

# The professional profile of PhD-holders

## Karina van der Zon

**Would like to become: researcher freshwater ecology, ecologist at governmental organisation, freshwater consultant or lecturer**

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### 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.*

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