



Réseau BIOTechno presents

BIOTechno Grand Est June 2nd-12th 2020 e-FORUM

Connecting PhDs and Industry

FR DE CH Tri-national

Round Tables 

Conferences 

Workshops 

Interview simulation 

Activity Report

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The BIOTechno Network

Réseau BIOTechno is a national French network of Ph.D.s and young researchers in Life Sciences that gathers nineteen local associations all around the country.



Since its foundation in 1997, the BIOTechno Network has helped and supported doctoral students and young researchers to pursue their professional careers in the private sector. Nowadays, the BIOTechno Network is the primary contact for ministries, companies, and public research organizations playing an essential role in the development of the biotechnology sector in France.

The main objectives of the network:

- To create an active community of young researchers in the field of life science.
- To promote the skills of young researchers for the biotechnology-related industries
- Bring together the academic and the industrial milieu through the BIOTechno Forums

Opportunities provided via the network:

- Preparing for your future career steps
- Building and expanding your professional network
- Discovering new career opportunities
- Learning to value your transferable and non-transferable skills
- Gearing-up to work in the biotechnology industry

The BIOTechno Forums

For more than 20 years, the Network has been organizing BIOTechno Forums in several major cities of France, offering young researchers to discover the biotechnology professions and professional players in this sector. The growing number of participants (students, biotechnology companies, public research structures, and promotional structures) shows the interest in organizing such events and justifies their renewal over the years.

In 2020, 3 cities were expected to host BIOTechno Forums: Paris on June 4th, Lyon on June 9th and Strasbourg on June 17th. However, due to the COVID-19 pandemic, the organization of the forums initially planned for June, has been modified by all the three cities.

- ☀ **BIOTechno Paris** Forum was postponed to October 5th, 2020
- ☀ **BIOTechno Rhône-Alpes** Forum (Lyon) was canceled
- ☀ **BIOTechno Grand-Est** Forum was transformed into an online series of webinars from June 2nd to June 12th

A circular graphic for the Paris forum. The circle contains a photograph of the Eiffel Tower and the Paris skyline. The word "Paris" is written in large, bold, dark blue letters to the right of the circle. Below the circle, the text "Postponed in October" is written in a smaller, dark blue font. The graphic is surrounded by several smaller, light blue circles connected by thin lines, resembling a network or molecular structure.

Paris

Postponed in October

A circular graphic for the Lyon forum. The circle contains a photograph of the Lyon skyline with its characteristic towers. The word "Lyon" is written in large, bold, dark blue letters to the left of the circle. Below the circle, the text "Canceled" is written in a smaller, dark blue font. The graphic is surrounded by several smaller, light blue circles connected by thin lines, resembling a network or molecular structure.

Lyon

Canceled

A circular graphic for the Strasbourg forum. The circle contains a photograph of a historic building in Strasbourg. The word "Strasbourg" is written in large, bold, dark blue letters to the right of the circle. Below the circle, the text "Adapted to an eForum" is written in a smaller, dark blue font. The graphic is surrounded by several smaller, light blue circles connected by thin lines, resembling a network or molecular structure.

Strasbourg

Adapted to an eForum

Welcome to
BIOTechno
Grand Est
2020

The online Forum BIOTechno Grand Est 2020 brought together experts in the field of Biotech and related industries from all over Europe.

Registrations allow participants to have access to an online webinar series and attend the live conferences, workshops, and round tables covering diverse topics.

The e-Forum offered a unique opportunity to e-meet professionals from all over Europe, coming from various fields of life sciences, and got your specific queries addressed.



Participate in the online interview simulations with actual industry recruiters. The interview simulations are exclusively for 3rd and 4th year Ph.D. students.

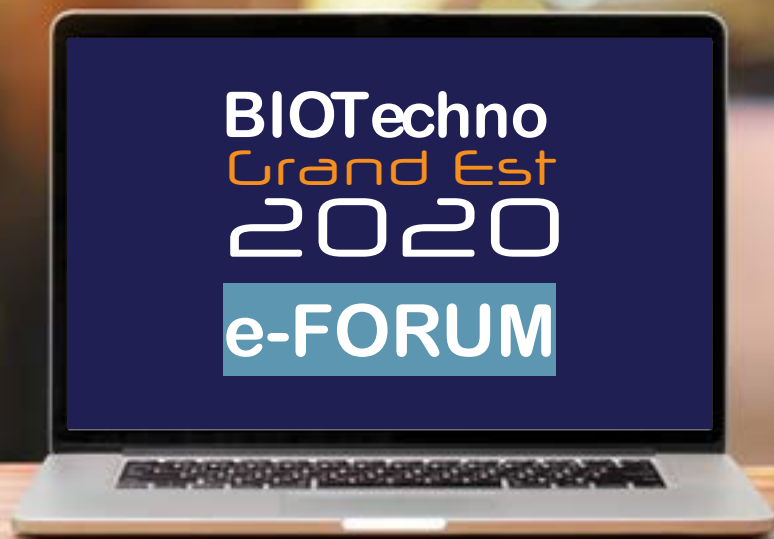
were opened until June 12th

CV submission until May 27th
(More info [here](#))

Boost your career
Know your strengths
Make the right choices



BIOTechno
Grand Est
2020
e-FORUM



Program overview

timetable is based on CEST

Tuesday
June 2nd

Wednesday
June 3rd

Thursday
June 4th

Friday
June 5th

INTERVIEW SIMULATIONS

5:00 pm ~90 Min

CONFERENCE

How to get hired
as a Ph.D.
in the industry

5:00 pm ~90 Min

ROUND TABLE

Data Science

5:00 pm ~90 Min

WORKSHOP

How to write
a high impact
industry CV

5:00 pm ~90 Min

ROUND TABLE

Clinical trials

7:00 pm ~90 Min

ROUND TABLE

International
mobility and tri-
national hiring

Monday
June 8th

Tuesday
June 9th

Wednesday
June 10th

Thursday
June 11th

Friday
June 12th

INTERVIEW SIMULATIONS

5:00 pm ~90 Min

CONFERENCE

Current and
future trends in
Biotech

5:00 pm ~90 Min

ROUND TABLE

Research &
development

5:00 pm ~90 Min

WORKSHOP

Tips for a suc-
cessful industry
interview

5:00 pm ~90 Min

ROUND TABLE

Project manage-
ment

5:00 pm ~90 Min

CONFERENCE

Ph.D. is done,
what's next?

7:00 pm ~90 Min

ROUND TABLE

Science
communication

7:00 pm ~90 Min

ROUND TABLE

Networking



Interview simulations were scheduled throughout the whole event. A specific timeslot was attributed individually.

Click on a webinar to see the full infos

Conferences

How to get hired as a Ph.D. in the industry sector

Julie Lombard has acquired more than 20 years of experience in Career counseling and recruitment. As a Canadian living in France since 2009, her international experience is certainly an asset for Ph.D. holders that wish to find work in France or abroad. She provides her clients with a personalized action plan to help them achieve their professional goals.

Since 2014, she has been working at l'APEC (Association pour l'emploi des cadres) that specializes in providing career counseling to

executives and young graduates with a minimum Bachelor's degree. She also appreciates taking part in different career-related events including conferences at the European Doctoral College in Strasbourg where she has presented to a PhD audience how they can get hired in the Industry sector. When she is not traveling in Europe or Canada, she enjoys hiking in the Alps and Vosges mountains as well as bicycle touring across France in the summertime.



Julie
Lombard

Career development
consultant
APEC

Highlights

- Current statistics on where Ph.Ds. are employed (academic and private sectors).
- Ph.D. skills that can be leveraged while transitioning into an industry position.
- Important criteria/s to be considered while choosing an industry-based career.
- Challenges faced during a job application process and steps to overcome them.
- Landing the desired job title in an industry.



