


par Association Bernard Gregory il y a 11 minutes

#EU4PHD DAY 1 @Ciup // 11th of december '17

#EU4PHD by @ABG_Asso & partners - pre-event dinner with some speakers ! Meet them tomorrow on site or live on YouTube here: abg.asso.fr/fr/article/184... pic.twitter.com/NCqntPMnWj

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WELCOME FOR DAY 1!



Welcome to mobility & career days ! "Meet and greet" Is ON 😊 pic.twitter.com/UDKf9nVJBj

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#EU4PHD the conference room... you're being watched Introduction speech in any Min now
pic.twitter.com/ZnUZy1ONmb


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Let's start!

This event has been organised especially for early-stage researchers from all fields. When you prepare your mobility, you're facing such questions like: how do I **fund** my postdoc? What are my **opportunities**? How do I **explore the job market**? How do I **convince recruiters**? How do I prepare my **return mobility**?...

Very practical questions for which we want to give you practical answers by inviting over 50 speakers, all experts in mobility and career development in Europe!

Welcome speech introduced by [@BK_abroad](#) with [@vincentmignotte](#) [@DFHUFA](#) and [#UFI](#)
pic.twitter.com/tBYr2YfIRl

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@ABG_Assso Executive Director V. Mignotte introduces #EU4PHD event #PhD #Employment #networking #international #postdoc #Innovation #industry pic.twitter.com/ZS9S919m1T

 JMP_INTERNATIONAL @JMP_INTER @ABG_Assso · · IL Y A 4 MOIS



Prof. @DavidCapitant VP @DFHUFA speaking & explaining the central Place occupied by #mobility in @DFHUFA philosophy and actions pic.twitter.com/KMYZQMLw29

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Dr Jean-Claude ARDITTI speaking on behalf of franco-Italian University #UFI
pic.twitter.com/0gSwm1NXlJ

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Katrín Fehringer from [@EU_Commission](#) : "you student, researchers are at the center of our policies"
pic.twitter.com/sC6nOAHaLU

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We invited 5 European research institutes to present their research activities and career opportunities for PhDs. Let's discover Barcelona Institute for Science and Technology (BIST), German Cancer Research Center (DKFZ), Karolinska Institutet (Sweden), Luxembourg Institute of Health (LIH), Luxembourg Institute of Socio-Economic Research (LISER)



@nuriabapuxan promoting @_BIST PhD & postdoc fellowships : do your research in a multidisciplinary environment! pic.twitter.com/0hof66MG3s

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Virginie De Landsheer [RH [@LIH_Luxembourg](#)] introducing the video clip "What is LIH?"
pic.twitter.com/f6ptbfGoEi

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Valérie BARAN [head HR] [@liser](#) giving us a taste of what research topics are studied in Luxembourg institute of socio-economic research pic.twitter.com/10AkVcXSfi



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Sorry, it was not Valérie Baran who did the presentation of LISER but Esther Zana-Nau

The main characteristic of our event: **networking!** Participants got the opportunity to connect with our speakers coming from 11 European countries (**Belgium, Czech Republic, Denmark, France, Germany, Italy, Luxembourg, Norway, Spain, Switzerland, United Kingdom**).



#NETWORKING break at #EU4PHD Ask your question and make your connections around a ☕ or 🍷 pic.twitter.com/vhtaVlrMug

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Time to ask your questions and to network [#EU4PHD](#) Make your connections
pic.twitter.com/aBcLUN2roD

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Before going mobile in Europe, you need to collect information on research in the country you're targeting. That's why we invited **representatives of Science and Technology Department from French Embassies** to present the **research landscape** in their country. In part 1, **Czech republic, Germany and Norway**.

