

Laurent Masscheleyn

Aina Astudillo Fernandez



YOUNG PHD HOLDERS IN THE LABOUR MARKET

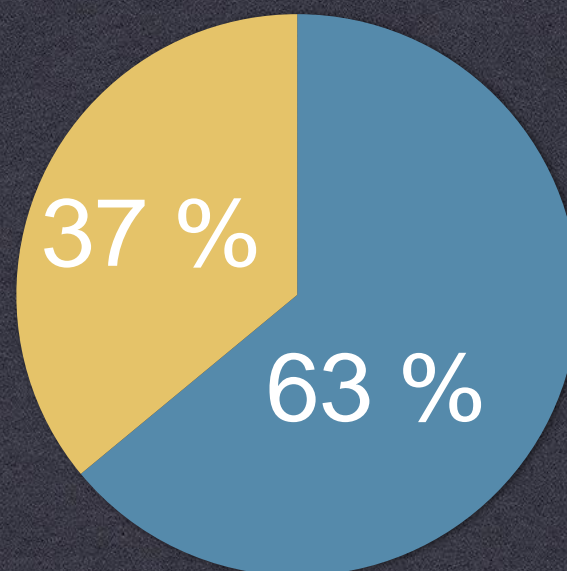
SCIENTIFIC MERIT ASSESSMENT IN THE
PRIVATE SECTOR

PHDS IN THE JOB MARKET

France * :
3 years after PhD



Non-academic
sector



Academic sector

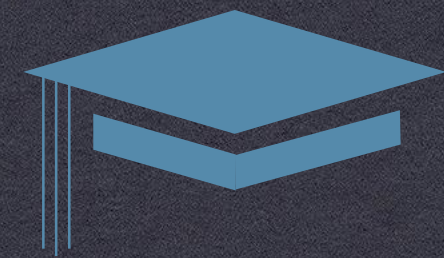
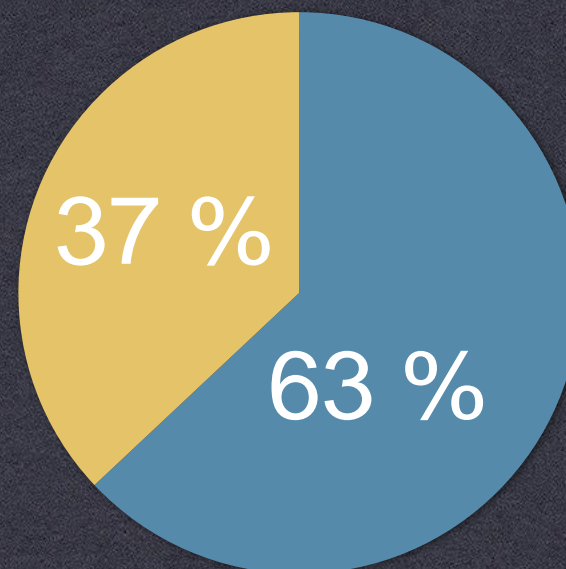
* Etude Cereq (2015/12) : L'insertion à trois ans des docteurs diplômés en 2010

PHDS IN THE JOB MARKET

Belgium * :
3 years after PhD



Non-academic
sector



Academic sector

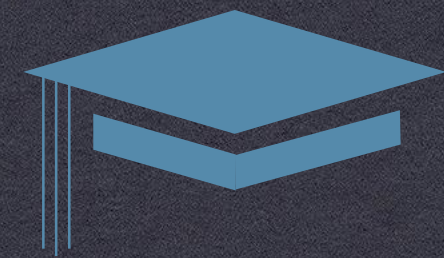
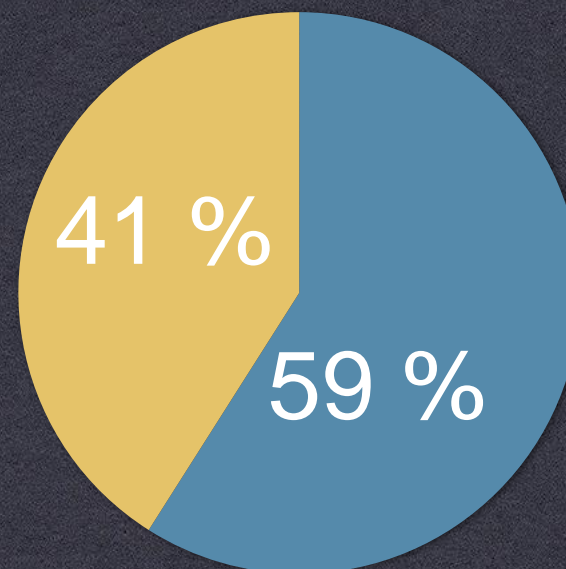
* 2010 CDH Database, Belgian Science Police Office

