Amina KAMAH

Recherche et développement

Bonjour à tous, Je m'appelle Amina, je suis titulaire d'un doctorat en biochimie des protéines. Je souhaite donner un nouvel élan à ma carrière en intégrant les industries de biotechnologies.

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Thesis defended : Sat 31 Oct 2026

Core business

PHASE 1 Skill development

Je participe à des forums notamment celui du forum Biotechno. Je suis suivi par l'association Résalience qui a mis en place un programme de mentorat. Je suis également inscrite à l'APEC enfin, je regarde régulièrement sur LinkedIn si des évènements sont prévus sur l'emploi des docteurs dans le secteur privé.

Sets his professional goals to be ambitious yet realistic.
Identifies and develops means to enhance his employability throughout his career; manages his professional development.
Broadens and upgrades his skillset, personal qualities and achievements.
Uses his networks to expand his scope of competence.
Knows how to transfer his expertise to other fields of activity.
Realizes the necessarily international dimension of his career path.
Accepts input from a mentor or coach to benefit his professional development.

PHASE 1 Evaluation

Evaluates the value of various documents concerning his field of expertise.
Is able to judge his own results in terms of both quality and added value.
Is willing to expose ideas to a critical audience; takes others' opinions of his work into account.
Is willing to evaluate the work of other contributors and provides reasoned, realistic judgments of others' work.

Personal and relational qualities

PHASE 1 Communication

Au cours de mes diverses expériences professionnelles, j'ai eu à communiquer sur les divers résultats obtenus que ces oit pour le compte de clients ou dans le cadre d'une réunion d'équipe.

Knows how to put together a persuasive presentation and communicate about his project or his activity.
Understands, interprets and communicates appropriately in a register suited to his aims and his audience.
Masters a range of communication tools.
Masters his online identity.

Contributes to the dissemination of knowledge within the company, and demonstrates effective teaching skills.
Is proficient in at least English and one other world language.

PHASE 1 **Collaboration**

J'ai travaillé avec divers collaborateur qui avait une expertise dans certains domaines.

Develops and maintains cooperative networks.
Knows how to build a professional network for his own and the company's benefit.
Is considered an authority in his field of expertise.
Is able to envisage his work in a partnership framework; evaluates the benefits and limitations of a partnership and identifies shared and conflicting interests.

PHASE 1 **Analysis, synthesis and critical thinking**

Au cours de ma thèse, j'ai été confronté à une situation au cours de laquelle mes collaborateurs et moi-même n'obtenions pas des résultats qui concordent. J'ai pros de la distance par rapport aux résultats et pris le temps de la réflexion pour prendre une décision quant à la relevance des résultats obtenus.

Analyzes his own findings and those of his peers.
Is able to synthesize; expresses key ideas clearly.
Can sort and rank information according to the goal.
Pursues his reasoning and hypotheses free of dogmatism or ideological bias.
Has the objectivity to consider various schools of thought; is able to modify his point of view.
Demonstrates intellectual rigor.

PHASE 1 **Open-mindedness and creativity**

J'ai travaillé sur une protéine (la protéine A) dont on avait la structure mais pas la fonction. Après un travail bibliographique, j'ai trouvé une protéine homologue mais dont on connaissait la fonction. J'ai donc élaboré des protocoles d'expérience à partir des informations récupérées sur la protéine homologie afin d'identifier une fonction.

Demonstrates an ability to acquire knowledge; shows flexibility and open-mindedness. Engages in interdisciplinary activities.
Possesses a constructive style of questioning and scientific doubt.
Develops, takes ownership of and tests new ideas; is clever; seizes opportunities.
Interacts with and seeks the collaboration of professionals of different cultures; knows how to accommodate cultural differences.

PHASE 1 **Integrity**

J'ai un grand sens de l'intégrité, je fais en sorte d'être sure de mes résultats avant publication.

Respects the standards and practices of his entity.
Demonstrates integrity in the processing and dissemination of data.
Demonstrates integrity with respect to his partners' or competitors' contributions in accordance with intellectual property rules.
Upholds the confidentiality and anonymity of subjects taking part in studies and research.
Honors his commitments and ensures the congruence between actions and words.
Declares any conflict of interest.

PHASE 1 **Balance**

J'ai beaucoup travailler sur du "in vitro" mais une cellule ou un organisme est beaucoup plus complexe qu'un tube dans lequel on ajoute des protéines. Faute de temps, je n'ai pas pu tester mes hypothèses sur du "in vivo".

Is aware of his aptitudes, knows how to take advantage of them and demonstrate them.
Expresses himself relevantly, confidently and didactically.
Recognizes the limits of his knowledge, skills and expertise, and knows where to find support when needed.
Is able to consider his practices and experience as part of the bigger picture.
Develops his strengths and knows how to correct his weaknesses by seeking the opinion of others.
Is aware of the need to reconcile career and personal life.
Develops mechanisms to cope with pressure and seeks support when needed.

PHASE 1 **Listening and empathy**

Has the ability to listen in various situations.
Understands the needs and way of thinking of the people he deals with, including those with a different field of expertise, occupation and/or culture.

Business management and value creation

PHASE 1 **Project management**

Plans projects to meet goals in accordance with strategy and priorities, and taking quality, deadline and budget constraints into account.
Knows how to write specifications.
Is accountable for resources used and for meeting the deadlines and quality requirements of the deliverable.
Reacts efficiently and appropriately to change and unforeseen events.
Conducts his project within a framework of auditing and evaluation, deploying the appropriate systems.

PHASE 1 **Decision-making**

Knows how to make appropriate decisions for each phase of his project.
Assists his line management in making major decisions (e.g., reporting, scenarios)

PHASE 1 **People management**

Has experience with teamwork; knows how to encourage, support and recognize the contributions of each player.
Knows how to be a team player.
Is able to win the trust of his peers and his line management.
Can report on his activities.
Supports his peers when needed and can provide assistance.
Understands human resources policies and management tools such as recruitment, evaluation, remuneration and strategic workforce planning.
Takes safety, social responsibility and labor law requirements into account.
Upholds rules on non-discrimination and equal opportunity among employees.

PHASE 1 **Producing results**

Knows how to transform ideas into innovations.
Quickly deploys prototype and test phases; involves internal and external customers in these phases.
Learns the lessons of the initial tests.
Understands the policies and processes involved in publishing and exploiting research outcomes in his entity.
Is able to determine the most appropriate means of exploiting his results (e.g., patent, publication).

Strategy and Leadership

PHASE 1 Strategy

Is aware of how his project fits into the organization's strategy and the strategic directions of the sector or field of activity.
Understands relationships between entities and individuals (the role and drivers of each).
Is able to identify influent people that support his projects and understand what they stand to gain from it.

PHASE 1 Leadership

Exercises leadership in connection with a project of which he is in charge.
Knows how to be persuasive and enlist support for a project
.Mobilizes skills for a project of which he is not in charge; manages human resources even when people do not officially report to him.
Builds alliances.
Establishes relationships based on trust.