Tuesday, June 2nd
5:00 - 6:30 pm CEST



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Conferences

**Philip
Hemme**



Biotech Founder and
board member at
Labiotech

Current and future trends in Biotech

Philip Hemme, a young French-German biotech entrepreneur, is the co-founder of Labiotech.eu, Europe's biggest digital media platform for biotech. The company was founded in Berlin in September 2014, five days after he graduated from Boston University and Sup'Biotech Paris with a masters in bioengineering. Philip has been invited to speak

at many conferences to share his passion for biotech and entrepreneurship. In his free time, Philip loves German beer just as much as French wine.

Highlights

- The birth of Biotech (from Genentech to today)
- How big is Biotech today (what is Biotech exactly, the biggest Biotech companies, investment trends, where are the European Biotech companies and how is France positioned amongst them?)
- 9 Biotech trends to watch closely: mRNA thx, CAR-T, checkpoint inhibitors, microbiome, cultured meat, biofuels, DNA synthesis, strain optimization, software for the lab
- How to pursue one of these trends after your Ph.D. (Possible directions, actionable tips, and best resources)



Monday, June 8th
5:00 - 6:30 pm CEST



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Conferences

Ph.D. is done, what is next?

Sarah Blackford is a qualified higher education careers adviser who has been supporting Ph.D. candidates and early career researchers through career workshops, webinars and 1-2-1 coaching for over 20 years. Her workshops are broadly based on her book, 'Career planning for research bioscientists', and much

of her advice and resources are published on her blog, www.biosciencecareers.org. As a registered career practitioner with the Career Development Institute and the Association for Graduate Careers Services (AG-CAS), Sarah adheres to a recognised ethical code of practice.



**Sarah
Blackford**

Ph.D. Career
Consultant

Highlights

Career development plays a vital role in growing your career so that you feel happy and 'successful'. The term 'successful' means different things to different people and eventually evolves as you move forward in your career. During this webinar you will learn how to determine the "what, who and why" of your career, with some useful tools to guide you in making informed career decisions.



Friday, June 12th
5:00 - 6:30 pm CEST



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Round tables

Data Science

Romain Rouchet



Data scientist
BIAL-R

Romain Rouchet started his career as a researcher in evolutionary ecology before leaving academia in order to become a data scientist. He was accepted in a data science program aimed for scientists and engineers, hosted by ECAM Strasbourg-Europe. Currently, he is working as a Data Scientist at BIAL-R Strasbourg, involved in projects on Business Intelligence and Data Science.

Sarah Carl



Director of
data science
Scailyte AG

Sarah Carl is a computational biologist with a wet-lab background in genetics, genomics and developmental biology. She holds a Ph.D. from the University of Cambridge, followed by a postdoc in bioinformatics at the FMI in Basel. She is currently working as a Director of Data Science in Scailyte AG in Basel.

Highlights

- Big data
- Data analytics
- Data visualization
- Data mining
- Machine learning
- Automation



Wednesday, June 3rd
5:00 - 6:30 pm CEST



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Round tables

International mobility & tri-national hiring

Astrid Lunkes



Director of scientific portfolio management and strategy
Helmholtz Zentrum München

Astrid Lunkes is currently Director of Scientific Portfolio Management and Strategy at the Helmholtz Zentrum Munich. She holds a Ph.D. and further pursued a postdoc in neurodegenerative diseases. She has previously held key positions in science management, strategy development, and science policy at major European organizations and research centers.

Bérénice Kimpe



Head of international partnership development
ABG

Bérénice Kimpe is passionate about matters of mobility and convinced by the benefits of a European or international approach. For 10 years she has been working in partnership development projects in a cross-national environment. Currently, she is the head of International Partnership Development at ABG.

Clément Maury



Responsible of Franco-German and cross-border training
at AFPA

After his degree in European Affairs at Sciences Po Lille, Clément Maury chose a career in cross-border cooperation. He first worked at the INFOBEST and Pôle Emploi Grand Est. After 2 years at Eucor, he is currently responsible for an INTERREG Project to create and train programs for industry 4.0.

Highlights

- Trinational hiring
- International movement
- Human resources
- Employment contracts
- Opportunities
- International policies
- Employment law



Wednesday, June 3rd
7:00 - 8:30 pm CEST

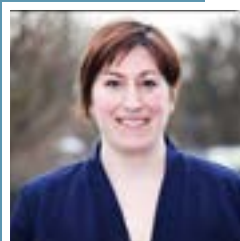


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Round tables

Research & Development

Judith Eschbach



Project leader
Inoviem Scientific

Judith Eschbach studied biology in Strasbourg. During the master of pharmacology, she joined the laboratory of Luc Dupuis, Inserm U692, and started to work on Charcot's disease for her master and Ph.D. thesis. She also did a postdoc on Parkinson's disease. Currently, she is a project leader in Pharmacology at Inoviem Scientific.

Véronique Traynard



R&D project manager
Cerule Global

Véronique Traynard, previously trained as a food science engineer holds a Ph.D. in nutrition physiology from INSERM institute, Dijon. Currently, she is working as an R&D manager at Cerule Global. Her role in the company includes product development, strategic research plans with preclinical and clinical research, and coordinating scientific communication with the Marketing team to name a few.

Thibaut Brugat



Project leader
Domain Therapeutics

Thibaut Brugat holds a Ph.D. in molecular and cellular biology from the University Paris Descartes and later completed a postdoctoral fellowship at the Crick Institute, London. He also holds a Master's degree in innovative project management at the University of Strasbourg. He became a project manager at PeptiMimesis, where he led research programs for the development of therapeutic peptides in oncology. Later, Thibaut joined Domain Therapeutics, as a project manager and is now coordinating the work performed on drug discovery programs in oncology and rare diseases

Thomas H.R. Carlsen



Director in
stem cell R&D
Novo Nordisk

Thomas Carlsen holds a Masters in Human Biology and a Ph.D. in Virology from the University of Copenhagen, Denmark. He is working at Novo Nordisk A/S for the past 7 years, both as a scientist and leader within virus safety and process development. Currently, he is a director in Stem Cell R&D at Novo Nordisk A/S bringing the full pipeline to FHD and in the future through the clinical phases.

Highlights

- Innovation
- Biotech
- Pharma
- Healthcare
- Troubleshooting



Tuesday, June 9th
5:00 - 6:30 pm CEST



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Round tables

Science communication

Nikolaos Papageorgiou



Science journalist
EPFL
Author of *The Upturned Microscope*

Nikolaos Papageorgiou holds a Ph.D. in Biomedical Science. After a postdoc in cancer epigenetics, he worked in drug development before switching to medical and scientific writing. Currently, he works in science communications at EPFL in Switzerland. He also runs 'The Upturned Microscope', a web-comic/satire blog about academic research.

Elodie Chabrol



Science communication consultant
Founder Pint of Science

Elodie Chabrol is a neuroscientist, working to change the perception of science and scientists for the better. Founder of 'Pint of Science France', and working as an international director to develop the festival globally, she also works as a freelancer in science communication for diverse clients.

Guillaume Monnain



Founder and CEO
Akenium

Guillaume Monnain is the founder and CEO of AKENIUM, which provides entertaining illustrations to the scientific communication of enterprises. He holds a master's degree in Biotechnology and a Business School diploma, with more than 10 years of professional experience in the health industry.

Highlights

- Vulgarization
- Illustration
- Animation
- Journalism
- Editorial
- Sci-comm



Tuesday, June 9th
7:00 - 8:30 pm CEST



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Round tables

Project management

Maria Manuela Nogueira



Scientific project officer
Institute Paul Bocuse

Maria Manuela Nogueira holds a Ph.D. in Molecular and Cell Biology. She has 18-year professional experience in publishing, pharma industry, funding organizations, and research centers. She has been involved in coordinating European networks of researchers and collaborative projects in the field of life sciences and medicine.

Francesco Bergami



Project manager
Domain Therapeutics

Francesco Bergami holds a Ph.D. in molecular and cellular biology from the University of Strasbourg. Next, he pursued the IPI (Ingénierie de projets innovants) master program. This program is specifically aimed at PhDs wanting to improve their project management skills. Francesco joined Domain Therapeutics as a project manager and currently handles IO-orientated drug development projects.

