The professional profile of PhD-holders

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Core business

PHASE 2 **Skill development**

When it was time for me to pursue my PhD, I chose the PhD project that focuses on a parasite that I have extensive knowledge and experience in and that I know I have the capacity to finish in three years. I gave myself time for the first few months of my PhD to solely focus on the skills that I needed to learn to perform my experiments as well as possible. I also revise the protocols I made with my PI and other PostDocs before conducting my experiments so as to ensure I have optimized my approach.

Takes a critical look at his skills and experience and regularly fine-tunes his career goals.
Knows how to develop new skills to keep step with changing knowledge and needs.
Relies on advice from competent professionals (coaching) or experienced staff and takes their opinions into account; uses his networks to manage his career.
Is able to evolve gradually from technical expertise to managerial expertise.
Helps his staff develop their skills and networks and assists them in achieving career development goals.

PHASE 1 **Evaluation**

I have honed the ability to critically analyze the data I have found in different contrasting publications and to also assess the work that I have done while I look for way to optimise my methodology.

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.

PHASE 1 **Information management**

I have taken multiple courses on how to properly cite papers, intellectual property and how to properly track the papers I have read using EndNote. I have used various search engine platform such as VEuPathDB and Collaborative Drug Discovery to analyze and organize my data.

Knows how to review the state of the art (SOTA) in a scientific topic.
Makes efficient use of information-gathering methods, identifies pertinent resources, particularly bibliographic resources.

Masters web-based research (e.g., bibliographic databases, patent databases)
Knows how to judge the pertinence of information, critique sources and check source reliability.
Designs and implements information-gathering and management systems using suitable technology.
Addresses issues relating to the security and life cycle of data.
Seeks out support from experts in information and data management.

PHASE 2 **Expertise and methods**

Under my ParaFrap LabEX scholarhip, I frequently attend seminars, conferences and lectures amongst fellow parasitologists all over the world to keep up to date with the current advancements in the field. I have also presented my work on several occasions. During these scientific meeting I frequently ask questions with the speakers to further analyse their data and to critically evaluate their methodologies.

Is familiar with recent progress in fields related to his own.
Is able to engage in dialogue and collaboration with experts in other disciplines or fields of activity.
Takes ownership of new research methods and techniques.
Is able to document and evaluate his activities using statistical methods where applicable.
Can formulate complex problems that correspond to new challenges.
Is able to develop arguments in support of new projects.
Knows how to adapt his arguments to his audience.
Advises and assists his staff in making appropriate use of investigative methods, improving their performance and enhancing their skills.

Personal and relational qualities

PHASE 1 **Communication**

I have presented my science to various types of audience from leading scientists in conferences and collaborators to high school students for a publicity and outreach programs

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**

I am the president of The Federation of Young Researchers of Life Sciences in Paris that organizes conferences for Masters and PhD students in Paris for them to network, forge collaborations and learn the different areas of research currently being done in the different institutes.

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 2 **Analysis, synthesis and critical thinking**

I have readapted and circumvent assays that involves the manipulation of the parasite proteins for human proteins for my research. I also enforced a modified experimental protocol from the one that was established in my lab that follows the methodology that is standardized and

adopted by all other laboratories.

Knows how to apply his analyzing and synthesizing abilities to new fields.
Takes ownership of new analytical methods.
Has a novel and independent way of thinking and makes significant contributions.
Questions “business-as-usual” scenarios in his activity.
Advises his staff to help them develop their own capacities of analysis and synthesis.
Stimulates critical thinking among his peers and his staff.

PHASE 2 **Commitment**

As the head of a conference organizing committee, I had to consistently motivate the organizing team to persevere through the hardships of planning the conference and ensure that the team regularly meet together so that there is no communication breakdown.

Can picture himself in other contexts; applies his commitment and motivation to other activities and fields of expertise.
Perseveres in his undertakings and projects; paves the way for other staff and supports them.
Inspires the enthusiasm and commitment of his staff.

PHASE 1 **Integrity**

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 3 **Listening and empathy**

As the head of a conference organizing committee, I encourage planning of the conference to be done on the Microsoft Teams platform where the team can vote and share their brainstorming ideas and also for everyone to track the tasks to be accomplished.

Encourages his staff to exercise their listening abilities.
Establishes a mode of operation that allows everyone’s contributions to be taken into account.

Business management and value creation

PHASE 1 **Project management**

I regularly make gantt charts and action plans to plan my experiments with different collaborators and to ensure that I have enough time to analyze my data.

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 **Managing change**

Can adapt his approach and the project organization according to imperatives.
Adapts to changes and opportunities; knows how and where to find advice.

PHASE 1 **Managing risks**

Can determine the risks related to his project and the means for controlling them.
Is aware that technological and financial risks increase during the innovation process.
Understands the concept of corporate social responsibility.

PHASE 3 **Decision-making**

Is able to instigate and control major change.
Knows how to make decisions in an unstable and uncertain environment taking all technical, financial, human, organizational, political and other factors into account.

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).

PHASE 1 **Intellectual and industrial property**

Has basic knowledge of the rules of intellectual/industrial property and copyright as they apply to his own activities.
Understands the advantages and drawbacks of filing a patent.
Is aware of the importance of controlling the release of information.

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.