

# The professional profile of PhD-holders

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## Research and Development Manager

I have a background in electronic & mechatronic engineering and a doctorate in Electrical Engineering with a focus on Multimodality. Excited to join a multidisciplinary R&D team and bring my expertise

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Project multiTOUCH : <https://multitouch-itn.eu/our-team>

### Core business

#### PHASE 3 Skill development

My objective is to fulfill all the points in phase 2 before the end of my Ph.D. My needs will be fulfilled by the produced PCDP required for the project, and through the managerial expertise I'm building by managing my Ph.D. and creating strategies and relationships with professionals around me. At this point in my Ph.D., I have fulfilled phase 1 thanks to collaborations with colleagues and secondments with researchers involved in the multitouch project. These collaborations improved my knowledge in fields such as psychophysics and Data science and push me to develop managerial skills by keeping track of the evolving project objectives.

#### PHASE 2 Evaluation

I have fulfilled phase 1, and I want to fulfill all the points in phase 2 before the end of my Ph.D. My needs were covered as an example by ATC6 but also by continuously searching news in my field in the scientific community and evaluating their importance to improve my work and my project. My attitude is to confront myself with others' opinions and consistently strengthen my ideas or change them on a critical-thinking basis. My needs will be covered by exposing my work at national/international conferences and evaluating hypotheses from the community in the field.

#### PHASE 2 Information management

After fulfilling phase 1, my objective is to fulfill phase 2 before the end of my Ph.D. ATC4 and Local training improved my skill in reviewing my field's state of the art. Thanks to software like Zotero and Mendeley and web-based research (such as HAL repository), my attitude to continuously search for novelties in the scientific community helped me master and improve my information management skills. This made me familiar with the value of metadata and how to create, organize, validate, share, and store raw data or information being aware of the associated risks. Training courses on Ethics (offered by the project and the university) improved my knowledge and expertise in data protection and management, allowing me to help my colleagues be aware of legal and ethical requirements.

#### PHASE 2 Expertise and methods

I have fulfilled phase 1, and my goal is to achieve phase 2 at the end of my Ph.D., contributing to the scientific community. My needs in phase 1 have been fulfilled with courses from multitouch that improved my knowledge of methods and techniques(ATC4-Fundamentals of haptics and multisensory integration, ATC7-Technology of multimodal interfaces) and by scientific events such as conferences or workshops that improved my ability to expose my works and the needs and challenges in the field as well as develop arguments in support of my project. This brought me to strengthen my ability to formulate problems and find solutions thanks to the experiments I have managed.

## Personal and relational qualities

### PHASE 3 Communication

I have fulfilled phase 1, and my goal is to achieve phase 2 and reach phase 3 at the end of my Ph.D. I have trained my communication skill through conferences, network meetings, and similar outreach activities (such as presenting in High schools or students that started university). I can communicate fluently in English, Italian, and French, but also in Albanian (my mother tongue). Furthermore, local training such as "Public speaking" improved my ability to communicate with different audiences and enhance my presentations.

### PHASE 3 Collaboration

Even if the steps in phase 1 are not fulfilled, I would like to fulfill phase 2 and reach phase 3 before the end of my Ph.D. Thanks to my experience during my Master (in a university team) and to secondments and team-working during my Ph.D., I have acquired experience in academic-industrial and industrial-industrial relationships strengthening my professional network.

### PHASE 2 Analysis, synthesis and critical thinking

I have fulfilled phase 1, and I want to fulfill phase 2 before the end of my Ph.D. ATC2 and ATC5 helped me fulfill my needs both with international conferences. Local training, such as "Experimental research and statistical methods for Human-Computer Interaction", will improve my analysis ability. In contrast, others, such as "Giving engaging scientific talks" or "writing scientific papers," will improve my ability to synthesize.

### PHASE 2 Open-mindedness and creativity

I want to fulfill phase 2, and at the moment, I fulfilled phase 1's requirements. After my bachelor's in electronic engineering, I chose to move for my master in the field of mechatronics. I chose to do my master's in English, and I took the opportunity of an Erasmus program that brought me to Portugal. I chose to move to France for my Ph.D. to improve my skills, knowledge, and acquire a new language. All these choices brought me to be in touch with different cultures and researchers from different fields. Indeed, my thesis was an interdisciplinary project involving different expertise.

### PHASE 2 Commitment

I have fulfilled phase 1, and I want to fulfill phase 2 before the end of my Ph.D. ATC 2 helped me fulfilling some of my needs. However, my attitude and motivation have always pushed me to commit myself to the maximum, working day and night if necessary to achieve my goals.

### PHASE 2 Integrity

I have fulfilled phase 1, and I want to fulfill phase 2 before the end of my Ph.D. Writing the ethical protocol for my experiments improved my knowledge about confidentiality, anonymity, and how and why attention should be paid to these aspects. I shared my knowledge with my colleagues, advising them when needed.

