Found the workshops relevant & useful

96%

Said the workshops met their expectations

89%

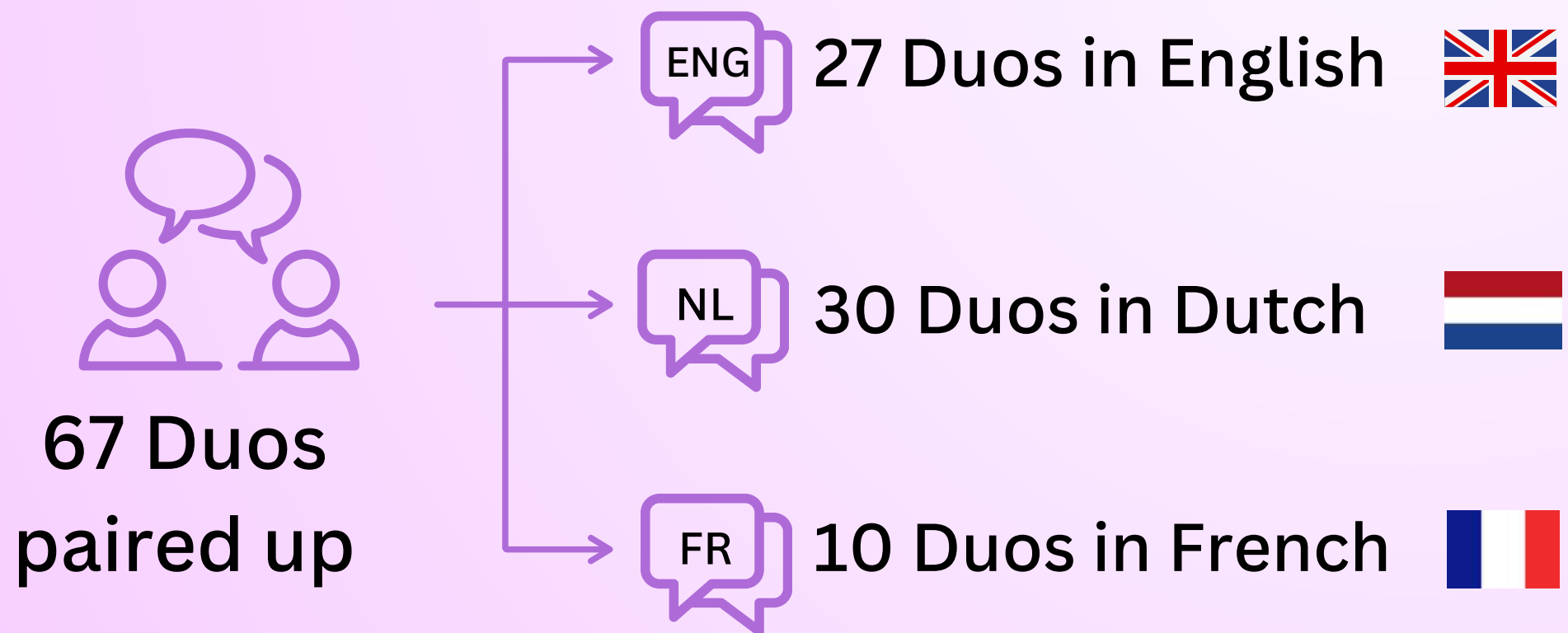
Acquired new skills during our workshops



# Duo-Langue Breaking Language Barriers

+52%  
versus  
2024

During the summer, we brought back our *Duo-Langue* programme. Over three months, we paired students and job seekers with volunteer coaches from our partnering companies to practice and improve their language skills in **English, Dutch, or French**. The results were incredible—a true success story!



# Duo-Langue

## Breaking Language Barriers

### A Few Words From Our Language Duos...



It was an excellent experience.  
I was in a moment where I doubted on my capacity to learn the language but practicing it made me realize that it was very possible.

In addition, my tutor was working in a sector that is crucial for my master thesis and could arrange for me additional meetings with 2 departments of his institution to allow me to do mandatory interviews for my master thesis.



Ik ben erg tevreden over mijn deelname aan het Summer Duo programma. Alles was goed georganiseerd en ik heb het gevoel dat ik veel heb bijgeleerd.

