



ANNUAL REPORT

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## 01 Message from the Founders

Dear Chaperone friends,

2023, what a great year for Chaperone!

For the first time we worked with more than 1000 scientists in a year. Our reach is growing in scale and geographies. We remain deeply committed to our mission of democratizing access to high quality career development and helping scientists build the career they deserve!

We welcomed new institutional clients in Portugal and abroad such as FUNDECIT from Angola, CISM from Mozambique, Babraham Institute and Royal Society of Chemistry in the UK, or Institut Curie in France.

In addition to the equity and diversity plan published last year and reviewed again, this year we also published a document with 100 testimonials collected from our clients during the year of 2023. We will keep doing this in the years to come.

Most important things saved for last: “não há duas sem três!”, a Portuguese proverb which directly translated would mean that two similar things are always followed by a third one alike. After Joana and Pedro, Catarina from our team became a parent of a baby girl called Mariana. Who said that growing a startup and parenthood are incompatible? ;)

Pedro and Joana



## 02 Our vision, mission and values

Vision

A world where each and every scientist has access to high-quality career support.

Mission

Empowering scientists in their careers by connecting them with career consultants around the quality career support.

Values

Build trusted & meaningful connections

Inspire excellence & belonging

We care about what we do & its impact

Act with empathy & respect

## 03 Key performance indicators 2023



## 04 What Scientists are saying about our Individual Sessions



I had two sessions with Chaperone. **Talking to the consultant gave me the hope and self-assurance about my skills that I really needed during my job search.** Apart from empathizing with my situation, she suggested tangible tasks I could do to move forward. She also showed experienced discretion about what aspects to focus on during our calls. This was slightly unsettling initially - only later did I realize (and am continuing to realize) the wisdom in the aspects she chose to focus on!

Soham Adla  
Postdoctoral researcher  
University of Technology, Netherlands



The session with the consultant was very helpful as it showed me new opportunities, aligning with my current expectations and professional experiences. The **session served as a starting point for creating a network** of contacts in an area that is unfamiliar to me, but where my practical experience can be valuable. The consultant thus showed me the possibility of **exploring new possibilities and leveraging my experience to enter an unknown field.** This session expanded my horizons to find new professional opportunities. I highly recommend it and will be scheduling a second session.

Inês Rodrigues  
Laboratory Manager  
Médecins sans Frontières



## 05 What Participants of our Group Training are saying\*

\*These testimonials were obtained from the feedback of our Anonymous Impact Assessment Questionnaires

“ Thank you for the opportunity and the **kindness** with which you carried out this course.

Project Management Course

“ Very good. I think this was a great course and at the end also a **team building exercise for our Research Institute**.

Responsible Research and Innovation Course

“ I really appreciate all the activities we performed during the course, it was **really useful to me**, it gave me the opportunity to develop my skills related to Manuscript Writing and better ways of sharing scientific content.

Manuscript Writing Course

“ The Course was really **interactive and I loved being a part of it**. I got to understand and learn many new concepts and gained a variety of new knowledge which is very crucial for our daily lives.

Entrepreneurship for Scientists Course



## 06 What our Institutional Clients are saying



“

We feel happy that Chaperone contacted us. We got along quite well since the beginning, and the Chaperone team handled our requests very professionally, always very available. Organising things was an easy and smooth process. **The feedback from our Early Stage Researchers was great, the quality of the training was high, and the reports created by Chaperone were very useful for project management duties.** Career development support is very important for doctoral training, particularly for ITNs and doctoral networks, and Chaperone has acted as a very reliable provider for this need.

Michele Rossi, Project Coordinator  
Chiara Graziani, Project Manager  
GREENEDGE ITN

“

It was fantastic working with Chaperone to deliver public engagement training to our staff. **They helped shape the package to fit our needs and were flexible when planning the schedule to align with timings that worked best for our Institute.** The trainer delivered the sessions fantastically and shared a lot of knowledge whilst creating a space where everyone could contribute.

Michael Norman  
Public Engagement Manager  
Babraham Institute, UK



## 07 What our Consultants are saying



As a coach and facilitator, the majority of my work comes from my network. **Working on behalf of Chaperone is allowing me to reach and engage scientists that I may not otherwise have the opportunity to interact with.** My most recent assignment was the delivery of a leadership programme for new research leaders based in several research institutes in Portugal. These are exactly the people I am committed to support in their leadership transition process, so what a fantastic opportunity to hold space for reflection with these leaders.

Sandrine Soubes  
Chaperone Career Coach and Trainer



I've had the privilege of collaborating with Chaperone since 2020, both as a career coach and trainer. Throughout our partnership, I've consistently experienced their **remarkable responsiveness and efficiency in addressing any queries**, whether administrative, organizational, or operational. **Their support, from pre-webinar preparation to post-session follow-up, has consistently met my needs.** The seamless integration of a calendar of availability, booking system, email reminders, and video platform made one-to-one sessions a breeze. It's been a pleasure being part of the Chaperone team.

Paulo Alves  
Chaperone Career Coach and Trainer





“

I have been a "Chaperonee" for some years now, both as a Consultant and as a Trainer. Be it in individual and one-to-one sessions as a Consultant or in a group session as a Trainer, **I feel completely engaged with Chaperone principles and goals**, which are completely aligned with my longtime goals and passion. I am fully committed in guiding, mentoring and motivating people in their career paths to achieve their goals. **This has been a passion for many years, and Chaperone made it a reality.** The words of appreciation after each session, and the realization that I have been of help to someone always inspire me. We are all standing on the shoulders of giants, and together we can make the world a better place.

Pedro Moura Alves  
Chaperone Career Consultant and Trainer



## 08 Our team



**Pedro Resende, Ph.D.**  
**Co-Founder and Director**

Life Scientist at Institute for Research and Innovation in Health, Porto. Co-founder of two professional associations and former consultant for the Ministry of Health, Portugal. Alumnus of Pfizer, Salk Institute, UCLA.



**Joana Moscoso, Ph.D.**  
**Co-Founder and Co-Director**

Former Life Scientist. Co-Founder and Director of Native Scientists. Alumna of Imperial College, Umeå Universitet, Australian National University and Universidade do Porto. MIT Innovator Under 35. TOP 100 Women in Social Enterprise.



**Catarina Seabra, Ph.D.**  
**Business Developer**

Life Scientist at CNC. Member of the Executive board of ATG. Former board member of PAPS.



**Rita Brás, MSc**  
**Operations Manager**

Former Life Scientist. Manages our activities and projects and takes care of our external communications.



## 09 Our advisory board



**Tiago Carvalho, Ph.D.**

**Business Advisor and Shareholder**

Founder and CEO of LabOrders. Co-founder and CFO of Founders Founders.



**José Simões, Ph.D.**

**IT Advisor**

Co-Founder of Zenklub and Founder of Mobitto. Former CPO of Dafiti.



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SCIENTISTS  
IN THEIR  
CAREERS.



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