Laura Radu Parlog



Project manager
Proteogenix

Laura Radu Parlog previously worked as a researcher and joined ProteoGenix in 2018 as a project manager specialized in recombinant protein production. Her role includes using her technical background as well as commercial and communication skills to help clients from all over the world, to achieve their scientific projects.

Highlights

- Decision making
- Leadership
- Strategy
- Market value
- Agile mindset
- Mergers
- Acquisition
- Budget
- Planning



Thursday, June 11th
5:00 - 6:30 pm CEST



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Round tables

Networking

Sarah Rodrigues



Customer consultant
Elsevier

Sarah Rodrigues holds a Ph.D. in Hematology and Oncology, and a B.Sc in Laboratory Medicine. During her academic career, she has worked on diagnostics, clinical and fundamental research. Currently, she works in Elsevier as a Customer Consultant, working with government and academic institutions to support their research goals, strategies, and impact.

Alvine Trémoulet



Inclusion lead
Pfizer

Alvine Trémoulet is an Inclusion Lead (Europe) at Pfizer. She leads the execution of the Pfizer's D&I global strategy at the European level. Her current role includes advising leaders, colleagues, and other key stakeholders on the business benefits (financial and non-financial) of diversity and inclusion, for a better sustainable organization. She is also an active member and volunteer at HBA (Healthcare Business Women's Association) Paris Chapter president.

Rose-Marie Auclair



COO and CSO
Woodlight

Rose-Marie holds a Ph.D. degree in Molecular Biology and Cancer biology. A strong interest in biology since childhood and a further Ph.D. experience nurtured her passion for innovation. With a desire for building their own start-up, she and her husband came up with the idea of bioluminescent plants (emitting their own light without electricity consumption) and founded Woodlight in 2016. The vision is to combine their knowledge and passion to propose a solution for the current humanitarian issues such as sustainable ecology.

Highlights

- Social events
- Professional network
- Career fair
- Referrals
- Mentors
- Networking events



Thursday, June 11th
7:00 - 8:30 pm CEST



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Round tables

Clinical trials

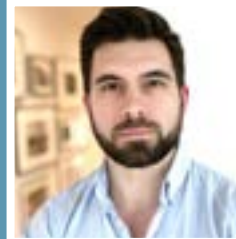
**Anne
Tisserant**



Operational
excellence expert
Novartis

Anne Tisserant is an Operational Excellence Expert at Novartis. She supports clinical teams in ensuring that Clinical Trials comply with Good Clinical Practice and Novartis Processes. Her current role involves running investigations to understand why quality issues occur, find pragmatic solutions and bringing the teams back to compliance.

**Simon
Badoud**



Associate clinical
scientist
Novartis

Simon holds Ph.D in Clinical neurosciences and he is passionate about translational medicine. He has operational expertise with nearly 4 years experience in leading and supporting clinical trial activities in a major Pharma. He also holds a diploma in 'Advance Study in management of clinical trial and quality process'.

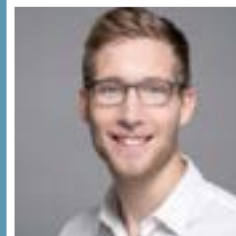
**Antoinette
Hakme**



Medical advisor
MSD

Antoinette holds a Ph.D. in Molecular and Cellular Biology as well as DIU FIEC from Strasbourg University. She decided to join the pharmaceutical industry as a Medical Science Liaison (MSL) in hematology, then immunology. Currently, she is a Medical Advisor for Cardiovascular (lipid management) and Pulmonary Hypertension (rare diseases) at MSD.

**Paul
Bardot**



Medical advisor
in Alten
Novartis

Paul Bardot holds a Ph.D. in molecular & cellular biology from the University of Strasbourg. He joined Alten and works as a Medical Advisor for Novartis. His activities include clinical trial management for new products in transplantation & NASH. Paul was coordinator of the BIO-Techno Grand Est 2017.

Highlights

- Clinical research
- Drug development
- Regulatory affairs
- Medical affairs
- Good Clinical Practice
- Healthcare
- Global health
- Medical research



Friday, June 5th
5:00 - 6:30 pm CEST



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How to write a high impact industry CV

**Marion
Cordesse**



**Recruitment
HR strategy consultant
ADOC talent management**

Marion holds a Master's degree in international human resources from Rennes School of Business. She joined Adoc Talent Management at the beginning of 2019 as a recruitment consultant. She is also involved in HR strategy consulting missions and takes part in internal communication at the Paris office.



**Thursday, June 4th
5:00 - 6:30 pm CEST**



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Tips for a successful industry interview

Volker Herdtweck holds a Ph.D. in Business Administration from the University of Mannheim. During his career, he worked as a senior consultant and senior project manager in different companies before being appointed as a managing director at the University of Zurich. He has more than 14

years of professional experience in the field of University relations. Since 2011, Volker is responsible for University Relations and Campus Marketing at Roche headquarters in Basel, Switzerland. In addition, he is also involved in recruitments for early career positions (internship, PhDs, Postdocs).


**Volker
Herdtweck**



HR campus marketing
manager
Roche

Highlights

In this workshop you will get first-hand information about how you can survey during an on-site and also virtual interview. You will have the opportunity to ask all your questions around this topic. This session is an interactive session this means you should be prepared with your questions.

 **Wednesday, June 10th**
5:00 - 6:30 pm CEST



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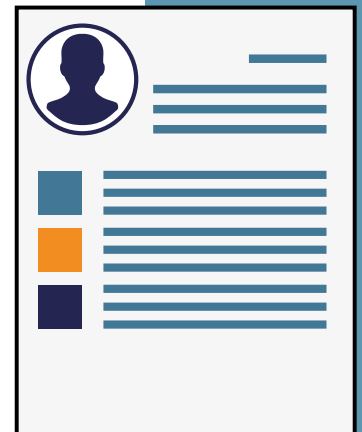
Interview simulations

The BIOTechno Grand Est 2020 provided you with a unique opportunity to participate in online interview simulations. Take advantage of this opportunity to increased prospects for a successful job interview by having real-time feedback from active recruiters/headhunters from the industry and career advisors.

Who can apply ?

- 3rd and 4th year PhD students,
- Postdocs
- PhD graduates and active job seekers.

Deadline for CV submission: 27th May 2020



[Click to go to webinar report](#)

These interview simulations were held in either English or French. Interview simulations were scheduled throughout the event from June 2nd to June 12th. A specific date and time for a Skype call was attributed individually and communicated by e-mail to all the selected candidates.

The number of available interview simulations is limited. The selection of CV will be based on a first-come, first-served basis and the additional CVs will be kept on a waiting list.



For additional information or queries contact us at grand.est.biotechno@gmail.com with the following object "**InterviewSimulation_FirstNameLastName**"

Interview simulation

Yannick Achard-James



Responsible of student center
Espace Avenir UdS

Yannick is in charge of the orientation center of Espace Avenir, the job placement service of the University of Strasbourg. He regularly guides Ph.D. students in their professional projects and their search for an internship and a job. For many years, he was in charge of the «Prêt pour l'emploi!» operation, which enables more than 300 students and Ph.D. candidates at the University to practice real-life interview simulations every year.

Sofia Åmark



Consultant
scientific & preclinical
Proclinical Staffing

Sofia is a scientific recruitment consultant at Proclinical and specializes in finding immunotherapy scientists for biotech's in Boston. Before joining the US team, she was working on scientific solutions and clinical operations in the Nordic region for clients, both at global and local levels. Sofia holds a M.Sc. in Molecular Biology, giving her a deep understanding in the scientific aspects of pharmaceutical drug development. This allows her to communicate and advise with both clients and candidates at a high level

Rebekah D'Arcy



Talent acquisition partner
France Belgium Netherlands
PerkinElmer

Rebekah D'Arcy holds a master's degree in HRM from the IAE of the University of Burgundy, France. She has several experiences in HR, learning & development, recruitment, and as an HR Generalist. Currently, she is Talent Acquisition Partner leading recruitment for PerkinElmer for Belgium, France, and the Netherlands.