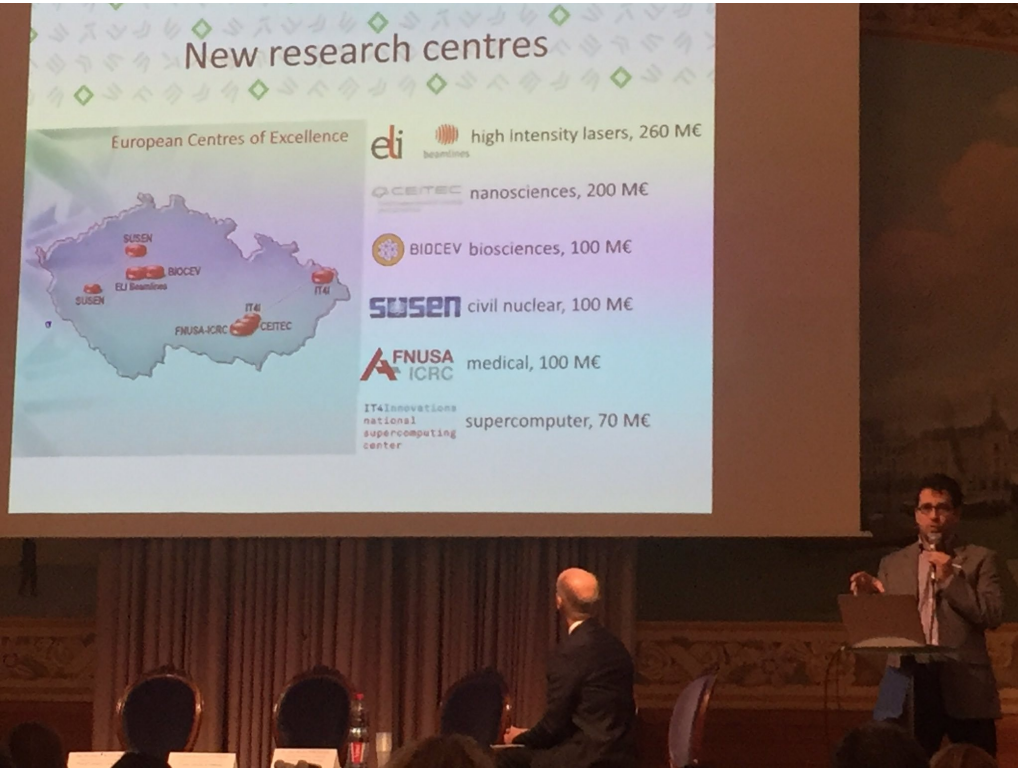
11:15-12:30

RESEARCH LANDSCAPE IN EUROPE (part 1)

- * **French Embassy in Czech Republic:** Dr Mathieu Wellhoff, Attaché for Science and Technology
- * **French Embassy in Germany:** Dr Jean-Jacques Pierrat, Science and Technology Advisor
- * **French Embassy in Norway:** Dr Jean-Michel Portefaix, Attaché for Science and Technology

Research landscape [Part 1] [#EU4PHD](#) in 3 Min pic.twitter.com/dDqSdyzIEP

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New research centres

European Centres of Excellence

- eli beamlines high intensity lasers, 260 M€
- CETEC nanosciences, 200 M€
- BIDDEV biosciences, 100 M€
- SUSEN civil nuclear, 100 M€
- FNUSA ICRC medical, 100 M€
- IT4Innovations national supercomputing center, 70 M€

"Unemployment rate in CZ >> 2.7%" AKA the lowest BY FAR in Europe, meaning it is VERY EASY to find a job #research #EU4PHD pic.twitter.com/aav5KszcOA

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In CZ : - More than 210 000 jobs available in reasearch in CZ - 50 full time jobs in public research #employment #EU4PHD

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Mobility and funding organizations

- Funding: DFG
- Mobility: DAAD, Alexander von Humboldt Stiftung...

DAAD
German Academic Exchange Service
Deutscher Akademischer Austauschdienst

Alexander von Humboldt
Stiftung / Foundation

12

Portail pour la Recherche
de l'Université de France
en Allemagne


Looking for funding for a project in Germany? @DAAD_Germany is here at #EU4PHD!
pic.twitter.com/uorp1siQa4

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Dr PIERRAT on stage to describe the R&D Landscape in Germany and the vision when it comes to research & science pic.twitter.com/Ck4ZhO7ErG

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Dr Jean-Miche PORTEFAIX representing the French embassy in [#Norway](#) is about to explain why Norway is an attractive county for researchers pic.twitter.com/8BDK93p1oL

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Mobility & Career Days were streamed LIVE on Youtube, and are now fully available in the [#EU4PHD](#) playlist

>> buff.ly/2neZnoA

In parallel with the plenary sessions, **thematic workshops** were proposed to deepen some topics related to the preparation of your mobility: **marketing research experience and skills, CV writing, preparing mobility, preparing job interviews.**

