

Merlin DESPRES**PhD student in Immunology**

I am a 2nd year PhD student in Immunology in the Pasteur Institute, France. The objectives of my PhD is to develop novel broad antiviral agents that target protein translocation.

✉ merlin.despres@gmail.com

**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

- 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



Personal and relational qualities

- 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

- 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

Part of my PhD was done in collaboration with Enodia Therapeutics.

- 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.



Business management and value creation

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.*

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 Managing change

- *Can adapt his approach and the project organization according to imperatives.*
- *Adapts to changes and opportunities; knows how and where to find advice.*

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)*

PHASE 1 People management

- *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

- *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).*

PHASE 1 Intellectual and industrial property

During my PhD part was my work was done in collaboration with Enodia Therapeutics that patented several molecules I used in my experiments. I participated in the production of data in several assays to characterize these patented molecules.

- *Has basic knowledge of the rules of intellectual/industrial property and copyright as they apply to his own activities.*
- *Understands the advantages and drawbacks of filing a patent.*
- *Is aware of the importance of controlling the release of information.*