Eya ABID

Consultant in innovation / Research Scientist

PhD in Geometric Deep Learning for biological imaging. I turn complex data into a clear strategy. Seeking to bring deep-tech expertise into innovation consulting.

eyaabid90@gmail.com
LinkedIn : https://www.linkedin.com/in/eya-abid/

Core business

PHASE 3 **Skill development**

I critically assessed my skills yearly, identifying gaps and learning what was needed to advance. I moved from technical work in geometric deep learning to managing projects with multidisciplinary teams. I developed new skills deliberately, relied on mentors for guidance, and leveraged my network to refine my career path. I guided junior students, helping them grow, while learning to select high-potential team members and manage responsibilities. I actively track trends to stay ahead, combining technical depth with emerging managerial expertise.

Knows how to tap the extensive professional network that he has patiently built.
Knows how to appoint a team of high-potential staff to work with him.
Actively monitors new trends in both the field and the skills vital to developing new projects.
Continually develops his managerial skills.

PHASE 2 **Evaluation**

During my PhD, evaluation became a core part of my work. I assessed scientific papers, datasets, and methods to decide what held real value for my research. I coordinated reviews with international collaborators and learned to judge my own results with the same rigor, quality, relevance, and impact. I regularly presented my ideas to critical audiences and integrated their feedback. I also evaluated the work of interns and colleagues, giving precise, realistic assessments to help them progress. Through cross-disciplinary projects, I learned to evaluate hypotheses outside my domain and encouraged junior members to take ownership of their own review and validation processes.

Knows how to regularly evaluate the progress, impact and outcomes of his staff's activities.
Takes part in evaluating both internal and external projects.
Is able to evaluate hypotheses and concepts lying beyond his field of expertise.
Encourages his staff to take ownership of the evaluation process.

PHASE 3 **Information management**

I constantly reviewed SOTA literature across AI, geometry, and biology, using advanced searches on scientific and patent databases. I built efficient information-gathering pipelines, judged source reliability, and managed sensitive datasets with proper lifecycle and security practices. I designed data-management systems for 3D biological images, ensured metadata quality, and followed legal and ethical requirements. I also supported interns by teaching them how to search, critique, store, and archive information responsibly, while raising their awareness of data security and best practices.

Collects information for purposes of business intelligence.
Develops new information management techniques.
Keeps track of current developments in the design, use, collection, analysis and preservation of information and/or raw data.

PHASE 3 **Expertise and methods**

During my PhD in geometric deep learning, I mastered the core concepts, history, and methods of my field while staying current with advances in AI, 3D geometry, and biological imaging. I framed research problems, justified methodological choices, and defended my results with clear evidence. Working with international collaborators taught me to position my work globally and adapt arguments to varied audiences. I explored alternative techniques, developed new investigative workflows for 3D data, and contributed to interdisciplinary projects. I also guided junior researchers in choosing appropriate methods, structuring analyses, and improving their scientific rigor.

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 3 **Communication**

I learned to tailor my communication to very different audiences, from AI experts to biologists to non-specialists, adapting tone, depth, and format. I built clear, persuasive presentations and mastered digital communication tools to explain complex 3D methods. I managed my professional online identity through publications, talks, and outreach. Working in international teams strengthened my ability to communicate and negotiate in English, coordinate group discussions, and present results with clarity. I also trained junior members to use effective communication and digital tools, helping them convey their work with precision and confidence.

Is asked to provide input on key questions in his area of expertise.
Chooses content, register and channels of communication appropriate for the circumstance or to serve his strategy.
Uses national and/or international media.
Can manage and negotiate complex matters English and at least one other world.
Initiates and promotes actions to disseminate knowledge.

PHASE 3 **Collaboration**

I built and maintained a strong network across AI, biology, and industry by collaborating on projects that required complementary expertise. I learned to evaluate partnerships realistically, what each side gains, where interests align, and where they don’t. Working with international teams gave me access to global networks and taught me how to mobilize the right people at the right time. I initiated collaborations with external labs and companies, co-produced results, and connected researchers from different fields to advance shared objectives. This taught me how to create cooperation that serves both my work and the organization I represent.

Can identify and mobilize various networks.
Sets up cooperations with a range of external organizations, at both national and international levels.