Flavia Ballabene



Head of employer branding,
D&I and campaigns
Randstad Sourcright

Following an MSc in Business Administration and driven by an obsession for talent attraction, Flavia holds professional expertise in marketing, recruiting, and employer branding. Her latest professional experience has been in-house at Apple for 2 years and currently, she is the Head of Employer branding at Randstad

Marion Cordesse



Recruitment
HR strategy consultant
ADOC talent management

Marion holds a Master's degree in international human resources from Rennes School of Business. She joined Adoc Talent Management at the beginning of 2019 as a recruitment consultant. She is also involved in HR strategy consulting missions and takes part in internal communication at the Paris office.

Marc Dupeux



Consultant - Coach
Lee Hecht Harrison
Dirigeants

Marc is currently working as a consultant and a coach at Lee Hecht Harrison Dirigeant

Interview simulation

Christian Eberle



Talent acquisition specialist
Roche

Christian Eberle studied Psychology in Germany, at the PFH Göttingen - focusing on clinical, health, work, and organizational psychology. He joined Roche after graduating as an Intern in the Early in Career recruitment team. Currently, he is a part of the recruitment team at Roche.

Emma Friesen



Career advisor
Clinical director
Raz Design Inc

Emma Friesen holds a Ph.D. and is a Chartered Biomedical Engineer with expertise in Assistive Technology assessment and outcomes. Currently, she is the Clinical Director for Raz Design Inc., a shower commode chair manufacturer. Emma is based in Amsterdam, The Netherlands.

Samuel Krahl



Project coordinator & trainer
EMBO Solutions GmbH

Sam holds a Ph.D. in molecular biology from the University of East Anglia in Norwich, UK. After a one year postdoc, he moved to Heidelberg working as assistant editor for the Science & Society section of the journal EMBO Reports. Later, he took the responsibility of all four EMBO research journals as a project and publishing manager, on developing and executing editorial initiatives. Currently, he works on developing and delivering 'soft skills' training for researchers in the life sciences.

Karine Legerot



International scientific recruitment
Kelly Scientific

Karine is currently working as an international scientific recruiter at Kelly Scientific

Xavier Leroy



Chief technology officer
Domain therapeutics

Xavier Leroy started his career at Axovan and later spent more than thirteen years at Actelion Pharmaceuticals Ltd (Switzerland), in positions of increasing seniority. As an associate director, he developed multiple GPCR-targeting programs in the field of neuroscience and inflammation. Most recently he was head of drug discovery at Belgium-based iTeos, overseeing the development of the company's immuno-oncology portfolio. Xavier is a member of the management committee of European Cooperation in Science and Technology (COST) where he actively participates in the European Research Network on Signal Transduction. He obtained a Ph.D. in molecular and cellular biology before completing a post-doctoral fellowship at Novartis (Switzerland). Xavier joined Domain in 2019 as CTO. On top of supervising the strategic positioning and development of Domain proprietary technologies, Xavier also defines and coordinates IO orientated drug discovery programs.

Interview simulation

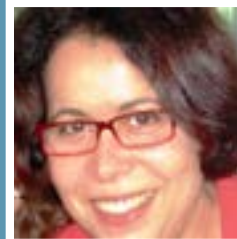
Julie Lombard



**Career development consultant
APEC**

Julie Lombard has acquired more than 20 years of experience in Career counseling and recruitment. As a Canadian living in France since 2009, her international experience is certainly an asset for Ph.D. holders that wish to find work in France or abroad. She provides her clients with a personalized action plan to help them achieve their professional goals. Since 2014, she has been working at l'APEC (Association pour l'emploi des cadres) that specializes in providing career counseling to executives and young graduates with a minimum Bachelor's degree. She also appreciates taking part in different career-related events including conferences at the European Doctoral College in Strasbourg where she has presented to a PhD audience how they can get hired in the Industry sector. When she is not traveling in Europe or Canada, she enjoys hiking in the Alps and Vosges mountains as well as bicycle touring across France in the summertime.

Hafida Lrhezzioui



**Responsible of Ph.D.s/
young researchers center
Espace Avenir UdS**

Hafida is currently responsible of Ph.D.s and young researchers center at Espace avenir in the University of Strasbourg

Kate McCarthy



**Talent acquisition consultant
Headcount AG**

Kate works as a Talent Acquisition Consultant at headcount AG in Zürich specialized in the recruitment of professionals in the Pharma and Biotech industry. Originally from Ireland, Kate holds a BSc in Biomedical Science and MSc in Bioinformatics.

Hanna Stahr



**Talent acquisition specialist
Roche**

Hanna Stahr studied Psychology at the University of Basel, focusing on organizational psychology. For her mandatory internship, she joined Roche's Early Career recruitment team. After her internship, she continued in Roche and since then has been passionately recruiting talent for Roche in all departments.

Daniel Steck



**President
Ancyna Management**

Daniel currently is the President of Ancyna Management

David Stingl



**Talent acquisition &
employer branding
Groupon**

David Stingl is currently working for Groupon to oversee the Recruiting strategy and process for Germany after gaining 2 years of recruiting experience at Apple in London. David also holds strong experience as a headhunter. Having mastered four languages (German, Italian, English, and French), he has an academic background in Linguistics at the University of Vienna.

BIOTechno Grand Est team



Committees

-  Communication
-  Socio-professional
-  Program
-  Sponsorship
-  Subvention
-  Logistics
-  Manager
-  Designers


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 **Luca Berti** 

Treasurer

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 **Matus Hlavac** 

 **Ali Awada** 

 **Mykolas Bendorius** 

Our partners

Domain Therapeutics is a biopharmaceutical company dedicated to the discovery and early development of new drug candidates targeting transmembrane receptors, in particular, G Protein-Coupled Receptors (GPCRs), one of the most important classes of drug targets. Domain identifies and develops candidates (allosteric modulators and biased ligands) through its innovative approach and technologies. Domain has three revenue-generating pillars within its innovative business model:

- 1) collaboration with pharma companies for the discovery of new molecules
- 2) out-licensing of its bioSens-All™ technology
- 3) creation of asset-centric vehicles for the development of its internal pipeline of preclinical candidates for central nervous system disorders, cancer and rare diseases. These asset-centric companies attract investment for focused development and exit is through a trade sale at an appropriate inflection point.

For more information, please visit <https://www.domaintherapeutics.com/>



Domain
Therapeutics

Roche is a global pioneer in pharmaceuticals and diagnostics focused on advancing science to improve people's lives. The combined strengths of pharmaceuticals and diagnostics under one roof have made Roche the leader in personalized healthcare – a strategy that aims to fit the right treatment to each patient in the best way possible.

Roche is the world's largest biotech company, with truly differentiated medicines in oncology, immunology, infectious diseases, ophthalmology and diseases of the central nervous system. Roche is also the world leader in in-vitro diagnostics and tissue-based cancer diagnostics, and a frontrunner in diabetes management.

Founded in 1896, Roche continues to search for better ways to prevent, diagnose, and treat diseases and make a sustainable contribution to society. The company also aims to improve patient access to medical innovations by working with all relevant stakeholders. More than thirty medicines developed by Roche are included in the World Health Organization Model Lists of Essential Medicines, among them life-saving antibiotics, antimalarials, and cancer medicines. Moreover, for the eleventh consecutive year, Roche has been recognized as one of the most sustainable companies in the Pharmaceuticals Industry by the Dow Jones Sustainability Indices (DJSI). The Roche Group, headquartered in Basel, Switzerland, is active in over 100 countries and in 2019 employed about 98,000 people worldwide. In 2019, Roche invested CHF 11.7 billion in R&D and posted sales of CHF 61.5 billion. Genentech, in the United States, is a wholly-owned member of the Roche Group. Roche is the majority shareholder in Chugai Pharmaceutical, Japan.

For more information, please visit <https://www.roche.com>.