### PHASE 2 Balance

My happiness represents my ability to balance my personal life with my professional career. I like to confront my ideas with others, and I'm ready to change to correct my weakness, knowing the limit of my knowledge, skills, and expertise. These years of my Ph.D. helped me to develop mechanisms to cope with pressure and seek support from colleagues when needed. My will to have a great time with my kids strengthens my ability to separate my work and home environments, enjoying both at my maximum. I'm currently in phase 2, and I want to fulfill all the points before the end of my Ph.D.

### PHASE 3 Listening and empathy

I'm currently in phase 2, but I want to reach phase 3 by the end of my Ph.D. My needs can be, in part fulfilled by the scheduled secondments and in part through the supervision of master students.

## Business management and value creation

### PHASE 1 Negotiation

At this point in my Ph.D., my negotiation skill is improved, and I'm looking forward to fulfilling phase 1. I want to fulfill phase 1 completely.

### PHASE 2 Project management

During my Master's thesis, I demonstrate to manage different aspects of my project, including deadlines, constraints, and priorities, in accordance with my supervisor's strategy. Furthermore, during this experience, I learned how to translate requirements into specifications, considering and explaining why some requirements were not achievable. I also improved my resilience in facing unforeseen events typical of this project. During my Ph.D. I further improved my expertise and skills by considering changes in objectives, organization, or schedule and implementing solutions consequently based on project management strategies learned with ATCs and Local training. I have fulfilled phase 1, and I want to fulfill phase 2.

### PHASE 3 Managing change

I improved my ability to adapt to changes during my Bachelor's and Master's studies. In particular, I developed this skill more thanks to my membership in a university team. During those years, I faced problems related to both administrative paperwork and technical issues. Similarly, I faced complex problems during my Ph.D. while defining objectives and understanding possible causes of failure, and acting consequently to meet my objectives. I want to pass from the actual phase 2 to phase 3.

### PHASE 2 Managing risks

I want to improve my ability to recognize and solve risks to reach and fulfill phase 2. ATC1, both with ATC2, helped me reaching phase 2. I want to fulfill all the points in phase 2 before the end of my Ph.D.

### PHASE 3 Decision-making

Thanks to my university team and during my master's thesis experience, I had the possibility to make important decisions. In the first case, I decided with other colleagues on the project's schedule for the different phases, also making changes, when necessary, to achieve goals or respect deadlines. In the second case, my supervisor gave me a lot of freedom for the project and involved me in making crucial decisions. This skill does not require particular training, and my Ph.D. experience could be sufficient to improve my ability in decision-making. Furthermore, my attitude in the project allowed me to instigate during the decision process taking into account aspects such as organizational, human, or technical factors.

### PHASE 2 Obtaining and managing funding

I want to fulfill phase 1 and phase 2. My needs will be fulfilled during my Ph.D. since I'm in charge of managing my research budget. I have fulfilled phase 1 thanks, for example, to secondments, and I want to fulfill phase 2 before the end of my Ph.D.

### PHASE 2 People management

During my Master's, I participated in a university team for over 2 years. During this period, I learned and improved my teamwork ability by encouraging and supporting my colleagues while they were doing the same. As a team, we decided to produce a periodic report of our activities and implement a 'to be where is needed' strategy. Furthermore, I participate in the recruiting process being active in all the steps (recruiting, evaluating, choosing, etc.). Since no remuneration was involved, we aimed to find people with sufficient skills and curiosity. ATC1, with Local training and summer school, fulfilled my basic needs to reach phase 2. I want to fulfill phase 2 before the end of my Ph.D.

## **PHASE 2** Producing results

My needs are fulfilled through journal publications, conferences, workshops, and outreach activities. I have fulfilled phase 1 and part of phase 2 thanks to planned experiments and publications. My objective is to fulfill phase 2 before the end of my Ph.D.

## **PHASE 1** Intellectual and industrial property

I want to reach phase 1, passing from phase 0. ATC1, both with local training, helped me fulfilling some of my needs ("Patent Procedures and Rights"), making me aware such an example of controlling the results before publishing a paper.

## **PHASE 1** Customer focus

I want to fulfill all the steps of phase 1. Secondments in the private sector will help me fulfill phase 1

## **Strategy and Leadership**

### **PHASE 2** Strategy

I have fulfilled phase 1, and I want to fulfill phase 2 before the end of my Ph.D. My needs for phase 1 are fulfilled through the secondments and decisions I have taken during my Ph.D. project. ATC, such as Management & Entrepreneurship, gave me the tools to develop a strong strategy. Moreover, the relationships I created with colleagues and other professionals helped me to contribute to the project's strategy by observing trends and discontinuities.

### **PHASE 2** Leadership

During my Master, I participate in the foundation and further development of a University team. This helped me create a good network, build alliances, and establish trust-based relationships. Even if I wasn't in charge of the project, I actively participated in the recruiting process, evaluating the candidates and choosing future members. I fulfilled phase 1 and I want to fulfill phase 2 before the end of my Ph.D. Local training such as "Revealing the entrepreneurial potential of Ph.D. students" and ATC such as "Management & Entrepreneurship" improved my expertise and helped me fulfill phase 1. I'm looking forward to fulfill phase 2.