PHDS IN THE JOB MARKET

United Kingdom * :
3,5 years after PhD



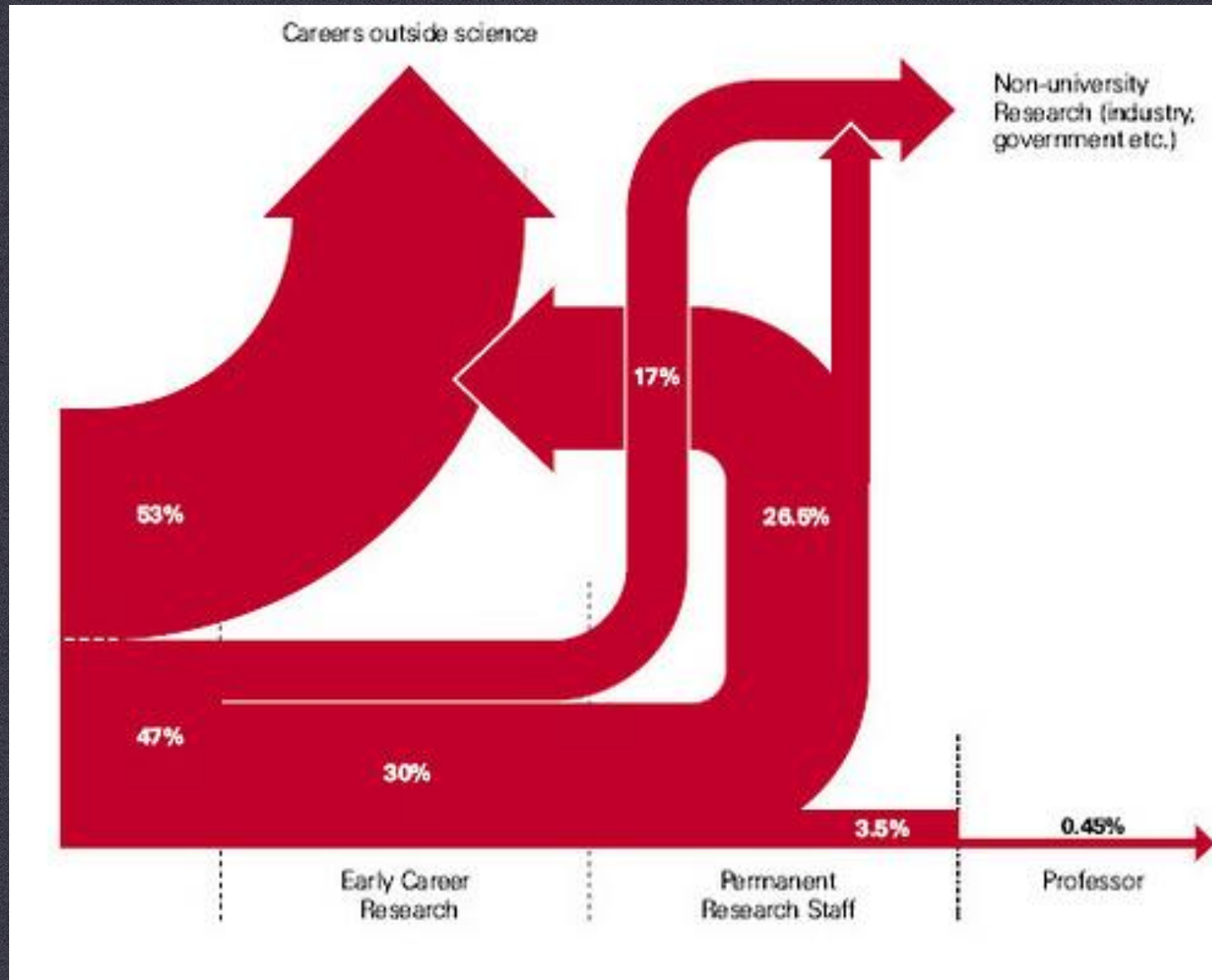
Non-academic
sector



Academic sector

* 2010 Vitae What do researchers do? Doctoral graduate destinations and impact three years on

