

Laura Ramirez Finn**Immunologist** laura.ramirez-finn@pasteur.fr**Core business****PHASE 1 Skill development**

I attend professional afterworks to expand my knowledge of other work fields and network

- *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

I present my work at my institute and conferences I am able to view my results in an unbiased way

- *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 2 Information management

Reading and evaluating scientific paper all while storing them in bibliography softwares to them prepare to publish literature reviews and scientific papers

- *Conducts advanced searches using a range of software solutions, resources and techniques, recognizing the advantages and limitations of each.*
- *Masters the creation, organization, validation, sharing, storing and archiving of information and/or raw data and addresses the associated risks.*
- *Understands the legal, ethical and security requirements of information management.*
- *Is familiar with the value of, and uses, metadata.*
- *Advises and assists his staff using information-gathering and management methods, critiquing sources and evaluating information and data.*
- *Makes his staff aware of information security and legal and ethical requirements.*

