

# The professional profile of PhD-holders

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## Core business

### PHASE 2 Expertise and methods

I have the exact expertise in energy and heat transfer, I have used energy tool to evaluate the building energy consumption.

*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 2 Communication

I have a good communication with all my colleagues and fellows. I know what they are doing and we are working together

*Adapts his register to communicate with experts in other fields at both the national and international levels.  
Masters communication techniques for various contexts and media.  
Communicates effectively when addressing a diverse and lay audience.  
Knows how to address a community of professionals.  
Educates and trains his staff in the use of digital communication technologies.  
Is able to work and lead a group in at least English and one other world language.*

## Business management and value creation

### PHASE 2 Project management

Ph.d is a big project that we need to manage for three years. We have every years' evaluation.

*Is attentive to discontinuities, trends and weak signals; is prepared for the unexpected; identifies unforeseen opportunities in the project.  
Recognizes good ideas and best practices, identifies weaknesses and gaps.  
Considers and implements any necessary changes in objectives, organization, schedule, resources and quality requirements.  
Knows how to drive his staff in compliance with scheduling and time constraints.  
Utilizes a wide range of project management strategies; clarifies priorities and formalizes expectations.  
Introduces quality systems.*

*Guides difficult, complex projects to successful completion; manages several projects simultaneously and efficiently; can intervene to conduct project audits and propose action plans to get projects back on track.  
Provides support or assistance to his staff; takes over on projects that lack leadership.*

## Strategy and Leadership

### PHASE 1 Strategy

Read the book and news, try to catch up with the current tendency. And have my own understanding.

*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.*