The professional profile of PhD-holders

Zhuo HUANG

Translational medicine, bioengineering

I am a research doctor who foucus mainly on biomaterials and their applications in clinic. My major interest lies in hydrogel wound dressings and cardiovascular implant coatings.

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Core business

PHASE 1 **Skill development**

PHASE 1 **Evaluation**

PHASE 1 **Information management**

PHASE 1 **Expertise and methods**

Personal and relational qualities

PHASE 1 **Communication**

PHASE 1 **Collaboration**

PHASE 1 **Analysis, synthesis and critical thinking**

PHASE 1 **Open-mindedness and creativity**

PHASE 1 **Commitment**

PHASE 2 **Integrity**

> During my PhD application, I received first the offer from INSERM and then from Institut Pasteur. The Pasteur offer was better in condition and in salaries, but I already gave oral commitment to INSERM a day before. Unfortunately, I could only choose one offer, either my own promise or better interest. I didn't sleep the whole night. The other day I wrote to the professor in Pasteur that I liked their offer very much but I couldn't break my promise. Although I faced many difficulties afterwards, I never regret my choice to honour my promise.

PHASE 2 **Balance**

PHASE 2 **Listening and empathy**

PHASE 1 **Negotiation**

Business management and value creation

PHASE 1 **Project management**

PHASE 1 **Managing change**

PHASE 1 **Managing risks**

PHASE 2 **Decision-making**

PHASE 1 **Obtaining and managing funding**

PHASE 1 **People management**

PHASE 1 **Producing results**

PHASE 1 **Intellectual and industrial property**

PHASE 1 **Customer focus**

Strategy and Leadership

PHASE 2 **Strategy**

> In the beginning of my PhD thesis, I quickly found that the initial method in our plan is not secure enough after experiments and research. I had to deny my supervisor's idea and propose mine. So I did a lot of researching, and built two new strategies based on my knowledge of stat-of-art techniques and presented them to the whole team. I also informed them the pros and cons of the two strategies, and we all agreed on one of it. Now we are doing well in research progress following one of my strategies.

PHASE 2 **Leadership**

> In 2022, my former master supervisor was in severe health situation and I was forced to change my project to work in another team. I had to finish my new project in one year and a half with a publication with zero experience. I soon evaluated my situation and found a connection to a professor working in material science in my university. I asked for cooperation between my team and hers. I convinced my supervisor with our high chance to publish good articles working with her, which was his primary need. And for the professor, she lacked personnel to carry out project. She offered research idea and I carry it out, the results will be shared by both parties. The project finally led to one good publication and a patent.