

# The professional profile of PhD-holders

## Beata Monfort

### R&D Engineer in preclinical research

Experienced project manager with a PhD in Chemistry, skilled in physicochemical techniques, mentoring, and scientific writing. Proven track record in delivering impactful research.

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## Core business

### PHASE 2 Skill development

Demonstrated ambition by leading impactful projects like Friedreich's Ataxia drug discovery, managing timelines and milestones. Continuously enhances employability through certifications, career management, and active skill monitoring. Leadership and mentoring skills enriched personal growth and supported collaborators' development. Broad collaboration with interdisciplinary teams and an extensive international network broadened expertise. Adaptable to evolving knowledge, transitioning from technical to managerial roles. Global mobility and openness to mentorship have further contributed to continuous development.

*Takes a critical look at his skills and experience and regularly fine-tunes his career goals.*

*Knows how to develop new skills to keep step with changing knowledge and needs.*

*Relies on advice from competent professionals (coaching) or experienced staff and takes their opinions into account; uses his networks to manage his career.*

*Is able to evolve gradually from technical expertise to managerial expertise.*

*Helps his staff develop their skills and networks and assists them in achieving career development goals.*

### PHASE 3 Evaluation

Has comprehensive experience in project management and scientific research. Demonstrates the ability to critically evaluate the value of documents and projects by leading impactful research efforts, such as advancing drug discovery for Friedreich's Ataxia. Leadership in data analysis, mentoring junior researchers, and coordinating cross-functional teams shows ability to assess both own and others' contributions. Scientific writing, publication record, and presentations indicate a readiness to expose ideas to critique. Fosters independent evaluation processes within your teams and contribute to evaluations on international levels through collaboration and scientific dissemination?

*Is able to deploy and coordinate evaluation processes at both the national and international levels.*

### PHASE 2 Expertise and methods

*Is familiar with recent progress in fields related to his own.*

*Is able to engage in dialogue and collaboration with experts in other disciplines or fields of activity.*

*Takes ownership of new research methods and techniques.*

*Is able to document and evaluate his activities using statistical methods where applicable.*

## Personal and relational qualities

*Can formulate complex problems that correspond to new challenges.  
Is able to develop arguments in support of new projects.  
Knows how to adapt his arguments to his audience.  
Advises and assists his staff in making appropriate use of investigative methods, improving their performance and enhancing their skills.*

### **PHASE 3** Communication

*Is asked to provide input on key questions in his area of expertise.  
Chooses content, register and channels of communication appropriate for the circumstance or to serve his strategy.  
Uses national and/or international media.  
Can manage and negotiate complex matters English and at least one other world.  
Initiates and promotes actions to disseminate knowledge.*

### **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.*