

Nevena Slovic**Biotech**

As a PhD candidate focusing on translational molecular and cellular biology, I aspire to transition into industry after my PhD. Challenging, dynamic and multicultural environments inspire and drive me

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**Core business****PHASE 1 Skill development**

- 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 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.

PHASE 1 Information management

- Knows how to review the state of the art (SOTA) in a scientific topic.
- Makes efficient use of information-gathering methods, identifies pertinent resources, particularly bibliographic resources.
- Masters web-based research (e.g., bibliographic databases, patent databases)
- Knows how to judge the pertinence of information, critique sources and check source reliability.
- Designs and implements information-gathering and management systems using suitable technology.
- Addresses issues relating to the security and life cycle of data.
- Seeks out support from experts in information and data management.

PHASE 1 Expertise and methods

- Masters the basic knowledge and key concepts of his field and knows their history and their significance.



Personal and relational qualities

- *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.*

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 2 Open-mindedness and creativity

- *Explores related fields.*
- *Conceives new projects to find answers to essential questions.*
- *Encourages his staff to seek challenge, be curious and engage in scientific questioning.*
- *Defines and carries out innovative interdisciplinary projects with the help of contributors from various backgrounds.*
- *Serves as a vector of innovation, a realistic visionary, a constructive agitator.*
- *Encourages creativity and innovation among his staff.*
- *Has acquired professional experience abroad in a culture other than his own.*

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 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 influential 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.*