Roche

WoodLight was co-founded in July 2018 by an alsatian biologist couple, Rose-Marie & Ghislain Auclair. They both are passionate about Biology and very sensitive to Ecology and its current problems. Their ambition is to address the actual problems of cities with overconsumption of energy, pollution, and lack of greenery. For that, they have developed bioluminescent plants. These plants are able to emit light by themselves without consuming electricity. Such lamps will be 100% recyclable and depolluting the air, owing to their capacity to fix CO2 levels. Since we can develop potentially all type of bioluminescent plants, the design and so the applications of this are infinite. WoodLight wishes to make our cities greener while providing a solution to environmental problems such as pollution, overconsumption of energy, and the decline in green spaces. This new source of light will bring the cities to life and will rescue the symbiotic relationship between humans and nature.

For more information, please visit <https://woodlight.fr/> or watch the video: 



Woodlight

Our partners

Founded in 2008, Adoc Talent Management is the first firm specializing in career management focused on research personnel and graduates from all disciplines. From the very beginning, the Adoc team has been rooted in the innovation ecosystem, driven to promote the competencies of PhDs. They provide recruitment and consulting services to companies, public sector organizations, and associations, providing them with an in-depth understanding of the expectations of both recruiters and PhDs. Their R&D department conducts studies on the skills and employability of PhDs and develops career guidance tools and skill frameworks. Adoc offers services and projects of the highest quality, anchored in the reality of the job market.

For more information, please visit <https://en.adoc-tm.com/>



Adoc

IGBMC resulted from the fusion of two Strasbourg laboratories, the Laboratory of Molecular Genetics of Eukaryotes (LGME) and the Structural Biology Laboratory, led respectively by Pierre Chambon and Dino Moras.

Since its inauguration in 1994, researchers at the IGBMC are recognized for their excellence among the international scientific community.

The domains of the investigation carried out at the Institute ranges from developmental biology to integrative structural biology via functional genomics, cancer, translational medicine, and neurogenetics.



IGBMC

A French association designed to prepare and help PhD graduates to pursue a career in business. It offers training courses for doctoral students and has a job site for the dissemination and consultation of job offers, as well as a CV library of candidates from all scientific disciplines. They also help companies to hire PhDs.



Association
Bernard
Gregory

A French association, private and joint, financed by the contributions of executives and private sector companies, whose objective is to provide service and advice to companies, executives and to young graduates of higher education on subjects relating to their employment. It offers companies services to optimize their recruitment and internal skills management. As an observatory of the executive job market, Apec provides analysis and benchmarks on major trends.



Apec

Our partners

La Gazette du LABORATOIRE is a platform to gather and discuss. It is accessible to all individuals coming from the laboratory and more broadly from the scientific world. Created by a scientist for scientists, La Gazette du LABORATOIRE follows the life of french-speaking laboratories doing research, development, analysis, and regulation since 1995.

Discover more information on their France edition, Africa edition, and the following websites www.gazettelabo.fr and www.LABORATOIRE.com:

- Specific articles and content
- Resources for your everyday work
- Technical and practical advice
- Business testimonies, training and job ads
- Information about laboratory and science-related events
- Tools to communicate on your news, your projects and to increase your visibility
- A search engine dedicated to services and equipment for laboratory and the scientific field.

La gazette du LABORATOIRE provides you with a team listening to any question that you would want to address: contact us or call us at +33(0)4 77 72 09 65

Hello Tomorrow Global Summit is an unmissable event for Deeptechs in Europe. They power startup competitions worldwide to give innovation a platform by partnering with 250+ universities & accelerators. This global platform provides the participants with an unparalleled opportunity to take part in interactive sessions to improve their business skills and meet the best deep-tech startups, one of the key players shaping tomorrow's world. Join them to unlock the power of deep technologies in solving the toughest global challenges.

Visit the website to learn more <https://hello-tomorrow.org/summit>

The University of Strasbourg being an international player in scientific research counts supports 42000 students, offering initial and further education in a wide range of academic fields.

Its Commission d'Aide aux Projets Etudiants (CAPE) brings together the FSDIE Commission of the University of Strasbourg and the Commission Culture-Actions of Crous. The main objectives of CAPE are:

- to simplify the financing procedures for students with projects
- to allow better readability for the funders on the projects presented
- to create new dynamics and thus encourage student initiatives

Eucor – The European Campus is an alliance of five universities based in the Upper Rhine region, namely the Universities of Basel, Freiburg, Haute-Alsace, Strasbourg as well as the Karlsruhe Institute of Technology (KIT). With more than 117,000 students, it offers a dozen joint courses leading to double or triple degrees. All students are provided with the opportunity to take courses of their choice in five institutions without multiplying the administrative procedures and the costs.

Many of the 15,000 researchers at the European Campus collaborate on a wide range of cross-border projects. In particular, the four priority areas defined by the alliance of quantum sciences and technology, personalized health – precision medicine, sustainability, and European identities. At the crossroads of teaching and research, five cross-border doctoral colleges are preparing the best brains of tomorrow for international collaboration.



La gazette
du Laboratoire



hello
tomorrow

Hello
Tomorrow



CAPE



Eucor

Our partners

The Association of Doctoral Candidates and Doctors of Alsace (ADDAL) is a French association of PhDs coming from all the disciplines of Strasbourg University as well as the Alsace region. The aim of this association is to improve the condition of PhD researchers within the University. ADDAL also plays a major role in promoting social and professional events for PhDs, bringing them closer to the job market.v



Addal

The Association of International Researchers of Strasbourg «StrasAIR» is a general PhD candidates/Researchers association from the University of Strasbourg. It comprises highly motivated members eager to work in an international environment. It essentially promotes the interests, skills, and qualifications of PhD candidates/Researchers. StrasAir also acts as a student representative body for the PhD candidates at the university and is a member of the french confederation of young researchers «CJC», through this membership it is also a member of Eurodoc Network.



StrasAir

The Student and Post-docs Board (SPB) is an independent, non-political, and non-profit association of doctoral students and post-doctoral fellows from the Institute of Genetic Molecular and Cellular Biology (IGBMC), a leading European research center in biomedical research. As part of their scientific program, they organize several activities including scientific poster sessions, career lunches, and journal clubs. In addition to scientific events, it also organizes cultural events such as English and French-speaking lunches apart from many other social and events.



Student and Postdocs Board

Pint of Science is an annual festival during which scientists can share their work with everyone in a informal and relaxed atmosphere: a bar. This festival happens each may and brought together 14 000 people in may 2019 in France and 150 000 worldwide (400 cities in 24 countries). Scientists taking part to the festival tell stories from their research field, their latest findings and aim at feeding societal debates fueled by science. Science is seen there in its true nature: full of interactions, curiosity and simplicity ; all of that while creating a place open for discussions, questions and open dialogs with the public in an informal atmosphere and a drink in your hand.



Pint of Science

Previous events

The BIOTechno Grand Est 2020 team together with ADDAL, Dehpus, SPB, and STRASair, were excited to announce the upcoming joined **Valentine's Day Party!** A chance to meet other Ph.D. students and postdocs from different backgrounds in Strasbourg.



Previous events

The BIOTechno Grand Est announced a meeting with the external relations manager for Conectus, Antoine Parmentier. In the informal setting of a cozy dinner, he discussed the fine details and requirements for a successful application for the “**Mature your PhD**” project.

The poster is titled "Networking Dinner" and "Mature YOUR PhD with Antoine Parmentier". It features a clock icon indicating the date "Wednesday, February 26th 2020 at 7:00 pm" and a fork and knife icon for the location "Le bistrot des Copains (12 Quai Finkwiller 67000 Strasbourg)". It also includes a registration deadline: "Register online before: February 24th at midnight". The poster is organized by "AdeA BIOTechno GRAND EST 2020". It mentions a "Special guest: Elisabeth Cruz da Silva winner of the challenge 2019!" and is "Exclusive for 2nd and 3rd year PhD students". The poster includes photos of Antoine Parmentier and Elisabeth Cruz da Silva.

About Mature your PhD:

The project invites all second and third year PhD students that are enrolled in any Alsatian university, to go try and commercialize their PhD findings through a funding proposed by Conectus.