PHASE 3 **Analysis, synthesis and critical thinking**

I analyzed complex 3D results and compared them with peers’ findings, learning to extract key

ideas and rank information based on the scientific objective. I challenged my own hypotheses, shifted direction when evidence demanded it, and remained free of rigid assumptions. Working across AI, geometry, and biology pushed me to apply my analytical abilities to new fields and defend unconventional approaches when they proved effective. I adopted new analytical methods as projects evolved and encouraged junior researchers to question defaults, refine their reasoning, and develop strong critical-thinking skills.

Takes a pioneering approach.
Knows how to defend a novel way of thinking to his staff and his peers.

PHASE 3 Open-mindedness and creativity

I worked at the intersection of AI, geometry, and biology, which forced me to stay flexible, curious, and open to unfamiliar concepts. I explored fields far beyond my core expertise and used them to design interdisciplinary projects that addressed complex scientific questions. Collaborating with international teams strengthened my ability to adapt to different cultures and viewpoints. I developed and tested new ideas, took calculated risks, and challenged existing methods when they limited progress. I also encouraged interns to question assumptions, explore alternative paths, and adopt a mindset where creativity and innovation are expected, not optional.

Extends his curiosity to fields apparently very remote from his own and draws from them substance to apply to his own field;
Knows how to take calculated risks by questioning existing knowledge and methods.
Encourages creativity in his peers and his staff.
Knows how to create a mindset conducive to creativity and innovation.
Deploys tools and methods that promote collective creativity.
Develops cultural diversity and intercultural dialogue within his teams.

PHASE 3 Commitment

I identified what drives me: solving hard problems and creating meaningful impact. That clarity helped me stay committed through setbacks, failed experiments, and long routine phases. I learned to rebound quickly, extract lessons, and keep momentum. I relied on peer support when needed and stayed focused on excellence. This commitment extended beyond my core research, allowing me to contribute to interdisciplinary projects and guide junior members. By showing persistence and determination, I encouraged others to stay engaged and motivated, even during difficult phases, and helped create a resilient team dynamic.

Has the ability to express a vision and enlist support, even during periods of adversity.
Capitalizes on the enthusiasm and perseverance of the people he directs.

PHASE 3 Integrity

I consistently followed ethical and institutional standards, ensuring data was processed, stored, and shared with integrity. I respected intellectual property rules when collaborating, acknowledged others' contributions, and maintained strict confidentiality when handling sensitive biological data. I honored commitments to partners and supervisors and was transparent about potential conflicts of interest. I also guided junior members on responsible research conduct, data confidentiality, proper attribution, and ethical practices, helping create a culture where integrity was non-negotiable.

Creates a culture of respect and ethical behavior within his entity.
Takes immediate measures if he observes unethical conduct.
Contributes to changing policies, procedures and practices relating to integrity.

PHASE 3 Balance

I became acutely aware of my strengths, analytical thinking, persistence, and interdisciplinary curiosity, and sought opportunities to apply them effectively. I also recognized my limits and proactively sought guidance from mentors and peers. I developed strategies to manage

pressure, separate work from personal life, and maintain focus during intense project phases. This balance allowed me to perform consistently, help junior researchers navigate challenges, and maintain perspective on the bigger picture, ensuring both personal well-being and sustained contribution to my research team's reputation and success

Helps to shape policies on work-life balance.
Is able to enhance the image and reputation of his entity and his staff.

PHASE 3 **Listening and empathy**

I cultivated active listening by engaging with collaborators from AI, biology, and international teams. I took time to understand their perspectives, expertise, and cultural context, adapting my communication accordingly. I regularly acknowledged contributions and expressed gratitude, fostering a collaborative environment. I noticed signs of stress in junior researchers, offering guidance and support to help them navigate challenges. I encouraged team members to listen actively to each other, creating a workflow where everyone's input was valued and integrated into decision-making and project outcomes.

Encourages his staff to exercise their listening abilities.
Establishes a mode of operation that allows everyone's contributions to be taken into account.

PHASE 3 **Negotiation**

I negotiated project priorities, resource allocation, and collaboration terms with both internal teams and international partners. I learned to read unstated needs, reconcile differing goals, and find win-win solutions that advanced the research while respecting constraints. By gathering relevant information and understanding each stakeholder's drivers, I successfully secured necessary computational resources, access to biological datasets, and joint experimental setups. These experiences honed my ability to conduct negotiations thoughtfully, strategically, and effectively across cultural and disciplinary boundaries.