PHDS IN THE JOB MARKET

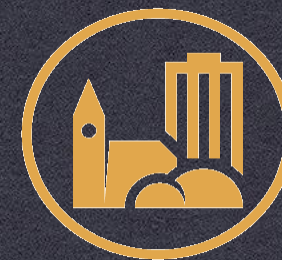


* 2010 The Scientific Century, Securing our future prosperity, The Royal Society

UNIVERSITY



INDUSTRY



Prestige
of the lab

Transferable Skills

Impact factor

Ability to
fit in a team

Personality

Number
of publications

H factor

Merit

Experience

Assessment

Citation index

University's
reputation

Psychology

Adaptability to
a given environment

Journals

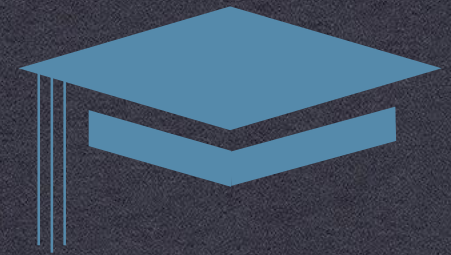
Professionalism

Merit of
supervisor

Conferences

Business sense

CONSEQUENCES FOR JOB-SEARCH:



Academic sector

- ≠ Recruitment process
- ≠ Curriculum Vitae
- ≠ Interviews
- ≠ Application system
- ≠ Career planning
- ≠ Professional attitudes

...



Non-academic
sector

CONSEQUENCES FOR JOB-SEARCH:

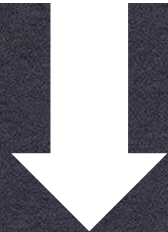


+ more obstacles:

- Lack of contact between each-other
- Lack of knowledge of each other
- Misconceptions about each-other
- ...

HOW DO WE HELP WITH THIS TRANSITION?

