

## **THE MINERVA PROGRAM: PARTICIPANT SELECTION PROCESS**

Participants in the Minerva Program, all from the Brazilian public sector, are chosen through a rigorous screening process that focuses on commitment to public service, intellectual capacity, and personal and professional motivation. The Minerva Program seeks to draw participants from all levels of government: federal, state, and municipal. All candidates must possess a Bachelor's degree, several years of public service experience, good command of oral and written English, and potential for superior performance in his or her career. The typical candidate is between 30 and 40 years of age.

Interested candidates from the Brazilian public sector should contact Dr. Gilberto Paim, Executive Secretary of the Instituto Cultural Minerva, at (21) 297-2188 or at [gilberto.paim@agnet.com.br](mailto:gilberto.paim@agnet.com.br) to initiate the application process. Candidates are also urged to contact the human resource department of their employer, as some governmental organizations have special arrangements for nominating candidates for the Minerva Program.

Applicants are then carefully screened in an interview with Dr. James Ferrer, Director of the Minerva Program, to determine their suitability for the demands of the Program. Candidates for the Fall Semester (late August – early December) should apply by March 15; interviews for this group are held in late March—early April in Brasilia, Rio de Janeiro, and Sao Paulo. Candidates for the Spring Semester (mid-January – late April) should apply by July 1; interviews for this group are held in July in Brasilia, Rio de Janeiro, and Sao Paulo.

The success of the selection process has been evident in the career advancement of the participants; several have been promoted to prominent positions within the government, at the federal, state, and municipal levels. Competitive standards in the admissions process have led to highly qualified Program participants, who then return to Brazil ready to continue in their commitment to excellence in public service.

The Minerva Program welcomes inquiries from Brazilian government agencies, institutions, and organizations regarding the participant selection process and how their employees can apply. Interested public sector managers should contact Dr. Gilberto Paim at (21) 297-2188 or at [gilberto.paim@agnet.com.br](mailto:gilberto.paim@agnet.com.br) for further information on the Program and its benefits for public sector employees.