Can conduct negotiations at the national and international levels.

Business management and value creation

PHASE 3 **Project management**

I planned and managed complex research projects, defining clear goals, specifications, and milestones while respecting deadlines, resources, and quality standards. I adapted efficiently to unforeseen challenges, technical setbacks, shifting priorities, or new experimental results, while identifying emerging opportunities. I coordinated multiple tasks across interdisciplinary teams, introduced evaluation frameworks, and implemented best practices to maintain quality. I guided junior researchers, delegated effectively, and made difficult decisions when necessary, ensuring projects were completed successfully and strategically aligned with broader objectives.

Takes the general environment of projects into account and is able to take a long-term view.
Develops complex, high-impact projects.
Allocates resources strategically among different projects.
Is able to synchronize tasks among inter-dependent projects.
Manages his time strategically as his level of responsibility increases, particularly through careful use of delegation.
Takes ownership of difficult or unpopular decisions and explains them with clarity and rigor; knows when it is time to abort a project.

PHASE 3 **Managing change**

During my PhD, projects often required rapid adaptation due to unexpected experimental or computational results. I learned to adjust approaches, reorganize tasks, and identify the advice or expertise needed to succeed. I communicated the rationale for changes clearly to collaborators, building understanding and support. By creating momentum through early wins

and fostering alliances across teams, I ensured smooth transitions. I also anticipated risks and potential obstacles, giving perspective to setbacks, and encouraged colleagues to embrace new methods and approaches, promoting a culture of adaptability and constructive change.

Knows how to give meaning and perspective.
Knows how to manage the key stages of change and grief.
Promotes and encourages change, contributes to organizational change initiatives.

PHASE 3

Managing risks

I systematically identified and mitigated risks in complex research projects, including technical uncertainties, data limitations, and resource constraints. I assessed potential impacts, prioritized mitigation strategies, and adapted plans proactively when unexpected issues arose. I considered social and environmental implications in project design, ensuring responsible research practices. I also guided junior researchers on risk awareness, prevention measures, and responsible conduct, fostering a shared understanding of risk management while ensuring projects progressed safely, efficiently, and in alignment with broader ethical and strategic goals.

Has the ability to manage the company's risks through the use of risk management strategies, including prevention, acceptance, mitigation and transfer.
Advises and is able to define and manage a policy on social and environmental responsibility.
Encourages collective understanding of the implications and principles of social and environmental responsibility in the context of his activity.

PHASE 3

Decision-making

I regularly made decisions on project direction, methodology, and resource allocation under uncertainty. I weighed technical feasibility, timelines, team capacity, and potential outcomes, knowing no solution was perfect. When experiments or models failed, I quickly reassessed options, made informed adjustments, and assumed responsibility for the results. I guided junior researchers through decision points, showing how to balance competing priorities and uncertainties. These experiences strengthened my ability to make strategic choices, take ownership of consequences, and drive projects forward in complex, unpredictable environments.

Is able to instigate and control major change.
Knows how to make decisions in an unstable and uncertain environment taking all technical, financial, human, organizational, political and other factors into account.

PHASE 3

Obtaining and managing funding

I managed project budgets, allocating resources efficiently for experiments, computational resources, and collaborative initiatives. I prepared grant applications and proposals, understanding funding criteria and aligning them with project goals. I assessed cost-benefit and ROI for research activities, ensuring judicious use of funds. I also guided junior team members on budget management, resource planning, and value creation. Collaborating with international partners taught me how to navigate funding mechanisms and establish financial partnerships to support research objectives responsibly and strategically.

Knows how to use European and international institutional funding mechanisms to support projects.
Helps to formalize and manage a policy on funding, budget management, financial management and value creation.
Is able to establish financial partnerships and devise additional funding arrangements.
Participates in bodies that allocate funding and helps to shape their strategy.

PHASE 3

People management

I led small interdisciplinary teams, fostering trust, recognizing contributions, and supporting peers in developing autonomy. I delegated tasks strategically, aligned objectives with project goals, and monitored progress to ensure collective success. I guided junior researchers, helping them improve skills, navigate challenges, and pursue professional growth. I encouraged

collaborative decision-making, managed conflicts constructively, and promoted an inclusive, respectful environment. These experiences shaped my management style, emphasizing empowerment, accountability, and the development of both individual and team potential.