In het bijzonder wil ik graag mijn mentor bedanken. Zij was altijd positief, vriendelijk en heel geduldig. Dankzij haar begeleiding voelde ik me gesteund en kreeg ik meer vertrouwen om Nederlands te spreken. Haar enthousiasme maakte de ontmoetingen niet alleen leerrijk maar ook heel aangenaam.

Kortom, een zeer waardevolle ervaring!

100%

Would like to participate again next summer




Ce programme de langue offre l'opportunité idéale de s'entraîner à parler avec quelqu'un maîtrisant la langue que l'on souhaite apprendre. Il n'y a rien à perdre à s'y inscrire, au contraire, c'est à la fois l'occasion d'améliorer ses compétences linguistiques, mais aussi de faire une nouvelle rencontre enrichissante.



It will always be a great experience. My coach was really fantastic. Thanks a lot.

# Summer Jobs

## An Introduction to the Professional World

In the summer of **2025**,  **BNP PARIBAS FORTIS** and **Deloitte.** welcomed our mentees into their teams for **summer jobs opportunities** in departments aligned with their studies. It was a unique opportunity, and our mentees left feeling very grateful for the experience and the chance to grow professionally. Not only did they develop their professional skills, but they also built meaningful connections and a clearer vision of their career paths.

### Summer Jobs - Breakdown



**12 Student Jobs**

**Deloitte.**

**14 Student Jobs**

“ Je tiens à remercier sincèrement Be.Face pour sa confiance, et surtout pour avoir rendu cette expérience possible. Sans votre programme, je n'aurais jamais imaginé pouvoir intégrer une entreprise comme Deloitte si tôt dans mon parcours. Vous avez joué un **rôle de pont entre mes ambitions et la réalité**, et cela m'a donné un énorme élan pour la suite de mon chemin professionnel. Je suis encore plus contente que mon travail ait ainsi été très apprécié par mon département et j'espère vous avoir bien représenté. **Merci pour votre engagement à faire briller les jeunes talents.** ”

## Summer Jobs - Feedbacks



Tout d'abord, je souhaite remercier Be.Face, grâce à qui j'ai eu l'opportunité d'obtenir ce job étudiant. Leur soutien m'a permis de vivre une expérience professionnelle enrichissante et motivante.

Mon ressenti général sur ce job étudiant chez BNP Paribas Fortis est très positif. J'ai beaucoup apprécié l'ambiance professionnelle et bienveillante de l'agence, ce qui m'a permis de me sentir à l'aise et utile dès le premier jour.

J'ai énormément appris, notamment sur le fonctionnement concret des crédits, des garanties locatives et, plus largement, sur la manière dont une banque accompagne sa clientèle privée. Cette expérience m'a permis de comprendre de l'intérieur le rôle des conseillers et la rigueur qu'exige ce secteur.

En résumé, cette expérience a été extrêmement enrichissante, tant sur le plan professionnel qu'humain. Merci à Damien, Pauline, BNP Paribas Fortis, Adecco et Be.Face pour leur accueil et leur accompagnement.

**Bright Future Mentee  
Summer Job Student**



**Mehdi Lentz** · 1st  
Procurement intern at AXA / Master student at Solvay Brussels Scho...  
6mo · 🌐

I'm grateful for the opportunity to have completed a Summer Internship at **Deloitte**. In just a short time, I've learned so much and had the chance to meet inspiring professionals.

A special thank you to the Tax & Legal Learning team for the warm welcome and continuous support throughout my journey. Your guidance truly made a difference, and I genuinely enjoyed working alongside you.

Also, a heartfelt thank you to **Be.Face** the amazing mentorship program that opened this door for me. Between the mentoring, workshops, and career opportunities, I can only recommend it to anyone looking to grow personally and professionally.

