

Study Visit ODISEA

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HERRAMIENTA MyDocPro



MyDocPro es una Herramienta para ayudar a los Investigadores

DocPro gives PhD-holders, businesses, doctoral schools and laboratories a view of the skills that PhD-holders develop throughout their careers. This tool is the fruit of collaboration between stakeholders in academia and the corporate world.

Web gratuita : <http://www.mydocpro.org/en>

The result of this effort is an operational tool designed for use:

- by [PhD-holders](#) seeking to build their resúmenes for a job search or merely to determine their stage of professional development;
- by [recruiters](#) who need a standard profile to gain better understanding of the full potential afforded by doctoral training;
- by [academic advisors](#) (deans of doctoral schools, university officials, career counselors, laboratory directors, etc.) seeking to better prepare PhD candidates and recent PhD graduates for the job market.



- Los PhD pueden crear una cuenta propia y no se vincula a ninguna institución
- Pueden trabajar en su propia (autoevaluación)
- Pueden compartir su perfil rápidamente

MyDocPro competencies



Core competencies

- Skill development
- Information management
- Evaluation
- Expertise and methods

Personal and interpersonal qualities

- Integrity
- Balance
- Commitment
- Listening and empathy
- Open-mindedness and creativity
- Negotiation
- Analysis, synthesis and critical thinking
- Collaboration
- Communication

MyDocPro competencies



Managing activities and creating value

- Decision-making
- Obtaining and managing funding
- Managing risks
- People management
- Managing change
- Producing results
- Project management
- Intellectual and industrial property
- Customer focus

Strategy and leadership

- Leadership
- Strategy



¿Cómo podemos dar a conocer la herramienta?

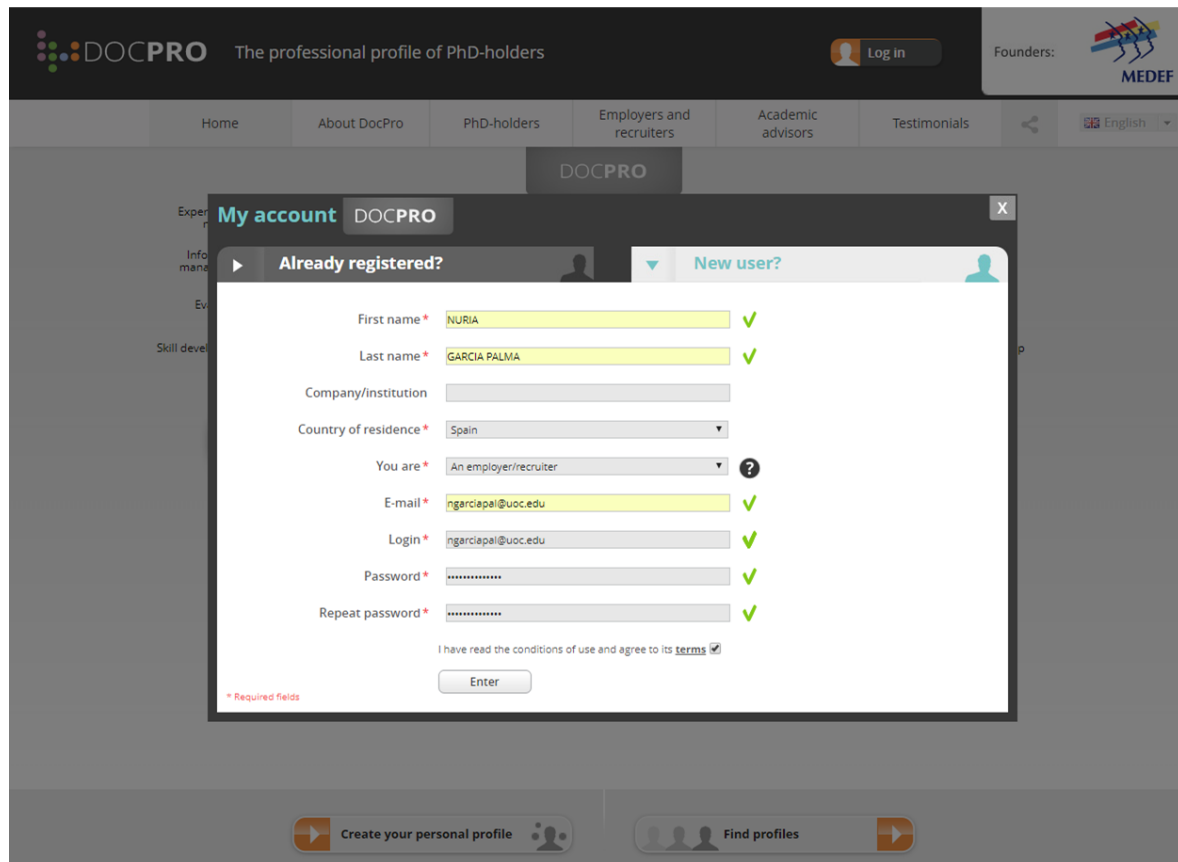
- “Welcome day “ sesiones formativas
- Durante el primer año de los PhD
- Sesiones para explicar o ayudar a los PhD en la autoevaluación y competencias



