Muayad AL HAFEZ

PhD candidate in translational cardiology and neuroendocrine oncology – preclinical model of carcinoid heart disease

PhD student at Paris Cité (LVTS INSERM U1148), developing a lentiviral mouse model of carcinoid heart disease.

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Core business

PHASE 1 Skill development

Formal certification in pedagogical animation ("Animation pédagogique - Les techniques pour bien animer une formation") and targeted competency valorisation (DocPro ABG).

Sets his professional goals to be ambitious yet realistic.
Identifies and develops means to enhance his employability throughout his career; manages his professional development.
Broadens and upgrades his skillset, personal qualities and achievements.
Uses his networks to expand his scope of competence.
Knows how to transfer his expertise to other fields of activity.
Realizes the necessarily international dimension of his career path.
Accepts input from a mentor or coach to benefit his professional development.

PHASE 1 Expertise and methods

In vivo functional imaging: Acquisition and analysis of murine transthoracic echocardiography, specifically quantifying right ventricular systolic function via Tricuspid Annular Plane Systolic Excursion (TAPSE). In vivo delivery & handling: Hydrodynamic tail-vein injections and rodent handling protocols. Molecular biology & microscopy: PCR optimization and validation of fluorescence imaging protocols for mKate.

Masters the basic knowledge and key concepts of his field and knows their history and their significance.
Is familiar with recent progress in his field.
Can view his research activities within an international context.
Is familiar with the investigative methods and techniques of his field (including mathematics and statistics) and can explain why they are appropriate for a given purpose.
Is able to consider alternative methods and techniques.
Is able to formulate problems and hypotheses according to needs.
Defends his research findings in a constructive manner; provides evidence to support his ideas and proposals.
Organizes his presentations in a clear, informative and concise manner.

Personal and relational qualities

PHASE 1 Communication

Techniques acquired in group animation, interactive teaching, and transmitting technical knowledge to non-specialist or student audiences.

Knows how to put together a persuasive presentation and communicate about his project or his activity.
Understands, interprets and communicates appropriately in a register suited to his aims and his audience.
Masters a range of communication tools.
Masters his online identity.
Contributes to the dissemination of knowledge within the company, and demonstrates effective teaching skills.
Is proficient in at least English and one other world language.

PHASE 1 **Open-mindedness and creativity**

Interdisciplinary breadth acquired through cross-domain university seminars ("Séminaire de psychanalyse et psychiatrie: histoire et enjeux actuels").

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 **Integrity**

FUN MOOC certification: "Intégrité scientifique dans les métiers de la recherche" (Université de Bordeaux, 2026). Focuses on rigorous experimental traceability, reproducibility, and ethical conduct in research.

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 **Listening and empathy**

Tailoring technical explanations to different academic levels: translating scientific concepts simply for a high-school student while providing detailed protocol guidance for an M1 trainee.

Has the ability to listen in various situations.
Understands the needs and way of thinking of the people he deals with, including those with a different field of expertise, occupation and/or culture.

Business management and value creation

PHASE 1 **Project management**

Iterative planning and method development: progressing from construct design to protocol troubleshooting, assay validation, and imaging quality control.

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 risks**

Minimizing biological variability and animal loss during complex hydrodynamic delivery by adhering to physiological fluid limits and injection pressure timing.

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 **People management**

Direct supervision and mentoring: Structured onboarding and daily supervision of a high-school intern and an academic research project for a Master 1 student. Task delegation, progress monitoring, and guidance on laboratory notebooks and basic experimental execution.

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**

Delivering functional, reproducible Standard Operating Procedures (SOPs) for both fluorophore (mKate) imaging and target-specific gene amplification.

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).