Laurent Masscheleyn



Aina Astudillo Fernandez



SEARCHER OF SEARCHERS

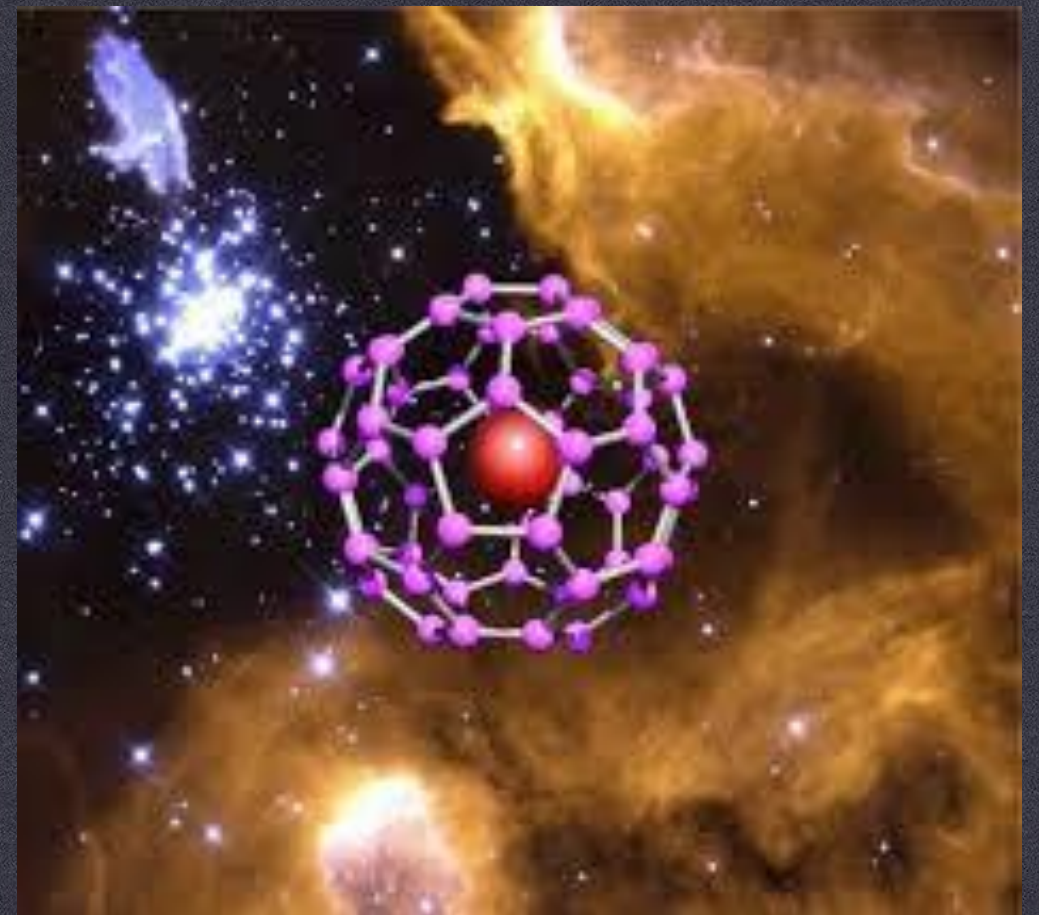


WE WANT TO CREATE A LINK BETWEEN
INNOVATIVE COMPANIES AND PHDs

PHDS AND INDUSTRY DON'T KNOW EACH OTHER

For French companies / SMEs:
the « **fear** » of the doctor

« We do not work on Fundamental Research but are really focused on Development and products / clients: we don't need doctors in our R&D teams »



PHDS AND INDUSTRY DON'T KNOW EACH OTHER

For French companies / SMEs:
the « **fear** » of the doctor

« I don't understand his / her resume: his / her competencies are too specific for our firm »



PHDS AND INDUSTRY DON'T KNOW EACH OTHER

For French companies / SMEs
the « **fear** » of the doctor

« We don't need an 8 years student but
someone directly operational,
immediately useful. »



PHDS AND INDUSTRY DON'T KNOW EACH OTHER

For the doctors: the ignorance of the business



During his / her training, the doctor has had very few or no opportunities to get to know how private companies and private teams work

PHDS AND INDUSTRY DON'T KNOW EACH OTHER

For the doctors: the ignorance of the business



The doctor is not used to sell him during the recruitment process: he will focus on his scientific abilities when the company will look after a personality

- ✓ The resume will be inappropriate
- ✓ The presentation will not show the right signals: it needs to reinsure the recruiter on the ability to integrate a team and be quickly operational (even when we talk about R&D)

PHDS AND INDUSTRY DON'T KNOW EACH OTHER

For the doctors: the ignorance of the business



The communication is very often not focused on the recruiter's expectations: project management, team work, quality, costs, delays must be part of the doctor's speech

DOCTORS – PRIVATE COMPANIES COMMON GOALS AND INTERESTS

A high-level scientific expertise which allows to put into place real and ambitious R&D projects that may lead to breakthrough innovation



DOCTORS – PRIVATE COMPANIES COMMON GOALS AND INTERESTS

No financial risk at all in France thanks to the French R&D Tax Credit that may finance up to 100% (and more) of the salary during the first 2 years



DOCTORS – PRIVATE COMPANIES COMMON GOALS AND INTERESTS

Competencies and practical experience of the technological watch that allows to identify the state of the art. This state of the art is often underestimated by private companies : possibility for the doctor to be the scientific referent and contribute to technological progress



DOCTORS – PRIVATE COMPANIES COMMON GOALS AND INTERESTS

Transverse skills (communication, project management, ability to get information...) that allow to be quickly independent, take responsibilities and make a career (not only R&D) in the company : in many innovative companies, the Management Board is composed of « old » PhDs



CAREER SERVICES FOR PHDS



WE WANT TO HELP RESEARCHERS
MAKE THE BEST OUT OF THEIR PHD

OUR TARGET: THE YOUNG RESEARCHER

KNOWLEDGE

- He / She has a strong scientific background
- Generalist knowledge due to his academic training
- Expert in their research field

OUR TARGET: THE YOUNG RESEARCHER

SKILLS

- Knows how to apply a real scientific methodology
- Can deal with complex projects and issues
- Is able to ensure technology watch
- Can use R&D and technological tools
- Can communicate, even at an international level

OUR TARGET: THE YOUNG RESEARCHER

BEHAVIOR

- Keen on Research and Innovation
- Creative, curious and flexible
- Eager to learn and be trained
- Ability to convince, argue and negotiate
- Sense of responsibility

OUR TARGET: THE YOUNG RESEARCHER

Academia

outside academia

Career



OUR TARGET: THE YOUNG RESEARCHER

Career

Academia

outside academia

Group trainings:
skills development

Job-Coaching
Individual sessions

Information:

