Do Sim

Ingénieur en gestion des risques urbains

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Core business

PHASE 1 Skill development

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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 2 Expertise and methods

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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 Commitment

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Can picture himself in other contexts; applies his commitment and motivation to other activities and fields of expertise.
Perseveres in his undertakings and projects; paves the way for other staff and supports them.
Inspires the enthusiasm and commitment of his staff.

PHASE 3 **Integrity**

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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**

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

PHASE 2 **Listening and empathy**

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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 1 **Negotiation**

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Is able to detect people's unstated needs based on the requests they formulate.
Knows how to reconcile the drivers, requirements and constraints of his contacts to reach a consensus, and is able to gather all the information needed to do so.

Business management and value creation

PHASE 1 **Project management**

Lorem ipsum dolor sit amet. Ut sint odio vel laboriosam ratione et quam soluta est deleniti totam ut libero consequuntur sit consequuntur nihil a voluptas magni.

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 3

Decision-making

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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

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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

Lorem ipsum dolor sit amet. Ut sint odio vel laboriosam ratione et quam soluta est deleniti totam ut libero consequuntur sit consequuntur nihil a voluptas magni.

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 3

Producing results

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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 3

Leadership

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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.