Looking forward to what's next! 🚀

#Internship #LearningExperience #Deloitte #BeFace #Mentorship #CareerGrowth



👍👍👍 133

14 comments

**Teresa Sandoval** · 1st  
Business Economics @Solvay BSEM  
4mo · 🌐

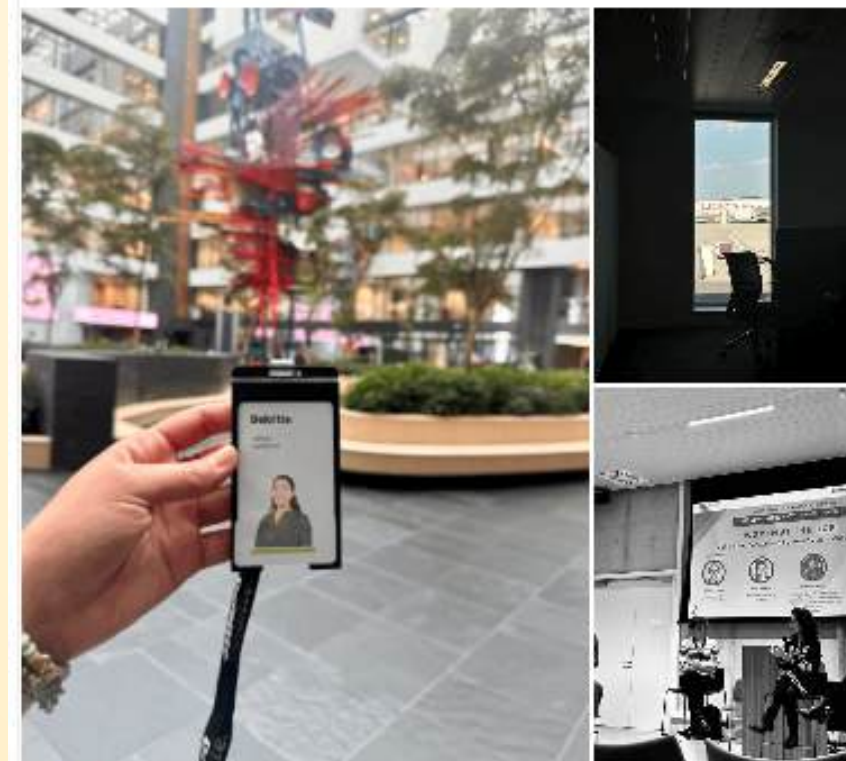
Very happy to share that last summer, I had the opportunity to join the ServiceNow team for two months at **Deloitte**, where I discovered a supportive and inspiring environment.

I'm deeply thankful to **Lieve, Syl, Tom, Cyrile** and the rest of team for their guidance, collaboration, and kindness throughout my time there, and a warm thank you to **Théa** for her kindness from day one!

I also want to express my immense gratitude to the **Be.Face** team, who made this opportunity possible and provided invaluable support throughout a year filled with mentorship and workshops. **Evelyne**, my first contact at Be.Face, listened with genuine care and an immense desire to help.

Finally, I'm especially thankful to my mentor, **Hassan**, an incredible human being, for his thoughtful insights, generosity, and for sharing not only his professional experience but also his wisdom on navigating life's challenges.

This year, I'm excited to be part of the Bright Board, contributing to shaping the future of **Be.Face** 🌟



👍👍👍 82

1 comment

**Deloitte.**

# Creation of the Bright Board

In 2025 Bright Future initiated the creation of The Bright Board, a selection of mentees from the Bright Future program, chosen for their commitment, motivation, and ability to represent their academic disciplines.

Their role:

- **Act as an ambassador of Be.Face**
- **Represent their Faculty, university or college** with Be.Face
- **Facilitate communication** between students and the Be.Face team
- **Facilitate the recruitment of new mentees** in their field of study
- **Spreading Be.Face's values and actions** on the ground
- **Contribute to the organization of initiatives** for more effective support

Their actions:

- They participated to job fairs and helped us enroll new students in our program.
- They introduced Be.Face to their Faculties and to relevant student associations.
- They gave us feedback and recommendation on our communication process.
- They made us proud of what we accomplish together.



# Be.Face Contributions to Legal Sector Discussions on Inclusion



## Brussels Bar Conference on Inclusion

Be.Face was honored to be invited to participate in a panel discussion at the conference “**Le barreau à l’épreuve de l’inclusion : quelles réalités sociales ?**”, organized by the Diversity and Inclusion Commission of the French-speaking Brussels Bar Association. This event brought together legal professionals and social actors to reflect on the challenges of inclusion and the social realities that can affect access to and progression within the legal profession.



