The professional profile of PhD-holders

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Post-doctoral position

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Core business

PHASE 3 Skill development

I find it easy to develop and maintain my network; at my institute, I got into the habit of visiting different laboratories based on their expertise to support a new experiment or question on my topic. This allowed me to develop collaborations directly during my thesis and to have access to many methods that were not yet used in my host laboratory. During meetings and conferences, I came into contact with many scientists, which allowed me to quickly expand my international network and also to position myself in a way that made me easily memorable, for example by participating in the organization of the jury for awards.

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 thesis, I had to reevaluate the results and direction of the subject several times because the results obtained did not confirm our hypotheses. I then organized meetings within our laboratory during which I proposed other strategies, some of which required resources outside the laboratory's area of expertise. Together with our collaborators, I participated in the decision-making process prior to the meetings, and I presented and interpreted the results.

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 2 Information management

My thesis topic had precedents dating back more than four years before my arrival, so throughout my thesis I created and maintained a database on the laboratory network containing operating procedures, various classified and coded biological materials, and clear summaries of the results obtained using the method in question. I also began an exhaustive classification of proteins from the same family as our proteins of interest in order to facilitate comparisons and take stock of knowledge in the field. From the beginning of my thesis, I set up a monitoring system for new articles published on PubMed in order to stay abreast of new knowledge related to my topic.

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.

PHASE 2 **Expertise and methods**

When I wanted to develop my subject further, I became interested in other areas that my laboratory was not an expert in, such as microscopy. In order to carry out the experiments in the best possible conditions, I collaborated with other teams at my institute and with those in charge of the microscopy platform. I also did a lot of bibliographic research to determine the operating procedure and compare the tests. I also began a review of my subject during my thesis, for which I needed to create a phylogenetic tree. So I first conducted bibliographic research, then met with a doctoral student in the field to learn more about the method to follow.

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 presented scientific papers at international conferences (Innsbruck ABC meeting 2025) and national events (Fête de la Science 2023 and 2024, ABC meeting Paris 2023, APPICOM 2023 and 2024) in the form of oral presentations and posters. I trained colleagues in methods that I was an expert in at the lab so that they could apply them to their own work or continue the experiments after I left the lab. I also trained and supervised two interns (a master's student and a bachelor's student) in different methods of manipulation, in their scientific approach, and in reporting their findings.

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.

PHASE 1 **Collaboration**

Develops and maintains cooperative networks.
Knows how to build a professional network for his own and the company’s benefit.
Is considered an authority in his field of expertise.
Is able to envisage his work in a partnership framework; evaluates the benefits and limitations of a partnership and identifies shared and conflicting interests.

PHASE 2 **Analysis, synthesis and critical thinking**

During my thesis, I was able to bring new perspectives to my project in order to advance and cover more aspects of it, for example by using microscopy to get as close as possible to an in vivo context for my bacterial protein. As already mentioned, several results did not allow us to confirm some of our hypotheses, and I was able to defend these results to my peers in order to change their perspective and move the project forward.

Knows how to apply his analyzing and synthesizing abilities to new fields.
Takes ownership of new analytical methods.
Has a novel and independent way of thinking and makes significant contributions.
Questions “business-as-usual” scenarios in his activity.
Advises his staff to help them develop their own capacities of analysis and synthesis.
Stimulates critical thinking among his peers and his staff.

PHASE 3 **Open-mindedness and creativity**

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 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 2 **Balance**

Knows how to deal with strong opposition.
Draws on his strengths and transcends his weaknesses.
Knows how to cope with pressure generated by his career or his personal life.
Is able to keep his work and home environments separate.

PHASE 3 **Listening and empathy**

> I have always taken particular care to ensure that everyone involved in a project is thanked or recognized for their contribution. I value and use nonviolent communication at work, and I have always pushed for conflicts to be discussed and for common ground to be found between both parties.

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

PHASE 2 **Negotiation**

> During my thesis, I disagreed with one of my supervisors about the interpretation of a result.

After taking his comments into account, I was able to refine my results and convince him of their relevance.

Is familiar with negotiating techniques.
Knows how to come up with win-win solutions.
Is able to negotiate in order to obtain the resources needed for projects.

Business management and value creation

PHASE 2 Project management

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.

PHASE 2 Managing change

Is able to get people to see the need for change.
Defines objectives and rallies support for them.
Creates momentum and builds alliances.
Achieves initial results rapidly.
Understands the possible causes of the failure of a change plan.

PHASE 1 Managing risks

Can determine the risks related to his project and the means for controlling them.
Is aware that technological and financial risks increase during the innovation process.
Understands the concept of corporate social responsibility.

PHASE 3 Decision-making

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 2 Obtaining and managing funding

Has the knowledge to manage the budgetary, financial and accounting aspects of his projects and activities.
Is able to make choices.
Is familiar with available sources of innovation funding and knows how to mobilize them.
Views his activity in the context of investment/return on investment.
Advises and guides his staff in the financing and budget follow-up of activities.
Advises and guides his staff in creating value and generating revenue and funding.

PHASE 1 **People management**

Has experience with teamwork; knows how to encourage, support and recognize the contributions of each player.
Knows how to be a team player.
Is able to win the trust of his peers and his line management.
Can report on his activities.
Supports his peers when needed and can provide assistance.
Understands human resources policies and management tools such as recruitment, evaluation, remuneration and strategic workforce planning.
Takes safety, social responsibility and labor law requirements into account.
Upholds rules on non-discrimination and equal opportunity among employees.

PHASE 1 **Intellectual and industrial property**

Has basic knowledge of the rules of intellectual/industrial property and copyright as they apply to his own activities.
Understands the advantages and drawbacks of filing a patent.
Is aware of the importance of controlling the release of information.

Strategy and Leadership

PHASE 1 **Strategy**

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.

PHASE 1 **Leadership**

Exercises leadership in connection with a project of which he is in charge.
Knows how to be persuasive and enlist support for a project
.Mobilizes skills for a project of which he is not in charge; manages human resources even when people do not officially report to him.
Builds alliances.
Establishes relationships based on trust.