¿Qué adquieren?

- Nuevas competencias clave identificadas
- Capacitación de habilidades transferibles cada vez más formalizada
- Significa reconocer competencias y actividades interesantes durante el PhD
- Capacitación permanente para los doctores (en la PhD Institución o en la institución anfitriona)

Ejemplo como “Seleccionador”



The image shows a screenshot of the DOCPRO website's registration interface. The header includes the DOCPRO logo, the tagline 'The professional profile of PhD-holders', a 'Log in' button, and the MEDEF logo. A navigation bar contains links for Home, About DocPro, PhD-holders, Employers and recruiters, Academic advisors, and Testimonials. The main content area features a 'My account' modal window with two tabs: 'Already registered?' and 'New user?'. The 'New user?' tab is active, displaying a registration form with the following fields: First name (filled with 'NURIA'), Last name (filled with 'GARCIA PALMA'), Company/institution (empty), Country of residence (dropdown menu showing 'Spain'), You are (dropdown menu showing 'An employer/recruiter'), E-mail (filled with 'ngarciapal@uoc.edu'), Login (filled with 'ngarciapal@uoc.edu'), Password (masked with dots), and Repeat password (masked with dots). Each field has a green checkmark indicating it is valid. At the bottom of the form, there is a checkbox for 'I have read the conditions of use and agree to its terms' which is checked. A red asterisk indicates required fields. The bottom of the page has two buttons: 'Create your personal profile' and 'Find profiles'.

DOCPRO The professional profile of PhD-holders

Log in

Founders: MEDEF

Home About DocPro PhD-holders Employers and recruiters Academic advisors Testimonials

English

DOCPRO

My account

Already registered? New user?

First name * NURIA ✓

Last name * GARCIA PALMA ✓

Company/institution

Country of residence * Spain

You are * An employer/recruiter ?

E-mail * ngarciapal@uoc.edu ✓

Login * ngarciapal@uoc.edu ✓

Password *

Repeat password *

I have read the conditions of use and agree to its [terms](#) ✓

* Required fields

Enter

Create your personal profile Find profiles

Búsqueda de perfiles

 **DOC PRO** The professional profile of PhD-holders

 **NURIA GARCIA PALMA**

Founders:  **ABG**
Association
Bernard Gregory

Home | About DocPro | PhD-holders | Employers and recruiters | Academic advisors | Testimonials |   English

Find profiles

Profiles, positions and training: PhD skills at the crossroads



DocPro allows PhD-holders, recruiters and academic advisors to speak the same language. Using this search engine, you can select profiles posted by PhD-holders announcing their skills, profiles defined by employers and recruiters to convey the skills they are looking for, or profiles published by academic advisors to describe the skills developed through the training programs available at their institution.

