

Hasan Darwish

R&D in particle physics instrumentation

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Core business

PHASE 3 Evaluation

- *Is able to deploy and coordinate evaluation processes at both the national and international levels.*

PHASE 3 Expertise and methods

- *Makes recognized contributions to the advancement of knowledge and innovation.*
- *Is viewed as an international authority.*
- *Possesses in-depth and comprehensive understanding of the strategic orientation of his field of expertise.*
- *Sees opportunities for synergy among different sectors of activity.*
- *Has the ability to develop new investigative methods.*
- *Can work in an interdisciplinary setting.*
- *Is able to devise and coordinate a collective work program focusing on new research problems.*



Personal and relational qualities

PHASE 1 Communication

- *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 Analysis, synthesis and critical thinking

- *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

- *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 Commitment

- Recognizes and can clearly identify his sources of motivation.
- Is able to sustain his commitment and motivation in the face of setbacks and adversity.
- Deals efficiently with the routine aspects of his job.
- Strives for excellence; shows determination.
- Learns from his mistakes and bounces back from failures.
- Relies on the support and assistance of his peers.

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 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.

PHASE 1 Negotiation

- Is able to detect people's unstated needs based on the requests they formulate.
- Knows how to reconcile the drivers, requirements and constraints of his contacts to reach a consensus, and is able to gather all the information needed to do so.