

# The professional profile of PhD-holders

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### Chemical Engineering | Materials Science

Passionate and driven Ph.D. Candidate in Chemistry, dedicated to conducting research that contributes to scientific knowledge, and real-world applications.

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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.*

#### Personal and relational qualities

##### PHASE 1 Communication

Participated in training courses, mobility programs and workshops to deepen my communication abilities.

*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

*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** 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.*

## **PHASE 1** Negotiation

*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

*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

*Knows how to make appropriate decisions for each phase of his project.  
Assists his line management in making major decisions (e.g., reporting, scenarios)*