



**Karina van der Zon****Would like to become: researcher freshwater ecology, ecologist at governmental organisation, freshwater consultant or lecturer** k.a.e.vanderzon@gmail.com : <https://live.unistra.fr/live/annuaire/van-der-zon-kari-anne-karina>**Core business****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.*
- *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.*

**Personal and relational qualities****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** 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.*