

# The professional profile of PhD-holders

**MINGYU HAN**

## Scientist in virology - HIV-1

Hello! I am a virology scientist having marketing background, possessing developed experimental and data analysis skills.

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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

From my undergraduate to PhD study, I'm always skipping between different fields which confers me a quick-learning ability ; Four years bio-safety level 3 lab manipulating work achieves me two international publish and two relevant reviews;

## Personal and relational qualities

*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.*

### PHASE 1 Communication

participate international conference and give presentation in front of hundreds people;

*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 Collaboration

collaboration research work with different teams in different cities; main manipulator of a private company;

*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 1 Listening and empathy

*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

multi-tasking ability allows me to manage two different project, one of is collaborated with private company;

*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 Decision-making

Because of handle multiple projects, every year we have few monthes that resticted by primary cells or funding, I need to evalaute time and make desicion to prioritize my project in a short-term.

*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**

during the last four years, help two internships get PhD position in another lab

*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**

Four relevant scientific outcomes (three have been published, another is in preparation); Have another gene-meta analysis project (personal participated), the results has been published

*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 influential people that support his projects and understand what they stand to gain from it.*