Apply and the experience acquired through “Mature your PhD” will lend you a helping hand in your professional future. If you are a winner, you will obtain some useful add-ons to your CV, such as skills in marketing, business management and entrepreneurship. All this on top of your scientific expertise, a great boost to your career! Eventually, it will help you create your own startup and spread your invention to everyone. You will also be eligible for a post-doctorate funding to continue the development of your project towards the market, in addition to a training in entrepreneurship.

About the guest:

The dinner also offered an opportunity to learn from Antoine Parmentier's extensive professional experience. Antoine at Conectus is tasked with the development of relationships with innovation and development structures locally, nationally, and internationally, in order to promote Alsatian public research competencies and results. Prior to joining Conectus, he has lived and worked in the USA, Luxembourg, and Ireland where he followed studies in law, management, and international relations.

As a special guest we will have Elisabeth Cruz da Silva one of the winners of the 2019 Mature your PhD Challenge!

Previous events

The BIOTechno Grand Est team hosted our very first webinar «**How to properly perform an interview**» kicking it off together with Flavia Ballabene, Head of Employer Branding, D&I, and Campaigns from Randstad Sourceright specialized in talent acquisition and employer branding. She gave us some tips and tricks on how to properly perform an interview!



About the speaker: Flavia is specialized in talent attraction and employer branding. Moreover, her previous work experience in Apple has strengthened her qualifications in Sales and Recruitment Marketing, too.

This webinar gave insights into:

How to write a CV

How to get an interview and

How to negotiate a salary

What to do and what not to do from the point of view of the recruiter followed with real-life examples.

Previous events

The BIOTechno Forum Grand Est was happy to announce its second webinar «**Digital health during a pandemic**» with Sébastien Letélié, CEO of Health Factory in Strasbourg, and Frédéric Cambecèdes, an expert in Innovation and Digital at Link Group. This webinar had a round table format to answer questions on how innovation and technology can help the fight against COVID-19.



Sébastien Letélié: Sébastien is CEO of Health Factory in Strasbourg, which launched the Hacking Covid-19 initiative to create numerical tools to help health professionals. He is an entrepreneur in healthcare for more than 15 years and he has developed software to boost innovations in the domain. He is giving insights on digital health and innovation strategy. He is also founder of the largest worldwide hackathon in healthcare, Hacking Health Camp 2020, which will take place end of May in Strasbourg.

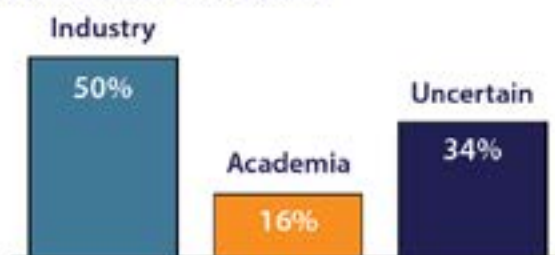
Frédéric Cambecèdes: Frédéric has a long experience in the industry. He spent 13 years in biopharma/biotech and 4 years as General Manager of a 400+ employees' plant (producing intravenous biodrugs). He is currently Innovation and Digital expert at Link Group and works as a freelance supporting startup acceleration.

BIOTechno
GRAND EST
Newsletter 1, 2020

Priorities and Challenges for Post-PhD Career Prospects

Current scenario

Industry is preferred over academia



Challenge 1

Is PhD training enough for an industrial position?

58%

of the participants feel like they are not adequately trained during their academic PhD studies

Challenge 2

How to land an industrial job without network and reference?



4 out of 10 participants have less than 10% of their network currently working in industry

Lack of information is the biggest barrier for deciding between academic and industry related jobs

Stay tuned for more information!



*Data based on orientation of participants towards industry, academia or those who are not sure about their career choice.
*Number of participants: 76 (Majority from Biology and Chemistry background from Strasbourg university, France)



BIOTechno
GRAND EST
Newsletter 2, 2020

Perceptions and Expectations from an Industrial Job

84% of participants would choose an R&D-related position

Skills acquired during PhD



Missing skills



Reasons to transition



Stay tuned for more information!



*Data based on orientation of participants towards industry
Number of participants: 37 (Majority from Biology and Chemistry background from Strasbourg university, France)

BIOTechno
GRAND EST
Newsletter 3, 2020

Perceptions and Expectations from an Academic Position

83% of participants believe that
Freedom of Research is an asset in academia

Desired academic positions



Gateway to land a desired postdoctoral position

Active participation at conferences via

- Oral and poster presentations
- Networking with peers



Influence of publications

Expected number of publications during PhD



67% of participants are confident that they will be hired
as a postdoc **before** their PhD publication(s) is out

Stay tuned for more information!



*Data based on orientation of participants towards academia
Number of participants: 12 (Majority from Biology background from Strasbourg university, France)

BIOTechno
GRAND EST
Newsletter 4, 2020

Post Ph.D. Job Opportunities in the Industry

Top 4 industrial jobs believed to be attainable by Ph.D. holders



The expected gross income per year

16% of participants expect to earn more than €40 000 per year for their first industrial job opportunity



Opinion on the positions that a Ph.D. can help you land



Create the opportunity and be your own CEO/CTO/CSO by building a start-up!

Stay tuned for more information!



*Data based on orientation of participants towards industry, academia or those who are not sure about their career choice. Number of participants: 76 (Majority from Biology and Chemistry background from Strasbourg university, France)

BIOTechno
GRAND EST
Newsletter 5, 2020

The well-being of Ph.D. students in academia

Is pursuing a Ph.D. stressful?

25% of participants say that they were less happy than usual¹ during their Ph.D. study

¹Happiness and stress levels were scored from 1 to 10



Ph.D. can be compatible with personal life



■ Agree
■ Neutral
■ Disagree



10% of participants are unsure whether pursuing a Ph.D. was the right decision

The gateway for stress management



Stay tuned for more information!



*Data based on orientation of participants towards industry, academia or those who are not sure about their career choice. Number of participants: 76 (Majority from Biology and Chemistry background from Strasbourg university, France)

Summary of BIOTechno Grand Est e-Forum

About the e-Forum

12 webinars (~90 min each)

27 speakers



3 conferences



7 round tables



2 workshops

72 interview simulations

17 recruiters

Overall experience*



€4.3K budget

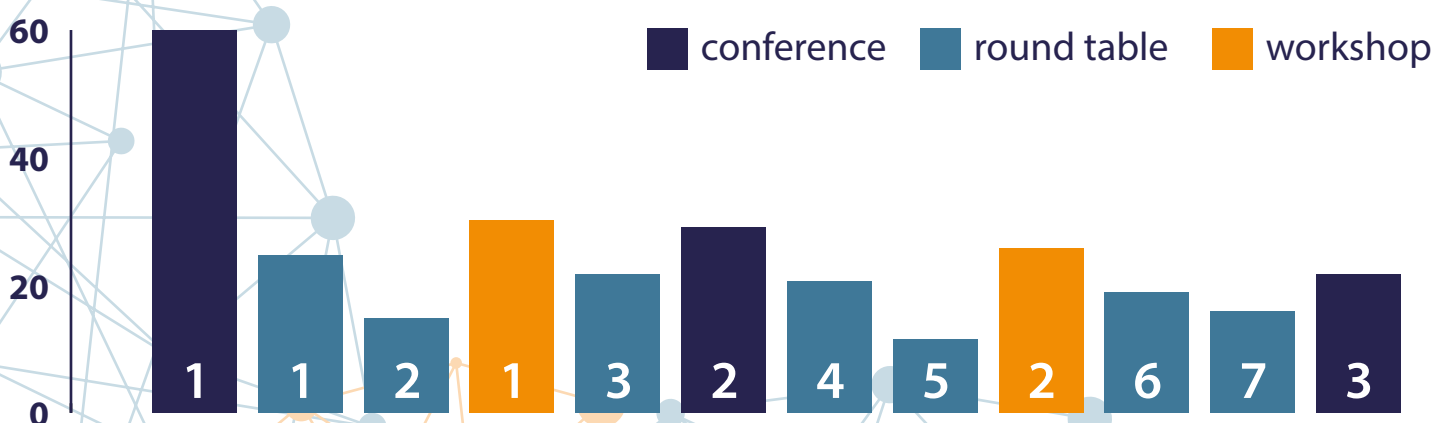
538 registered participants

37 countries

Total number of webinar attendees: **364**

Average number of attendees per webinar: **90**

Percentage of participants attending the webinars[†]



