Gonzalo AICHELE

# Deep learning applications in astrophysics

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## Core business

### PHASE 2 Skill development

*Takes a critical look at his skills and experience and regularly fine-tunes his career goals.*
*Knows how to develop new skills to keep step with changing knowledge and needs.*
*Relies on advice from competent professionals (coaching) or experienced staff and takes their opinions into account; uses his networks to manage his career.*
*Is able to evolve gradually from technical expertise to managerial expertise.*
*Helps his staff develop their skills and networks and assists them in achieving career development goals.*

### PHASE 1 Evaluation

*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.*

## Personal and relational qualities

### PHASE 2 Communication

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

*Analyzes his own findings and those of his peers.*
*Is able to synthesize; expresses key ideas clearly.*
*Can sort and rank information according to the goal.*
*Pursues his reasoning and hypotheses free of dogmatism or ideological bias.*
*Has the objectivity to consider various schools of thought; is able to modify his point of view.*
*Demonstrates intellectual rigor.*

PHASE 1 **Open-mindedness and creativity**

*Demonstrates an ability to acquire knowledge; shows flexibility and open-mindedness. Engages in interdisciplinary activities.*
*Possesses a constructive style of questioning and scientific doubt.*
*Develops, takes ownership of and tests new ideas; is clever; seizes opportunities.*
*Interacts with and seeks the collaboration of professionals of different cultures; knows how to accommodate cultural differences.*

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 1 **Balance**

*Is aware of his aptitudes, knows how to take advantage of them and demonstrate them.*
*Expresses himself relevantly, confidently and didactically.*
*Recognizes the limits of his knowledge, skills and expertise, and knows where to find support when needed.*
*Is able to consider his practices and experience as part of the bigger picture.*
*Develops his strengths and knows how to correct his weaknesses by seeking the opinion of others.*
*Is aware of the need to reconcile career and personal life.*
*Develops mechanisms to cope with pressure and seeks support when needed.*

PHASE 2 **Listening and empathy**

*Knows how to engage in active listening in various situations.*
*Is careful to take his contacts' needs and frame of reference into account.*
*Expresses gratitude regularly.*
*Takes the needs of his staff into consideration, is sensitive to signs of stress and able to provide support and advice when needed.*

## Business management and value creation

### PHASE 1 Project management

*Plans projects to meet goals in accordance with strategy and priorities, and taking quality, deadline and budget constraints into account.*
*Knows how to write specifications.*
*Is accountable for resources used and for meeting the deadlines and quality requirements of the deliverable.*
*Reacts efficiently and appropriately to change and unforeseen events.*
*Conducts his project within a framework of auditing and evaluation, deploying the appropriate systems.*

### PHASE 1 Managing change

*Can adapt his approach and the project organization according to imperatives.*
*Adapts to changes and opportunities; knows how and where to find advice.*

### 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 1 Decision-making

*Knows how to make appropriate decisions for each phase of his project.*
*Assists his line management in making major decisions (e.g., reporting, scenarios)*

### 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 Producing results

*Knows how to transform ideas into innovations.*
*Quickly deploys prototype and test phases; involves internal and external customers in these phases.*
*Learns the lessons of the initial tests.*
*Understands the policies and processes involved in publishing and exploiting research outcomes in his entity.*
*Is able to determine the most appropriate means of exploiting his results (e.g., patent, publication).*

## 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.*