On the first day, all the training team of ABG was here to deliver the workshops: **Thao Lang, Catherine Thomas and Dr Sophie Pellegrin.**



📖 Learn more about country-specific CV in the industry & how to apply abroad 📖 with [@ABG_Asso](#) [@BK_abroad](#) [#EU4PHD](#) pic.twitter.com/ny8ela1oW6

🐦 MARIA BUTZKE [@MAB_ABROAD](#) [@ABG_Asso](#) · · IL Y A 4 MOIS



Catherine Thomas from [@ABG_Asso](#) is about to start the [#workshop](#) "preparing your mobility" in the library pic.twitter.com/xKenBLkDc6


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Last but not least: how to prepare your job interview 🗣️🗣️ @ABG_Asso @BK_abroad #EU4PHD
pic.twitter.com/bWo4LHRO27

🐦 MARIA BUTZKE @MAB_ABROAD @ABG_Asso · · IL Y A 4 MOIS

This session was dedicated to all of you who were **interested in pursuing an academic career** in Europe. Speakers were HR managers from 3 research institutes (ICN2 - Spain ; IIT - Italy ; LIH - Luxembourg). A session where you got advice on **how to apply** and **insights in the career development as scientist**.



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Recruitment process
in academia

#EU4PHD
"Researchers without borders"


- Rocio Perez – Head of HR at ICN2
- Lina Donnarumma – HR and organisation manager at IIT
- Virginie de Landsheer – HR recruiter at LIH

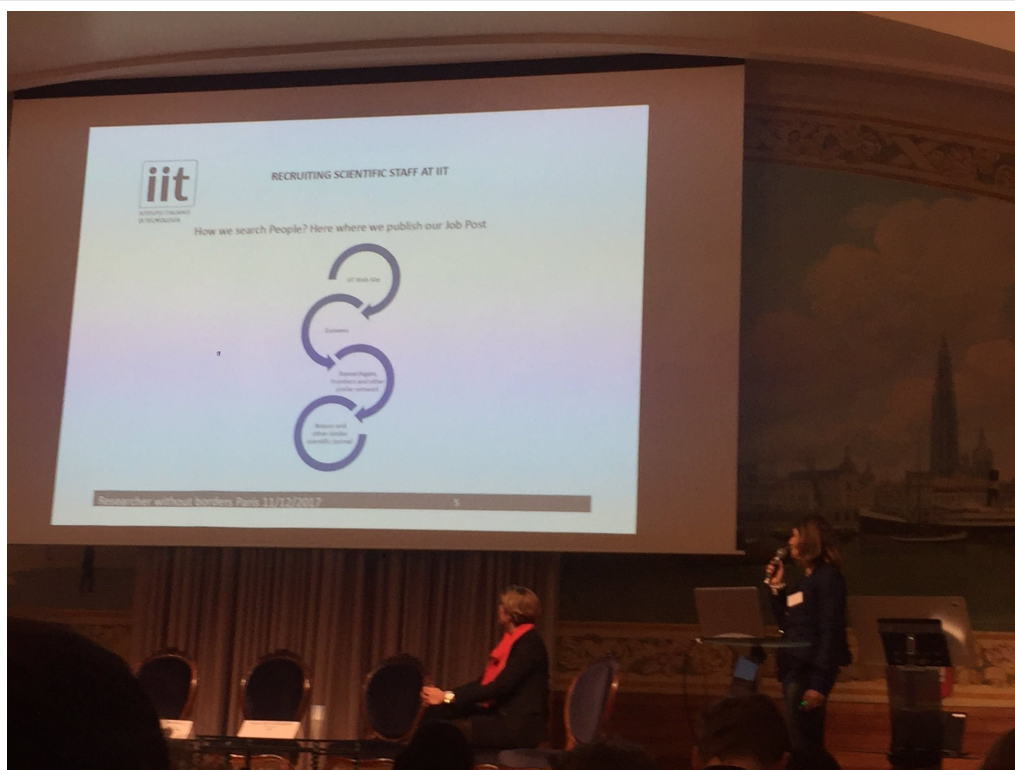
twitter #EU4PHD @ABG_asso @BK_abroad

Next conference [#EU4PH](#) >> recruitment process in academia with [@icn2nano](#) [@LIH_Luxembourg](#) and [#IIT](#) starting at 1:45 pm pic.twitter.com/k9MynGo3bq