Panelists: Anouk Lescrenier from Be.Face, Johan Mouraux from Van Bael & Bellis, Crépine Uwashema from JusCogens, Emmanuel Plasschaert from Crowell & Moring and Ihsane Haouach, writer and social entrepreneur

## Intervention at the Lunch & Learn session of LDIA (Legal Diversity & Inclusion Alliance)



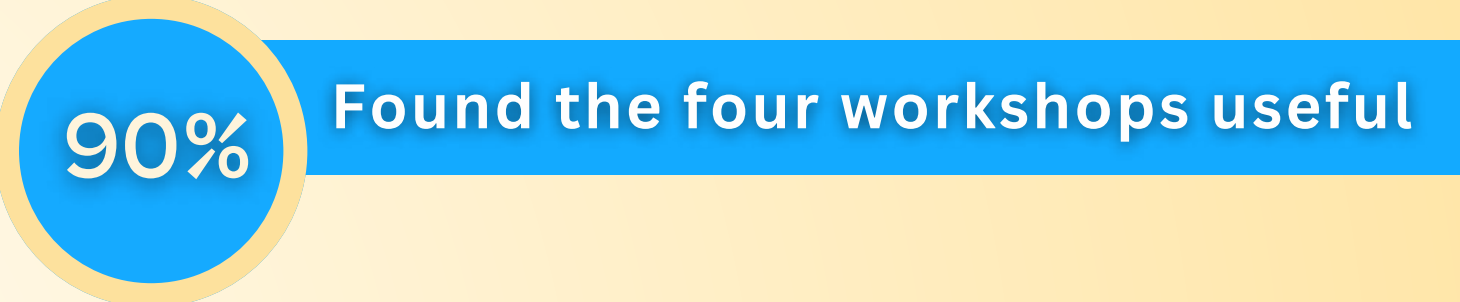
# BA1-BA2 LAW PROGRAM

During the 2024–2025 academic year, the **BA1-BA2 Law Student Support Program** mobilized **four law firms**



and **34 volunteer** coaches to support **86 undergraduate law students** at a critical stage of their academic journey.

The program aims to actively promote **Diversity & Inclusion** by providing early academic and **professional guidance** to BA1 and BA2 students, helping those from diverse backgrounds gain confidence, structure, and exposure to the legal profession.



Participant feedback also reveals a strong qualitative impact. Students highlighted the program’s **practical structure, increased clarity** around academic expectations, and **valuable exposure to the legal profession**, particularly crucial for BA1 students navigating their first year.

Coaches underlined the positive effects on student **motivation, confidence, and orientation**, especially for those from less advantaged or less informed backgrounds.

## Volunteering for Impact : Six Years of Meaningful Connections



### Six ans d'engagement et de rencontres

Voilà maintenant six ans que je collabore avec Be.Face pour les chercheurs d'emploi, six années marquées par de très belles rencontres. J'y ai croisé des mentors, des bénévoles, des animateurs, des interviewers... autant de personnes engagées qui œuvrent pour aider les autres, accompagner des projets professionnels, soutenir dans des situations difficiles ou, tout simplement, être présentes pour autrui. Et, bien souvent, chacun retire de cette expérience bien plus qu'il ne l'imaginait : on apprend à se connaître, à se dépasser, et à mieux comprendre les réalités du monde d'aujourd'hui.

### Une rencontre basée sur le choix

La rencontre avec les chercheurs d'emploi est aussi très riche. Lors des lancements de duos, je répète très souvent : « Aucun de nous 3 n'est obligé d'être là ». Cette phrase, pour moi, est un vrai gage de réussite. Elle rappelle que cet engagement repose sur la volonté, la motivation et l'envie sincère de créer un impact positif et surtout concret.

### Des actions qui changent les choses

En effet, ce que j'apprécie dans ce bénévolat, c'est l'action concrète que nous menons. Qu'il s'agisse à la fin de la signature d'un contrat de travail, d'un stage ou d'une mise en relation qui change la donne pour deux personnes, ces petites victoires sont autant de preuves de l'utilité de notre engagement.

### Le moment que j'attends toujours

Ce que je préfère par-dessus tout ? Le matching. Le moment où je vois une relation prendre forme, où quelque chose se passe entre les personnes que j'ai mises en lien. C'est vraiment enthousiasmant.

### Rester connectée au monde professionnel

Personnellement, j'aime aussi rester connectée au monde professionnel actuel : comprendre les grands tournants de notre époque, confronter mes expériences, apporter mon regard. C'est une manière de rester ancrée dans le réel.



**Evelyne VAN STAPPEN**  
Volunteer

### Une équipe engagée et inspirante

Et puis, il y a l'équipe. Une équipe hybride, certes, mais d'une richesse incroyable grâce à la diversité des profils, à leur implication et à cette bienveillance qui émane du management. Je suis fière d'en faire partie et je vous engage à nous rejoindre !