Contributes to the evolution of HR policies and management tools within or outside his organization.
Has the ability to implement an occupational health and safety policy within his organization and to suggest its development on a national scale.
Promotes and deploys a policy of diversity and equal opportunity within his entity.
Builds a common methodological foundation, develops skill transfer, disseminates best practices and capitalizes on experience.
Ensures the success of his teams.
Has honed his mentoring skills and strategies.
Plays a role in the deployment of mentoring practices within his entity.
Assumes the responsibilities that come with managing a large entity.
Assumes responsibility for making his organization or entity more attractive.

PHASE 3 Producing results

I consistently transformed ideas into tangible results by designing and testing innovative approaches in geometric deep learning for biological imaging. I deployed prototypes, iterated rapidly based on feedback, and documented outcomes for publication and potential applications. I identified opportunities for practical impact, coordinated interdisciplinary teams, and managed uncertainty in research-to-innovation processes. By combining technical rigor with strategic planning, I ensured projects produced high-quality, reproducible results. These experiences taught me how to move from concept to measurable impact efficiently and reliably.

Has proven experience with bringing a new product to market or starting up a new company or entity.
Manages innovation processes from the birth of an idea through its delivery to market.
Is recognized in his field on the strength of his results.

PHASE 3 Intellectual and industrial property

I gained solid knowledge of intellectual and industrial property rules, particularly regarding data, algorithms, and 3D biological imaging methods. I assessed when patent protection was appropriate versus publication, and ensured sensitive information was shared only under confidentiality agreements. I guided collaborators and junior researchers on IP best practices, including responsible dissemination and attribution. I identified strategic technical knowledge, managed its documentation, and developed processes to ensure the preservation and proper sharing of know-how, fostering awareness of IP responsibilities across the team.

Knows how to manage an intellectual/industrial property portfolio.
Is able to negotiate, formalize and manage confidentiality agreements and intellectual property agreements.
Is able to implement an intellectual property policy within his/her entity: drafting of procedures, training plans, etc.

PHASE 3 Customer focus

I maintained a strong customer focus by understanding the needs of collaborators, lab partners, and end-users of biological imaging tools. I gathered feedback, assessed technical constraints, and proposed solutions tailored to project requirements. I balanced competing demands from internal teams, external collaborators, and the broader research community to ensure outcomes were relevant and impactful. By creating structured channels for feedback and monitoring developments in both national and international research contexts, I ensured our work aligned with evolving market and scientific needs, fostering value-driven innovation.

Sait équilibrer les besoins des clients, des partenaires et de la structure.
Sait arbitrer en fonction des contraintes techniques et du feed-back des clients et partenaires.
Crée les conditions d'écoute du marché au sein de sa structure.

Strategy and Leadership

PHASE 3 Strategy

I aligned each project with broader research priorities and long-term scientific goals. I mapped relationships among collaborators, identified key stakeholders, and understood their incentives to secure support. I monitored trends, emerging techniques, and weak signals to anticipate shifts in the field. I encouraged brainstorming within my team and drew strategic conclusions to guide project direction. By producing forward-looking analyses and integrating interdisciplinary insights, I ensured our work contributed to both immediate research objectives and the advancement of the field, while fostering awareness of strategic context among team members.

Discerns ties between apparently unrelated or separate issues.
Develops action plans and complex projects.
Knows how to define and deploy a strategy for the entity he directs.
Contributes to defining and implementing the company's overall strategy.
Mobilizes the individuals/networks/entities having a stake in his project on behalf of his entity.

PHASE 3 Leadership

I exercised leadership by coordinating interdisciplinary projects and motivating teams toward shared goals. I adapted my style to different collaborators, fostering trust, collaboration, and accountability. I persuaded peers and external partners to support initiatives, building alliances and mobilizing networks even when I was not the formal lead. I ensured team members understood the significance of their contributions, encouraged skill development, and guided junior researchers toward autonomy. My approach combined strategic vision with hands-on involvement, inspiring confidence in both the projects and the people I led.

Builds and maintains networks of skills, projects, teams and entities.
Helps others understand the meaning of their efforts.
Through his actions, inspires trust in the entity and in the projects he manages.
Enjoys international influence and reputation: decision-makers seek his input and advice.