- Web site
- Stand at job fairs

Large-scale Events :

PhDs@Work
PhD Job fair

WE INFORM ABOUT RESEARCH CAREERS

- Web site Doctorat.be
- Stand at job fairs (\simeq 6/year)
- Speak at job events for masters (< 2 /year)



WE PROVIDE TRAININGS

- On average once/month
- For PhD candidates of the 6 F-s. Belgian Universities
- Currently: 3 main subjects
 - Project management
 - Networking
 - Skills Assessment
- In the past:
 - Public speaking
 - Burnout prevention
 - Technological watch

WE ORGANISE EVENTS



- PhDs@Work

- 2013 – Careers in Innovation

- 2014 – Design your professional project

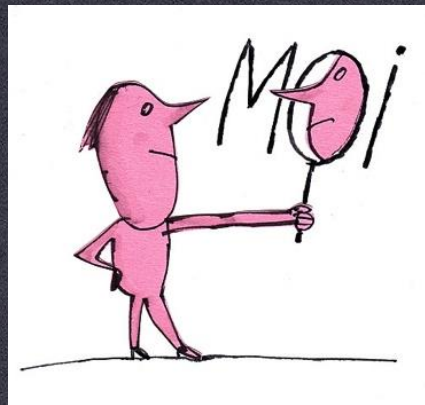
- 2015 – Open Forum

- 2016 – Prepare your transition into industry

- 2017 – Media-training for researchers

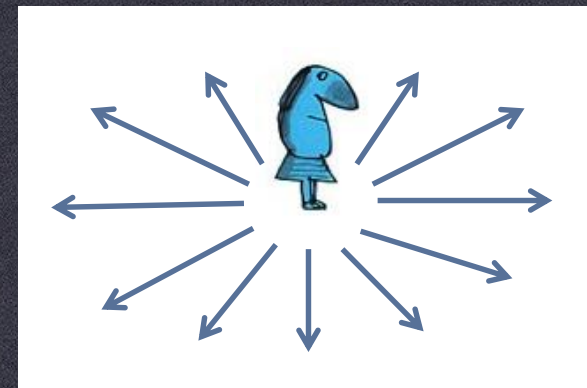
- PhD Job-Fair 2018

WE COACH PHDS DURING REORIENTATION



KNOW YOURSELF

- Skills assessment
- Personality
- Priorities



KNOW YOUR OPTIONS

- How/Where to find companies
- Analysing Job Offers

WE COACH PHDS DURING REORIENTATION

KNOW THE METHOD

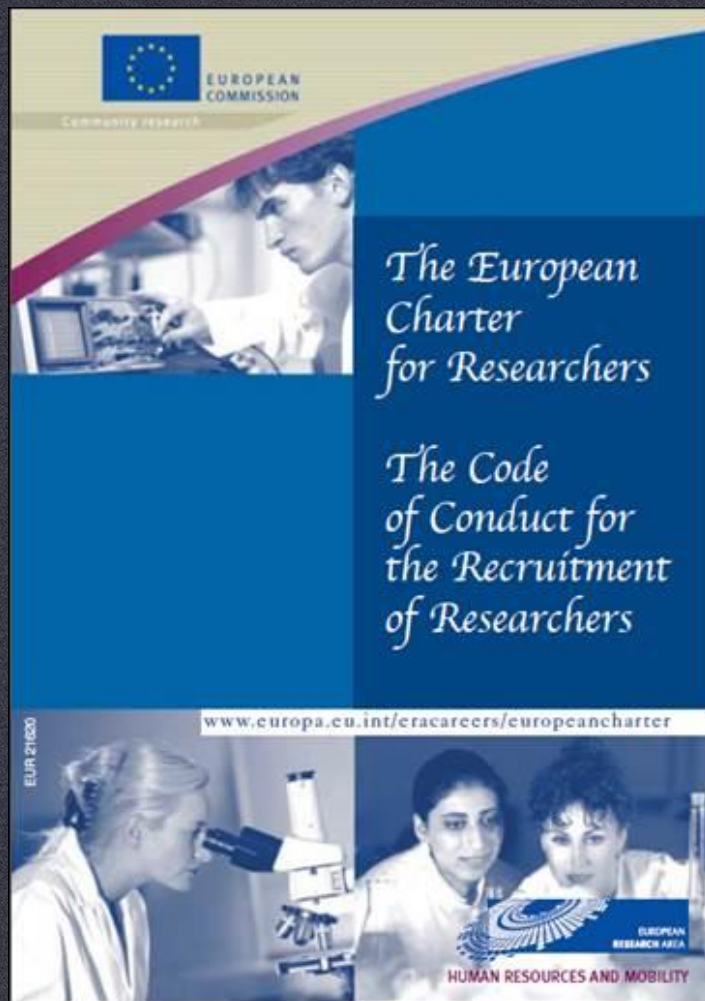
- Polish your CV
- Write a good motivation letter
- Prepare an interview
- Use Linkedin
- Network efficiently

