



ANNUAL REPORT

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01 Message from the CEO

Dear clients, partners, consultants, trainers, and overall friends and supporters of Chaperone,

Looking back, we have many reasons to feel fulfilled for what we accomplished in 2025. We grew significantly, partnering with new institutional clients, some from countries where we did not work before, such as Turkey and Austria. Also, more than 25 of our past institutional clients renewed their partnership with us this year. Many of them have been working with us for 3 consecutive years, some even since our launch year.

2025 started with a big personal commitment. I decided to leave my academic position to work full time for Chaperone. Our growth journey and potential to do more were the main reasons behind this decision. The investment paid off. We had our best year so far in terms of growth, and we feel very optimistic about our ongoing mission to democratize access to quality career development in science.

Commitment to high quality support remains non-negotiable. 2025 was the record year for the number of individual sessions delivered and our overall average rating was 4.9 out of 5. Impressive! Our consultants are the ones to congratulate on this achievement.

In-person and online group training sessions were also on the rise, including on topics that we never delivered before such as Self-Leadership, Change Management, Navigating Uncertainty and a few more.

As we look ahead, we are more convinced than ever that the future of science depends not only on excellent research, but on empowered people. Chaperone will continue to grow as a global, trusted partner for institutions and individuals who believe that scientific careers should be intentional, inclusive, and sustainable.

We will keep building structures that enable talent to thrive - across borders, disciplines, and career paths.



Pedro Resende

Pedro Resende | Co-Founder & CEO



02 Our Vision, Mission and Values



03 Key Performance Indicators 2025



06 What our **Institutional Clients** are saying



LS4FUTURE is the largest Associated Laboratory in the Life Sciences in Portugal, and thus we make our researchers' career development one of our key commitments. Having the **extensive portfolio, strong experience, and constant dedication of Chaperone's team has been essential for our work to provide the training our researchers need**, despite their different career stages and broad study areas. We have been using Chaperone services for several years and we will definitely continue doing so, while growing together.

Pilar Okenve-Ramos, PhD

Program Manager (& Career Development Coordinator) LS4FUTURE Associate Laboratory (Portugal)





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Throughout 2025, the International Iberian Nanotechnology Laboratory (INL) Early-Stage Researchers Association (ESRA) collaborated on several occasions with Chaperone, organizing seminars and workshops aimed at developing networking and communication skills of INL’s early-stage researchers. We were **extremely pleased with the organization, content, and delivery of these sessions and we look forward to continuing our collaboration** with Chaperone in the coming years.

Pedro Miguel Silva & Bernardo Albuquerque Nogueira

ESRA - Early Stage Researchers Association

International Iberian Nanotechnology Laboratory





Chaperone delivered a number of **highly engaging and practically oriented workshops** for our PhD students, postdocs, and research technicians, providing concrete strategies to build and sustain professional connections across academia and industry. The trainer's authentic, experience-based perspective was especially powerful in showing how even more introverted personalities can network effectively with the right mindset and tools. The **workshops were a powerful call to action**, with the analogy of starting now as a long-term investment that pays dividends over time resonating strongly with participants, many of whom had not previously considered using these tools.

Matthew Spencer, PhD

PhD and Postdoc Program Manager

CeMM Research Center for Molecular Medicine of the Austrian Academy of Sciences (Austria)



04 What Scientists are saying about their Individual Sessions



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My session with the Consultant was excellent! She helped me understand different job positions within the pharma business, reframe my skills within this context and adapt my CV, highlighting **what is most important for positions in industry**. She also gave me great tips for **networking more efficiently** and on how to approach professionals on LinkedIn. I can highly recommend Chaperone when making your transition from academia to industry!

Beatriz Graça

PhD Student
Swiss Tropical and Public Health Institute
Switzerland



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The consultant is excellent! **She has provided me with great guidance:** how to frame the CV, going through my CV and providing in detail the small changes that I can make to have more impact. It was a wonderful session as I discovered many things that I have in my skillsets but have not described them in my CV properly. I strongly recommend anyone to use his service.

Anirban Sengupta

Postdoctoral Researcher
Department of Medicine Hudding,
Karolinska Institutet, Sweden





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What first caught my attention and led me to choose the Consultant for this Chaperone session was the consultant's **impressive resume, which aligned perfectly with my interests**. Truth be told, the session not only met my expectations but exceeded them by expertly managing my career development with a **personalized approach**.