Find profiles
of PhD-holders
of PhD-holders
sought by employers
developed through training programs



About this site | Contact | Site map | User agreement
A Combomedia website

Ejemplo de perfil encontrado

DOCPRO The professional profile of PhD-holders

NURIA GARCIA PALMA

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Home About DocPro PhD-holders Employers and recruiters Academic advisors Testimonials English

DOCPRO

Pierre Calvel

Cœur de métier

- Expertise et méthodes: 2
- Gestion de l'information: 1
- Évaluation: 1
- Développement des compétences: 2

Qualités personnelles et relationnelles

- Communication: 2
- Analyse, synthèse et esprit critique: 2
- Écoute et empathie: 2
- Intégrité: 1
- Équilibre: 1
- Ouverture et créativité: 1
- Collaboration: 2

Gestion de l'activité et création de valeur

- Production de résultats: 1
- Management des personnes et des équipes: 1
- Prise de décisions: 1
- Obtention et gestion des ressources financières: 1
- Gestion du changement: 2
- Propriété intellectuelle et industrielle: 1

Stratégie et leadership

- Stratégie: 1
- Leadership: 1

Chercheur en biologie de la reproduction et du développement

Je suis chercheur et enseignant en biologie de la reproduction, à la recherche de nouvelles opportunités dans ce domaine qui me fascine tant !

Calvel.pierre@gmail.com

► Visitez ma page LinkedIn !

Thèse soutenue le : 13/1/2010 - Université de Rennes 1 - France

Back to list

Generate the profile in PDF format

Se puede generar el CV en pdf



 **DOCPRO** Le profil professionnel des docteurs

Pierre Calvel



Chercheur en biologie de la reproduction et du développement

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 Cœur de métier

Expertise et méthodes **PHASE 2**

Au cours de mes dix années de travail dans la biologie de la reproduction, j'ai pu acquérir une expertise technique et théorique dans ce domaine que je pense utile à mon environnement professionnel. Je suis de ce fait régulièrement sollicité par mes collègues de travail pour trouver des solutions à des problèmes expérimentaux ou méthodologiques. Je suis également moteur dans la gestion de mes projets et dans la mise en place de collaborations. Ainsi, lors de mon travail à l'Institut Pasteur, j'ai réussi à convaincre une équipe de recherche travaillant dans le domaine de la biochimie des protéines de débiter une collaboration scientifique sur un projet de recherche que j'avais imaginé et défendu avec succès auprès des membres de cette équipe.

- Connait les progrès récents dans les domaines connexes de son activité.
- Est capable de dialoguer et de collaborer avec des experts d'autres disciplines ou domaines d'activité.
- S'approprie de nouvelles méthodes et techniques de travail.
- Est capable de documenter et d'évaluer ses activités en utilisant, le cas échéant, les méthodes statistiques.
- Est capable de formuler des problématiques complexes correspondant à de nouveaux défis.
- Est capable d'élaborer un argumentaire pour défendre de nouveaux projets.
- Sait adapter son argumentaire à son interlocuteur.
- Conseille et accompagne ses collaborateurs dans l'utilisation appropriée des méthodes de travail et dans l'amélioration de leurs performances et de leurs compétences.

Formación y orientación hacia el sector no académico

Organizan talleres y dan formación para orientales hacia el sector industrial, ayudándoles a detectar sus necesidades y a reforzar sus capacidades

THEIR NEEDS

What are my **alternative career options** outside academia?

What do **industrial recruiters** expect?

How can I **market my research experience**? My **skills**?

How can I **prepare efficiently my applications** (written + oral) ? How can I adapt my **communication** to the targeted country, targeted sector?

How can I **fund my (post)doctoral mobility**?

How can I design my **career plan**?

How can I use **my network** to develop my career?

How can I **reduce my isolation feeling** while job hunting?



Positions for PhDs



HOW DOES ABG MEET THOSE NEEDS? (1)

INDIVIDUAL ADVISORY SESSION

1-hour career guidance: personalised and confidential / in French or English

Coaching sessions: personalised and confidential / in French

Topics:

Freely chosen by the participants:

- career planning,
- preparation of applications and job interviews,
- international mobility and preparation of return mobility,
- development of network...

Where?