OBJECTIVE: CONFIDENCE BUILDING

- To value their own experience
- To believe in their own skills
- To see the range of possibilities
- To take their future in their hands
- To be proactive in their career

THANKS FOR YOUR ATTENTION

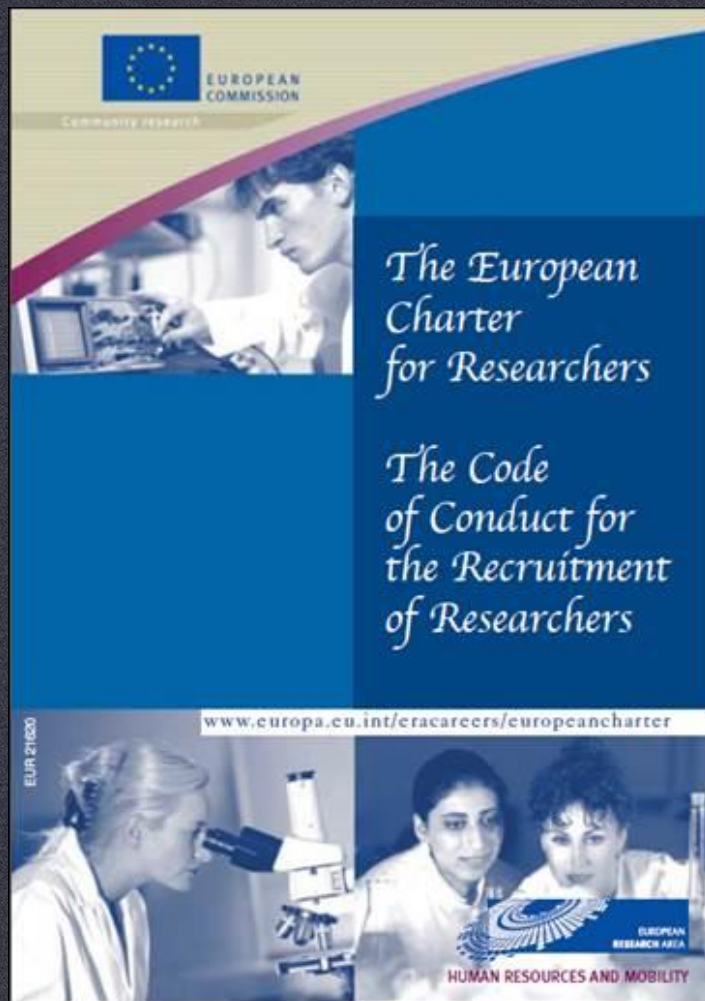




Supervision and managerial duties

“Senior researchers should devote particular attention to their multi-faceted role as supervisors, mentors, **career advisors**, leaders, project coordinators, managers or science communicators.

With regard to their role as mentors, senior researchers should build up a positive relationship with the early-stage researchers, in order **to set the conditions for the further successful development of the researchers' careers.**”



Career development

“Employers {...} of researchers should draw up, within the framework of their human resources management, a **specific career development strategy** for researchers at all stages of their **career**.”

It should include the availability of mentors involved in providing **support and guidance for the personal and professional development of researchers**, thus motivating them and contributing to reducing any insecurity in their professional future.”



HOW CAN SUPERVISORS HELP
PHD CANDIDATES PREPARE
FOR THE POSSIBLE TRANSITION
INTO INDUSTRY?



HOW CAN HUMAN RESOURCE
DEPARTMENTS HELP
PHD CANDIDATES PREPARE
FOR THE POSSIBLE TRANSITION
INTO INDUSTRY ?



HOW CAN RESEARCH
ADMINISTRATORS HELP
PHD CANDIDATES PREPARE
FOR THE POSSIBLE TRANSITION
INTO INDUSTRY ?