*Based on the overall experience of 7 interview simulation participants

Summary of BIOTechno Grand Est e-Forum

Satisfaction survey from participants



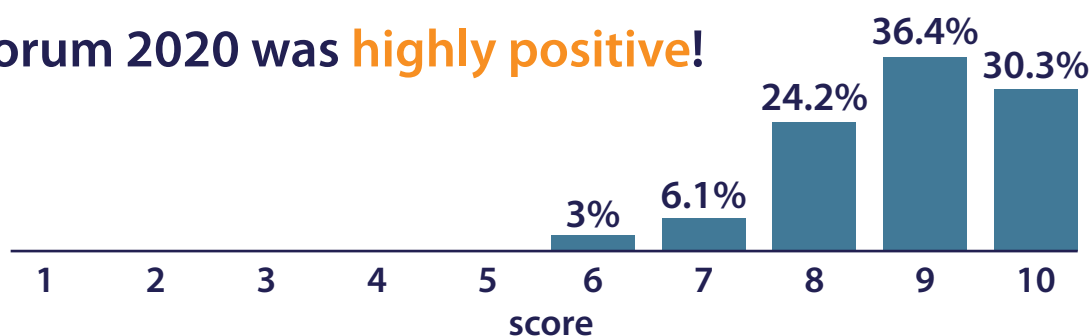
All surveyed participants[‡] were **satisfied** with the online format, topics matched their expectations.



72.7% found the webinar duration to be **perfect**, the remaining **27.3%** found it **too long**.

The overall impression of

BIOTechno e-Forum 2020 was **highly positive!**



The majority of participants heard about the event on **social networks**



[‡] Conference 1: How to get hired as a Ph.D. in the industry
2: Current and future trends in Biotech
3: Ph.D. is done, what's next?

Workshop 1: How to write a high impact industry CV
2: Tips for a successful industry interview

Round table 1: Data Science
2: International mobility and tri-national hiring
3: Clinical trials
4: Research & development
5: Science communication
6: Project management
7: Networking

[‡]Number of survey participants: 33

Summary of BIOTechno Grand Est e-Forum

Satisfaction survey from BIOTechno organizers

Organizers ¹ felt that the experience was **enriching**.



They learnt useful transferable skills such as:

Time management
Negotiation Event organization
Hosting **Team management**
Problem solving Stress management
Communication skills

The workload was:

Ideal



Acceptable



Too much

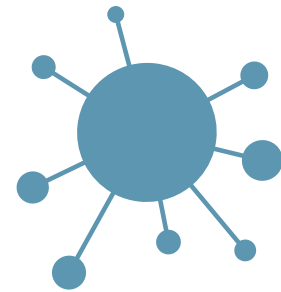
Friendly working environment was identified as the key point of success!



Conference 1: How to get hired as a Ph.D. in the industry sector

Steps to overcome the challenges of a job search:

- Remember your value.
- Stay up to date.
- Expand your network.
- Network at the proper level.
- Follow a proper approach to ask for a referral.
- Ask for advice or guidance from a consultant.
- Plan your future career steps ahead of time.



Conference 2: Current and Future trends in Biotech

The biotech trends to watch closely:

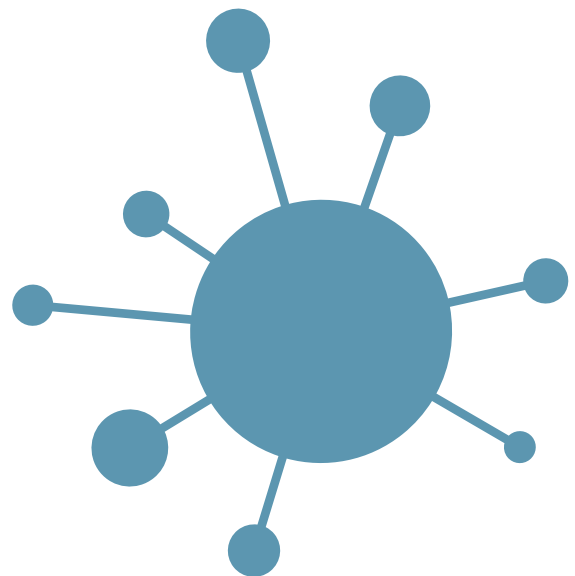
- Efficacy of mRNA Therapeutics (Moderna, CureVac AG, BioNTech SE)
- Allogeneic and solid tumours CAR-T (Collectis, Adaptimmune)
- Making cultured meat a reality (Meatable, Memphis Meats, Finless Foods)
- Showing the efficacy of microbiome therapies (Enterome, Eligo Bioscience, Seventure Partners)
- Biology meeting the digital world (Synthace, Asimov)

How to approach one of these trends after your PhD:

- Spend time on your career, not only on science.
- Start early/ yesterday.
- Network as much as possible.
- Be curious & read a lot to keep yourself updated.
- Slides with minimalistic description here: <https://bit.ly/2XKYIDE>
- Video: <https://www.youtube.com/watch?v=3wNkStpaA3I>

Conference 3: Ph.D. is done, what is next?

- Ph.D. opens many doors, choosing from those options starts primarily with self evaluation.
- Reflect on your skills and interests, categorizing them into investigative, functional, artistic, managerial, enterprise, social and personality traits.
- Spend time on your career. Do the due diligence regarding your area of interest.
- Research for the jobs matching your skill-set and network accordingly.
- Know that a very large percentage of jobs are obtained via networking.
- Read about the relevant topics and areas for staying up to date.
- Think whether the jobs you are searching seem suitable for you and your expected lifestyle.
- Present yourself properly at all the platforms. Be ready to answer questions related to why you choose to apply for a particular job.
- Think about how and with whom you would want to work with.
- Always consider evolving in your career from the current position.



Workshop 1- How to write a high impact industry CV

CV is:

- A communication tool to demonstrate your experience/skills.
- A convincing tool for your application to stand out among others and land an interview.

Recruiters point of view during the recruitment process:

- Recruiters are looking for the right fit for an offered job.
- CV being the first mode of communication with the recruiter, make sure to communicate your skills and motivations very clearly. The goal is to convince the recruiter during all stages of the hiring process.
- CV is usually screened in as less as 30sec by softwares picking up the keywords from your document. Therefore make sure to mention your key skills very clearly.
- CVs are picked up from sources such as CV databases (job boards) and social networks (LinkedIn).

CV tips:

- Before applying for the job offers:
- Define your professional goals
- Identify your interests, motivations and skills to determine what kind of job(s) you would want to look for.
- Your career plan must be both personal and realistic. Therefore, think about what you want to do, what you can do, and how you are a fit for a particular job offer.

During the application process:

- Decode the recruiter's needs, personalise your CV to fit each job offer separately
- Make sure you understand the job offer and the related duties.
- Research thoroughly about the company, its sector, market and its value.
- Find out the skills that you possess, the ones you are familiar with, and those that you have not mastered yet.
- Make sure your CV highlights the skills that fit in with the job offer.
- Optimize your CV section-wise
- Work experience & projects
- Skills (Languages, Computer skills, Technical and scientific skills
- Higher education and trainings
- Associations & extra-curricular activities
- Pay attention to the visual appearance and length (2 pages max) of your CV
- Adapt your CV with the standards of the country you are applying to.

Useful links:

<https://europa.eu/europass/select-language?destination=/node/1>

<https://ec.europa.eu/esco/portal/home>

http://disco-tools.eu/disco2_portal/

Workshop 2-Tips for a successful Industry Interview


- Keep your CV updated.
- Study the job advertisement, be prepared and confident about the position.
- Convey a clear motivation as to why you applied.
- Be prepared to talk about the challenges of the position.
- Be prepared for questions related to the position as well as the company culture.
- Tell your own story leading up to your career path. Sell yourself in the best way possible.
- Relax and maintain a confident persona. A smile goes a long way.