Inês Tomé
PhD
Center for Neurosciences and Cell Biology (CNC-UC), Portugal

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I have contacted Chaperone for the first time in 2023 regarding a collaboration for a national scientific event I was organizing. Following the success of this first collaboration, we partnered up for another edition of this national scientific event and for an international scientific event, where **Chaperone's presence was highly valued by both audiences**. On a personal note, I already had the opportunity to experience Chaperone's counseling services myself and I can only **recommend far more than 100% both their services and the personal touch of the team in every interaction!** I will certainly book other sessions with Chaperone throughout my academic and scientific journey!

Bárbara Sousa
Final Year PhD Student
Institute of Biomedicine, University of Aveiro, Portugal



05 Testimonials of our Group Training Sessions

Note: These testimonials were obtained from our Anonymous Impact Assessment Surveys.

“ This Course came at the perfect time. This week, I found out that I was put in charge of organizing the data from our pediatric oncology database, and I was very happy about it. This is an opportunity to take everything I learned here and apply it to my own data. And I know the journey does not end here, **this is just the beginning.**

Experimental data analysis using Business Intelligence (in partnership with What.if.)
Course

“ Participating in this training was the **perfect way to conclude 2025** and reflect on my professional development for 2026. The Trainer's insights provided me with practical tools that I've already successfully implemented, significantly improving my efficiency and strategic focus during my PhD. Her ability to translate complex concepts into **actionable steps** made the learning process both enjoyable and highly effective for my daily workflow.

Pitching Yourself with Impact Workshop

“ **Keep doing these training sessions** and try to reach more people for them to know just how important this mentoring relationship can be.

Mentoring Strategies for Mentees Workshop

“ I really enjoyed the course, the methodology and materials were well-prepared. The Trainers showed **experience and confidence** in what they were explaining. Thank you.

Project Management for Researchers Course

“ I'd like to congratulate the Chaperone Trainer for the **excellent course: clear, practical, and extremely helpful** in improving competitive proposal writing!

Grant Writing for European Research Funding Course

“ I learnt so much new information and **now feel more confident** in writing as a whole. The tips and tricks sections helped a lot.

Manuscript Writing for Scientists Course



07 Words from our Consultants and Trainers



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Chaperone **truly lives up to its name** helping shape the career dreams of those who join its workshops, events, webinars, and 1:1 sessions. Being a Mentor and Coach here is both deeply meaningful and incredibly rewarding. I hope to continue building bridges between the amazing talent we nurture and organizations that are more innovative, conscious, and open to the future.

Inês Tenente

Chaperone Career Advisor & Trainer



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Working with Chaperone has been **deeply rewarding**. I love collaborating with such talented scientists and helping them gain clarity in areas they may not see themselves. The platform has connected me with researchers worldwide, and I'm genuinely thankful for the impact we've created together.

Roni Kareth

Chaperone Career Counselor





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I came to Chaperone without prior experience on coaching platforms, and the experience has been both clear and positive from the start. The structure is intuitive, the interface is easy to navigate, and the platform supports the coaching work rather than pulling attention away from it. What I value most is the **quality of the coaching relationships the platform enables**. Clients arrive engaged, reflective, and ready to work, which allows sessions to be meaningful from early on. The **logistics are smooth and reliable, letting me focus fully on coaching**. As a coach, I appreciate working in an environment that emphasizes professionalism, trust, and human connection. Chaperone creates solid conditions for thoughtful, effective coaching.

David Mendes da Silva
Chaperone Career Advisor



08 Our Team



Pedro Resende, Ph.D.
Co-Founder and CEO

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 Head of Strategy

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.
Senior Project Manager

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



Rita Brás, MSc
**Lead of Operations and Business
 Development Manager**

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



09 Our Advisory Board



José Simões, Ph.D.

IT Advisor

Co-founder at Zenklub & VP Product at Conexa. Former CPO of Dafiti and Founder of Mobitto



Tiago Carvalho, Ph.D.

Business Advisor and Shareholder

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



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EMPOWERING
SCIENTISTS
IN THEIR
CAREERS.

