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Welcome to my DocPro page! Motivated MSc Toxicology graduate with a BSc in Biomedicine from Karolinska Intitutet, Stockholm. Currently PhD student at Institut Pasteur.

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Core business

PHASE 2 **Skill development**

I have always been keen on challenging my own ideas and perspectives. This has been expressed in various ways through my personal as well as professional life. I have done research in Canada, Sweden, Switzerland and the UK to learn more about cultural differences within science as well as how we are formed as individuals. Research is done on a global level which takes into account learning how individuals are influences by their cultural heritage and ways of living. I share my visions and ideas, and incorporate the views of my peers to develop as a professional and person. In addition, I spent three months in Israel at a Kibbutz after high school to challenge my view on life and feel a belonging on a larger global scale.

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 2 **Evaluation**

I often help students in the lab who are not under my direct supervision to revise their reports in order to convey my knowledge in writing and also to learn about the learning process of individuals myself. When reading other´s work, I learn more about various subjects and how people put their work into context. This also teaches me how I can look and interpret my own research, since we often tend to look "inside the box". We have to challenge and evaluate our ways of thinking always.

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**

I have had various courses in my undergraduate and graduate studies on how to efficiently search scientific search engines to receive the latest publications within relevant fields. During my master, we had a journal club which was dedicated to scrutinise the use of different scientific methods, and if they were actually used in the correct way to answer the scientific questions sought to be answered. When it comes to data handling and experiment planning, I often contact platforms relevant for the experiment (imaging, data processing) in order to create a more

efficient workflow and relevant data.

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**

Through an oral presentation course in my PhD programme I got a tool set on how to efficiently convey my own research in an understandable way to laymen and scientists that are not in the same field. I have also attended topic specific conferences in which I have heard research within the field and related it to my own project, as well as presented my work and discussed it.

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 3 **Communication**

The PhD programme that I was accepted to is an international and highly competitive program which requires you in beforehand to show that you possess the skills to carry out the project within the scope of a PhD. I was able to convince the PhD jury that my project is feasible to carry out, and that I would be the right person to do it even coming from a different background. Through my diverse background from biomedicine and toxicology, I can give different perspectives to research and am not afraid to communicate my thoughts, where people are also contacting me to give input and clarifications in the area that I work in.

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 2 **Collaboration**

I have collaborated with one platform and two independent laboratories during my PhD, where all collaborations meant to set up protocols and keep thorough contact throughout the experiments. One of the collaborations was entirely driven by me personally, where both me and the collaborator was keeping weekly and sometimes daily contact. In the other cases, both my PI and I were nurturing the collaborations, by regularly having email contact or meeting in person to discuss results.

Collaborates with people/teams who play a pivotal role on the global scale.
Leads networks and helps to institute dialogue between different entities.
Knows how to establish partnership relations with people working outside his field.
Has the ability to co-produce results and/or innovations.

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

I was actively participating in discussions of lab members and sharing my own expertise gained, while always putting the results into perspective. Through discussions in lab meetings, with my thesis committee and in conferences I was able to integrate all input and critically evaluate my work, to find solutions and ways to better conduct my experiments.

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**

During my elementary school years, I was studying in a competitive music school majoring in classical piano (6-16yo), then continuing to natural sciences with a specific major in mathematics, to a bachelors in biomedicine, masters in toxicology and a PhD in cellular and molecular biology. During the time, I have been involved in student education surveillance and wellbeing on campus. All the knowledge that I have gained in all steps of my career has made me more curious and more inter-disciplinary, which has made me more prone to always question work and trying to find solutions by combining all input from different fields.

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 have worked for several years to manage to detect some of the proteins I work with in western blot by contacting researchers from other universities and countries, and trouble shot endless hours. While I had many setbacks, it made me more determine to continue, and I managed in the end. However, it is important to know when to stop, but since I knew that this must be feasible I continued. To learn and to figure it out is my main motivation, as well as failing and trying again which is a part of success

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**

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 1 **Balance**

I do tend to get very into the scientific work that I do, which is why I many times work more than I should do. However, it has not come to the cost of losing my social life or led to any personal mental problems

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.

PHASE 2 **Negotiation**

Being a part of the doctoral student representatives, we had to negotiate and talk to leadership to make the situation better for doctoral students. I was part of these discussions, and also came with input to prepare meetings

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 3 **Project management**

While the project was done in accordance with my PI, I was always taking on the responsibility to form the experiments to be made and to keep close contact with the collaborators and making sure that everything was progressing in time.

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 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 2 **People management**

I have supervised a master student and actively help lab members when they need assistance, but make sure not to only help but to push them to critically think themselves.

As a manager, makes appropriate use of the full spectrum of HR policies and management tools with regard to his teams (recruitment, promotion, evaluation, safety rules, principles of non-discrimination and diversity, etc.).
Puts together and directs a team, taking advantage of the strengths and skills of each member.
Has the ability to set objectives for his staff and evaluate their attainment.
Knows how to delegate and monitor.

Supports his staff; encourages them to become more autonomous and recognizes their commitment and results.
Ensures the collective success of projects.
Detects and nurtures the talents of his staff and supports to their professional development.
Knows how to deal with conflicts.
Involves his staff in decision-making.
Has his own management style.
Is able to define guidelines for safety and social responsibility.
Accepts responsibilities beyond his defined scope for the good of the organization as a whole.

PHASE 3 **Producing results**

I am personally responsible to produce my own data in the PhD, which I have been able to do by reading existing literature and critically think about the project

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.

Strategy and Leadership

PHASE 2 **Leadership**

I have previously been responsible for staff, where I had to plan staff meetings, yearly meetings about salary negotiations and individual meetings. While this is still a developing skill, I have had more training by supervising students and discussing my results in congresses and in meetings with collaborators.

Recognizes the need for and merits of collective effort; knows how to motivate and drive the entity he manages.
Is familiar with various leadership styles and adapts them to the specific project and the people on the team.
Is known within the company as a leader with the potential to promote ideas and initiatives and contribute effectively to their implementation.
Is able to impose his leadership in a competitive context.
Coordinates and mobilizes networks.
Encourages his staff to build a climate of trust.
Grooms his staff for future leadership roles.