- in the premises of ABG (Paris)
- by visioconference



HOW DOES ABG MEET THOSE NEEDS? (2)

APERO DOC

How:

introduction talk on networking; panel discussion on a specific topic followed by an appetizer to enhance personalised discussions between participants and speakers.

Goals:

- to develop one's professional network in a friendly environment
- to get tips from insiders
- to identify new career options

→ possible topics: sales & marketing, R&D, international mobility, intellectual property, entrepreneurship, Humanities...



HOW DOES ABG MEET THOSE NEEDS? (3)

CAREER GUIDANCE WORKSHOP FOR PERMANENT RESEARCHERS (CNRS)

How:

- 1 plenary session: career plan, skills, networking...
- 2 individual coaching sessions
- 1 plenary session: co-development and meeting with former researchers

For a group of 10 participants.

Goals:

- to guide experimented researchers in their career development planning
- to encourage them to be proactive in their career development
- to help them identify new alternatives in their home institutes or outside
- to implement CNRS' HRS4R strategy: mobility, sustainable careers development, improvement of career prospects...



HOW DOES ABG MEET THOSE NEEDS? (4)

CROSSBORDER POSTDOCTORIALES

How?

4-day seminar (with accomodation) for an interdisciplinary audience of max. 24 postdoctoral researchers / unemployed doctorate holders / researchers preparing their return mobility or following their spouses.

Mix of individual and group activities, self-reflection, plenary sessions and panel discussions.

Goals:

- find new career options outside academic research
- have a better overview of the job market in Europe
- better understand the HR process outside academia
- develop one's professional network
- prepare job interviews



Fonds National de la Recherche Luxembourg

HOW DOES ABG MEET THOSE NEEDS? (5)

EDEN (in companies) / NCT (in universities)

How?

Plenary sessions and individual meetings with one expert in HR, over 2 or 3 months. Synthesis of the individual work in a written report and oral presentation in front of professionals.

Goals for doctoral candidates:

- to prepare their next professional step
- to communicate efficiently on their history, their experience, their achievements, their skills and their plans

Goals for companies:

- to ensure a positive image of research in their organisation
- to strengthen their social responsibility



HOW DOES ABG MEET THOSE NEEDS? (6)

TRAINING FOR PHD SUPERVISORS

How?

1 or 2 days, with a mix of individual and collective work, theoretical inputs (eg on team management in a scientific field) and exercises.

Goals:

- to understand the academic requirements for PhDs and their supervisors
- to share the same perspective on the supervision of PhDs
- to become familiar with the management basics
- to experiment critical incidents from supervising a PhD



HOW DOES ABG MEET THOSE NEEDS? (7)

COMPANY'S VISIT

How?

Half-day meeting with R&D managers / Heads of BU / High-level managers (...) on the company's site. Preparation session a few weeks before the visit.
Also possible within a workshop programme.

Goals:

- to give doctoral candidates the opportunity to connect with industry and to discuss with R&D professionals (or any other positions with responsibilities)
- to have a better and concrete knowledge of a company's activities and functions in order to facilitate their projection in this environment
- to identify activities with value creation impact and potential targets (for speculative applications)



HOW DOES ABG MEET THOSE NEEDS? (8)

ABG WEBSITE www.abg.asso.fr

Information

- events: career fairs, networking events, R&D&I events, career workshops...
- international mobility: funding schemes, mobility guide...
- testimonials (articles/videos): success stories, tips from recruiters...

Recruitment

- CV-database: Master's students, doctoral candidates and doctorate holders can upload their CV ; recruiters can get a free access to the database (potential direct contact)
- jobboard: advertisement of vacancies (PhD thesis, research internships, postdocs, jobs in industry)
- tailor-made recruitment services



Juegos/dinámicas de grupo:

- HERRAMIENTA-juego de cartas Dixit:
 - Plantearon 4 temas: career guidance for PhD, CDC, career planning, PhD specificities.
 - Objetivos: brainstorming, conocer qué teníamos en mente los participantes sobre cada uno de los 4 temas.
 - Otros posibles usos: hablar en público, técnicas para presentarse o presentar sus trabajos...