## Qu'est-ce qui vous a donné envie de devenir bénévole chez Be.Face ?

Parce qu'il s'agit d'un beau projet d'accompagnement d'étudiants et de chercheurs d'emploi issus de milieux fragilisés. Ces derniers se retrouvent souvent seuls face à une recherche de stage ou d'emploi qui deviennent de plus en plus compliqués à trouver.

Proposer ses services en tant que volontaire est d'autant plus important aujourd'hui au vu des restrictions budgétaires en termes de subsides.

## Qu'est-ce que cet engagement vous apporte au quotidien ?

Un sentiment d'utilité et d'aide aux autres, la possibilité de partager une expérience RH et de garder le contact avec le monde professionnel.

L'énergie que certains déploient pour recommencer une nouvelle vie ou améliorer leurs conditions sociales est très inspirante et communicative.

Je suis fière de pouvoir les aider à vivre une aventure humaine au travers du duo de mentorat et de les guider au travers des 2 ateliers que j'anime.

# Volunteering with Us

## Être bénévole, ce n'est pas toujours simple. Quels sont les défis que vous rencontrez ?

Personnellement, je trouve que le plus difficile est d'arriver à se fixer des limites par rapport à l'aide qu'on aimerait apporter. La culpabilité de ne pas en faire plus est souvent présente. Je me dis que j'apporte ma petite pierre à l'édifice 😊 et que c'est mieux que rien 😊

Ce qui est également compliqué, c'est d'arriver à garder le fil de ce qui se passe dans l'équipe étant donné que je n'y consacre que quelques heures par semaine. Heureusement, nous avons un groupe Teams et Whatsapp bien alimenté 😊

## Vous animez aussi des workshops. De quoi y parle-t-on ?

J'anime deux ateliers : l'un sur la connaissance de soi et l'autre sur la confiance en soi. Ces thèmes sont porteurs pour les mentees car ils les aident à prendre conscience de qui ils sont, de leurs forces, leurs centres d'intérêt, leurs valeurs ce qui est très important dans le choix d'études ou de jobs.



## Share, inspire, empower



Isabelle SOSNOWSKI  
Volunteer

## Que remarquez-vous chez les mentees avant et après ces ateliers ?

Avant l'atelier, ils sont souvent très curieux. Après, je les sens plus rassurés : leurs choix leur semblent davantage alignés avec qui ils sont.

Face au syndrome de l'imposteur, ils réalisent aussi qu'ils ne sont pas seuls et qu'ils ont déjà en eux les clés pour changer leur regard sur eux-mêmes.

Interested to join our team as a volunteer ?

Contact us at [beface@beface.be](mailto:beface@beface.be)

# Our Committed Board Members



**Kris VERHELLEN**  
**CHAIRMAN**  
Managing Partner 



**Anne-Sophie HUGE**  
Head of External Communication,  
Sponsoring & Partnership



**Renaud HENDRICE**  
Partner GI3 Global Investment &  
Innovation Incentive Services



**Joke VERDUYCKT**  
Head of Corporate Engagement



**Norma DI NIRO**  
Financial Advisor  
Independent Outgoing Board Member



**Jimmy BROUNS**  
Sales & Lead Partner



**Antoine JANSSENS**  
EMEA General Manager



**Anne-France SIMON**  
Head of Diversity, Equity & Inclusion  
Outgoing Board Member



## Understanding our cost and revenue structure

Mentoring is the foundation of our activities. Core tasks such as maintaining relationships with academic and public institutions (CPAS, social services), managing the registration of new mentees and mentors, facilitating matching, launching and supporting mentor-mentee pairs, and organizing workshops form the heart of what we do. Consequently, personnel-related expenses represent the largest share of our costs.

Enrolment in our mentoring programme and participation in all the activities we offer are completely **free of charge** for our mentees. This is why financial support from our partners is essential to cover the operational costs of the association.

Currently, Be.Face's financial structure is relatively simple, relying primarily on **membership fees** contributed by our partner companies, supplemented by a few **donations**.

However, our revenue from membership fees alone is not sufficient to cover our cost structure. For this reason, additional financial support is crucial, and we are actively seeking to **diversify our funding sources**.