Round Table 1 - Data science




- A data scientist applies technical knowledge to business development and extracts knowledge from structured and unstructured data.
- Data science is a dynamic field. Recently it has been included in university programs.
- Working with data on different subjects (e.g. PhD project) is valuable and a good way to start.
- Online free courses might also be a starting point, although not enough to secure a job in a company.
- It is advised to build a portfolio with your own projects in which you show your technical and analytical skills. The platform Kaggle can be used to find some projects for you to give them a try.
- Data cleaning is a huge part of the job, so showing experience on that is a plus. Python and R are the most used programming languages.
- Statistics and machine learning are also important tools used in everyday practice in this field.
- Freelancing is an option. Although in this case, an established network and the relationship with clients is very important. This option seems to be more beneficial for experienced data scientists.

Round Table 2 - International Mobility and Tri-National Hiring

- Great opportunity for personal development and enrichment.
 - CV formats are different between countries, make sure to use the proper one.
 - Be prepared for different environments and procedures during the interview.
 - Motivation and competencies are the most important factors in hiring.
 - Do not hesitate to contact career initiative based organizations (e.g. Euraxess) for help and support.
 - Having international work experience is a positive quality showing adaptability as one of your skills.
- 

Round Table 3 - Clinical trials

- Clinical trials is any research that a company will run on human beings for a treatment or a new product.
 - Translational medicine is an early phase of the clinical research, it includes pre-clinical trial and phase one. It is the period in which a product transits from the research lab to the safety and efficiency test.
 - To get a position in clinical research in industry, PhDs could first pursue post-graduate programs, or obtain an additional degree after their Ph.D. (e.g. in clinical research, project management or in business).
 - It may be possible to start after the PhD as a clinical research associate.
 - Core team of clinical trials in big pharma companies is responsible for the integrity of the data, designing the protocol for the study, managing scientific input, and safety of the product.
 - Depending on the clinical phase, several teams will coordinate including regulatory affairs, statisticians and marketing team. Such coordination and collaboration helps to set up the clinical trial and its implementation within one or different sites in various countries.
 - Identified soft skills of a Ph.D., helpful in transitioning into this field are problem-solving, project management, strategic thinking, clear communication, adaptability, organizational and leadership skills, in addition to being responsible, resilient, and open-minded towards working with people of different backgrounds.
- 


Round Table 4 - Research & Development

- Research and development (R&D) within an industry is all about the patients' needs.
- An R&D manager has diverse responsibilities bringing science closer to the market. These responsibilities include involvement right from planning, execution and to the production stage.
- Multi-tasking by coordinating with different programs and platforms in the company is key for such a job profile.
- You can directly obtain an R&D position after your academic Ph.D., without doing a Postdoc.
- Ph.D. holders possess all the relevant skills fitting perfectly with an R&D position. These skills include project management, multitasking, flexibility, curiosity, and strategic troubleshooting.
- A postdoc position within your company-of-choice can be one of the steppingstones to get incorporated and better informed about the company environment.
- It is possible to enroll for training within the company to get trained for tasks one isn't skilled at yet, although important for the job description.

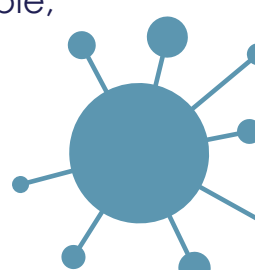
Round table 5 - Science Communication

- Science communication is the way to make people aware of scientific achievements and discoveries.
- It can be achieved using different platforms such as talks, conferences, illustrations and writing.
- Through careful observations of activities in these different platforms and by finding good examples, you can get trained and build your skills for this field.
- Science communication has recently evolved, and therefore job opportunities are more numerous than 10 or 20 years ago.
- There are a lot of possibilities to enter in this field, and volunteering can be one of the starting points.
- Starting with your Ph.D. subject can also be one of the possibilities to build your portfolio.
- Storytelling is important, and the story must be adapted to your topic and especially to your audience.
- In this field networking is important, especially if you decide to freelance. Although freelancing is a bit more challenging for a beginner and more fruitful once you have experience of an industrial setting.

Round Table 6 - Project Management

- As a Ph.D. holder you have the necessary scientific background to be a project manager.
 - Soft skills gained during a Ph.D. such as organisation, literature survey and others are very important for project management. These skills are considered as the core skills required to be a project manager.
 - Being on time, supportive, well organised with a good memory and problem solving capabilities, persistent and diplomatic are the skills recognised to be an efficient project manager.
 - The role of a project manager is to make sure that everyone involved in the project is working together towards a common goal, delivering the work on an established deadline.
 - How to be a project manager: MOOC Project Management Ecole Centrale de Lille (in French) for which you can get a certificate (costs around 20€). Apart from this, there exists LinkedIn training courses and other master programs that help you to understand the terminologies and the tools used in this field.
 - Being a project manager allows you to meet many different people, from different countries coming from various cultures.
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Round Table 7 - Networking

- Networking is about establishing connection with people within or outside your profession.
 - A strong professional network can play a key role in landing you your dream job.
 - Networking can play an important role in gaining and sharing different perspectives, therefore advancing your career.
 - Finding a mentor can play a key step for your professional evolution.
 - By sharing his/her professional experience, a mentor helps you to define your career path more efficiently.
 - Networking during a pandemic may be challenging but there are several solutions to overcome this issue: LinkedIn, purposeful email correspondences, proposing virtual coffee and webinar sessions, to name a few.
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Interview simulations

Before the interview:

- Prepare responses for possible questions that a recruiter might ask, in addition to the information that you might need during an interview
- Introduce yourself/tell me about yourself. (Prepare a brief summary about your career pathway, mention key points such as degrees and awards)
- Mention your strengths and weaknesses. (Don't just make a list about your skills, rather think in terms of concrete examples/situations in which you applied them).
- Why are you applying for this position?
- Why are you interested in getting a job in this company? (Research about the company beforehand: mission, vision, products they have/service offered, funding, partners and startups).
- How do you project yourself inside the company in the next 5 or 10 years?
- Prepare some questions for the recruiter, it will help to show your motivation.
- Check the average salary for a job position similar to the one you are applying for. Take help from pages such as Glassdoor.
- During the interview
- Take your time to think before responding. Fast answers are not always the best.
- If you don't know the answer to a question, don't lie. Say that you don't know as of now, although you are willing to research it.
- If this is your first job or you are applying for a short term job, be clear and say you are looking for your first professional opportunity to get some experience. At the same time, make sure to convey your interest in applying for a permanent position in case of an opening.
- Wait until the recruiter talks about the salary.
- If the recruiter asks about your expected salary but you don't feel comfortable replying to a specific amount, reformulate the answer. You can ask them how much they are willing to offer in your case.

Consequently, if you aren't ready to respond to their offer, you can ask for some time to think about it (in case of an offered position).

- Otherwise, if you feel more interested in the job profile, you can reply that you are more interested in the experience and the opportunity that this job will provide you.
- At the end of the interview, summarize briefly the job and the key tasks you will be undertaking on it, this will show your understanding, regarding what the recruiter is looking for in a candidate.
- Thank the recruiter for her/his time and reassure your motivation to get the job. If the interview is by telephone, tell the recruiter it will be a pleasure to meet her/him personally for further discussions.

After the interview:

- One or two days after the interview, send an email to the recruiter thanking her/him once again for the time, do not ask for any answer on the job position! The idea is to be present as a motivated candidate.
- If after some reasonable time you don't get any news about the job offer, contact the recruiter by email or telephone, and ask if they have made any decision concerning the job offer.

Some useful tips:

- Arrive on time (be there 15 min before).
- Bring a notebook and take some notes.
- If it is by telephone use headphones to have your hands free in case you need to write any important information.
- Dress appropriately.
- Be flexible: if they ask for something you were not aware of, e.g. possibility of travel, don't say an abrupt 'no'. Formulate a more neutral answer (e.g. you can definitely accommodate it according to the need.)
- Believe in yourself, be confident.
- Maintain a constant eye contact with the interviewers.

Best regards !



From all the BIOTechno Grand Est team