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**Designação do Projeto:** UIDP/50005/2020

**Concurso:** F. Programático UID - 2017/2018

**Programa:** 6817 - DCRRNI ID

**Área científica principal:** Ciências da Saúde

**Domínio Científico:** Ciências Médicas e da Saúde

**Entidade Beneficiária:** Instituto de Medicina Molecular João Lobo Antunes (IMM/FM/ULisboa)

**Data de Início:** 01-01-2020

**Data de conclusão:** 31-12-2023

**Financiamento concedido:** 1.310.000,00 €

**Financiamento FEDER concedido:** 0,00 €

**Financiamento nacional concedido:** 1.310.000,00 €

**Financiamento próprio:** 0,00 €

## **Objetivos:**

### **Nurture ADVANCED TRAINING AND CAREER DEVELOPMENT**

iMM is fully committed to training and educating the most promising researchers to succeed in internationally competitive environments of academia, industry and clinical medicine. Active recruitment of fellows from diverse academic backgrounds will provide the “tool kit” required to address broad and challenging scientific problems. In particular, iMM aims to play a key role in the scientific training of MD interns to ensure a new generation of Clinician-Scientists capable of bridging basic and clinical research.

Our MSc and PhD programs aim to provide the right balance between autonomy and close supervision, to explore the fundamentals of living systems at all levels - from gene to cell, from tissues to physiology - and leverage that knowledge to improve human health and foster global welfare. Although research-centered, our training also exposes students to complementary knowledge and skills, empowering them to become successful professionals, within the full-spectrum of Biomedical career options.

In parallel, iMM fosters early career development of postdoctoral researchers and proposes an intensive and demanding period of development of new scientific and transferable skills necessary for researchers to attain a leading independent position, such as principal investigator, professor or other senior position in education or enterprise of any nature.

Our goal is to train and consolidate the workforce at all levels, by encouraging the best scientists to work in biomedical research and providing the best possible conditions and tools to maximize their creativity and develop their scientific careers (or others) at iMM or elsewhere around the world. To achieve this goal, our specific objectives are:

- **Attract the most curious and talented individuals:**

Possibly the most efficient way to find talented students and post-doctoral fellows is to be a proactive international leader in the scientific community. IMM aims to create attractive opportunities that spark the curiosity of each candidate by exhibiting an environment where they can learn and flourish.

- **Provide the highest quality training to early career scientists, namely through dedicated MSc, PhD and Post-Doctoral programs:**

Training at IMM promotes scientific excellence, self-reliance, originality and critical thinking. The MSc in Biomedical Research, designed for young talented students, delivers the conceptual background underlying the usage of the scientific method. The best students will be encouraged to apply for the IMM LisbonBioMed International PhD program, that together with those from the MD-intern-PhD program, will engage in basic, translational and clinical research in a multidisciplinary setting, taking full advantage of the wide range of expertise, technology platforms and facilities available not only at IMM but also in CAML campus. We will train postdoctoral scientists for independent research positions as well as provide support and advice for researchers at all levels who wish to explore career options outside research, by structuring a set of mentoring actions that will allow them to be aligned with a future “after science” within a varied set of potential employers.

- **Encourage and foster independence and creativity at all career stages:**

While there is no simple algorithm on how to raise a culture of creativity, we permanently encourage our group leaders to create an environment where freedom to pursue ideas – by inciting students to test their own ideas, normalize failure and sharing exciting as well frustrating parts of their work – is balanced by the structure of reasonable and clearly communicated project targets and deadlines.