Be.Face is a not-for-profit organization in the legal form of a Belgian ASBL/VZW, **created in 2010**. The articles of incorporation were last modified as approved by the general assembly of **18 March 2021**.

In 2025, the Board convened three times. During these meetings, the Board monitored the progress of the organization's activities and ongoing initiatives, reviewed operational developments, and ensured alignment with the organization's strategic objectives. No major structural changes were adopted during the year.

Board members Norma Di Niro and Anne-France Simon resigned further to changes in their careers. The Board and the entire organization are extremely grateful for their valuable contribution to Be.Face's development. The board welcomed Joke Verduyckt, Head of Corporate Engagement at BNP Paribas Fortis as its new member."

## Attendance of board meetings

**13 March 2025** 6/6

**18 June 2025** 6/6

**14 October 2025** 4/6

## General Assembly

The general assembly of members was convened on 18 March 2025. The assembly was informed of the operational impact and financial statements of Be.Face and approved all resolutions unanimously.

# Editorial - A Word From Our Chairman



Mentoring is an act of confidence: confidence in people, in potential, and in the belief that talent flourishes when given access, guidance, and trust. In a world marked by uncertainty and rapid change, this conviction matters more than ever.

Over the past year, our organisation has continued to mature, not just by growth, but by deepening the quality and relevance of what we offer. By strengthening our partnerships with member companies and reinforcing our presence on university campuses, we have expanded opportunities for mentees while ensuring that our mentoring programmes remain firmly anchored in real-world professional environments.

Beyond these tangible results lies a more profound opportunity. Mentoring creates a unique space where ambition meets experience, where emerging talent is not only supported but challenged, and where organisations can engage meaningfully with the next generation of leaders. For our corporate members, this is not a peripheral initiative. It is a strategic investment in skills, diversity of thought, and long-term resilience.

At a time when economic pressures and shifting political narratives may tempt organisations to deprioritise inclusion and development, mentoring offers a pragmatic and impactful response. It does not lower standards; it raises them by removing obstacles that prevent merit from fully expressing itself. It fosters loyalty, engagement, and perspective, qualities that no balance sheet can capture, yet every sustainable organisation depends upon.

Looking ahead, we are confident in our ability to navigate a changing social and economic landscape. Supported by dedicated staff, committed volunteers, trusted partners, and an engaged board, our organisation is well positioned to continue creating value for individuals, for companies, and for society at large.

Mentoring is not a short-term answer to complex challenges. It is a long-term commitment to people. We are proud to pursue it together with our members.

**Kris VERHELLEN**



# Let's go further together, join our network and unite our forces

You are a decision-maker working on DEI policy in your company and looking for a strategic partnership to take your initiatives further?

You are an employee of our member companies, and you would like to become a mentor?

You do not see your employer in our network, and you would like to become a mentor?

You are a student or job seeker? Motivated to get some help from a mentor?

**Register  
as a company**

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**Register  
as a mentor**

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**Register  
as a student**

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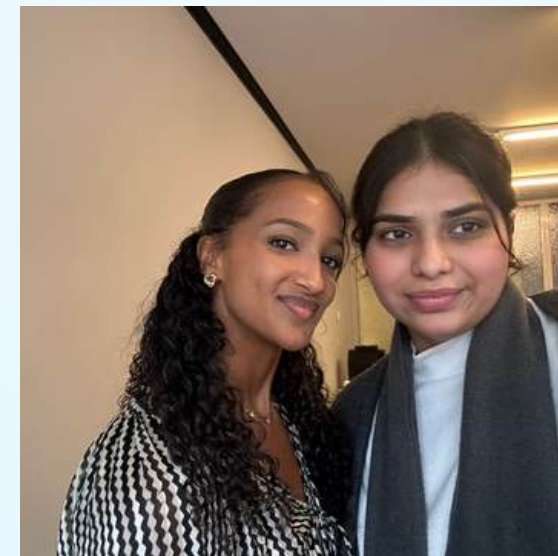


**Register  
as a job seeker**




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# Thank You



## Reach out to us:

-  [www.beface.be](http://www.beface.be)
-  [linkedin.com/company/be-face](https://www.linkedin.com/company/be-face)
-  <https://www.instagram.com/be.face.asbl/>

-  Boulevard Simon Bolivar 36, 1000 Brussels
-  [beface@beface.be](mailto:beface@beface.be)
-  +32 2 519 31 04