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Rocio Perez [head of HR [@ICN2](#)] "Personal skills make the difference" & advice!! Any question ? Meet [@ICN2](#) at their booth on the 11 & 12 pic.twitter.com/9DduGfz1ul


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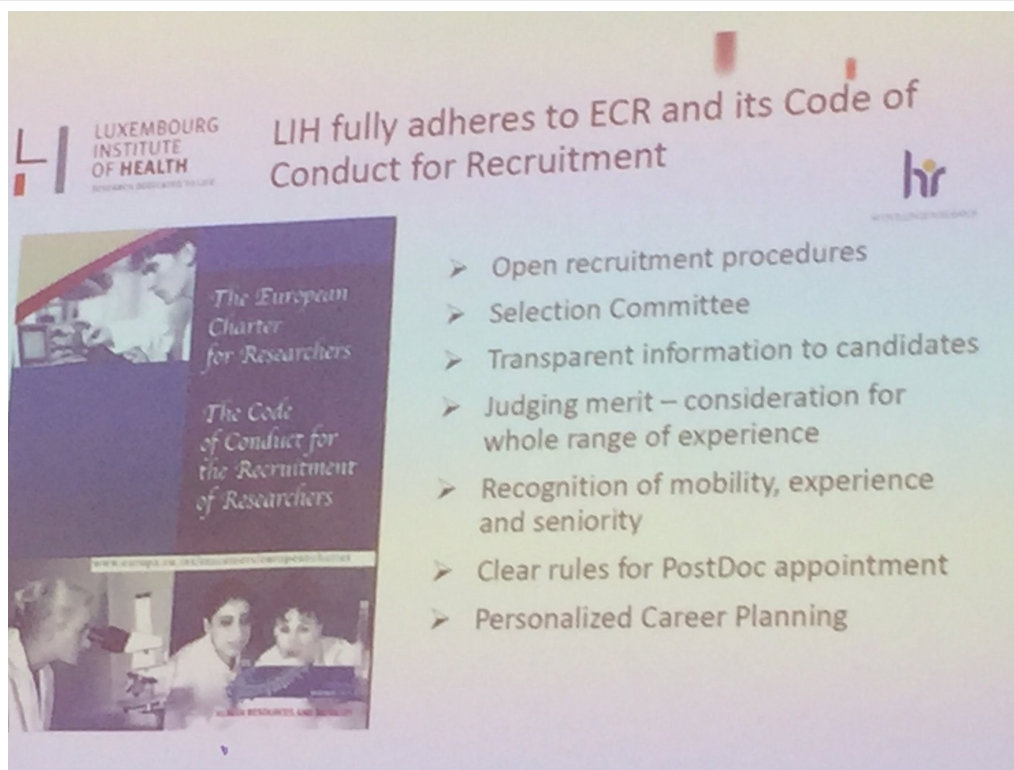


Lina Donarumma [HR at #IIT] "researchers and technologists are recruited by open calls" + evaluation by an int/ext committee of specialists [pic.twitter.com/kK00cXGfsZ](https://twitter.com/kK00cXGfsZ)

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Virginie De Landsheer for [@LIH_Luxembourg](#) explaining HR policy, philosophy and procedures
[#EU4PHD](#) pic.twitter.com/o53oMUB60z

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L LUXEMBOURG INSTITUTE OF HEALTH
RESEARCH. DEDICATED TO LIFE

LIH fully adheres to ECR and its Code of Conduct for Recruitment

The European Charter for Researchers
The Code of Conduct for the Recruitment of Researchers

- Open recruitment procedures
- Selection Committee
- Transparent information to candidates
- Judging merit – consideration for whole range of experience
- Recognition of mobility, experience and seniority
- Clear rules for PostDoc appointment
- Personalized Career Planning

www.lih.lu
HUMAN RESOURCES AND RECRUITMENT

@LIH_Luxembourg on their recruitment procedures : #open recruitment #interview #feedback Not focused only on scientific perf #soft_skills [pic.twitter.com/Ohgk0N7fNG](https://twitter.com/Ohgk0N7fNG)

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LIH LUXEMBOURG INSTITUTE OF HEALTH

Some Publication Channels

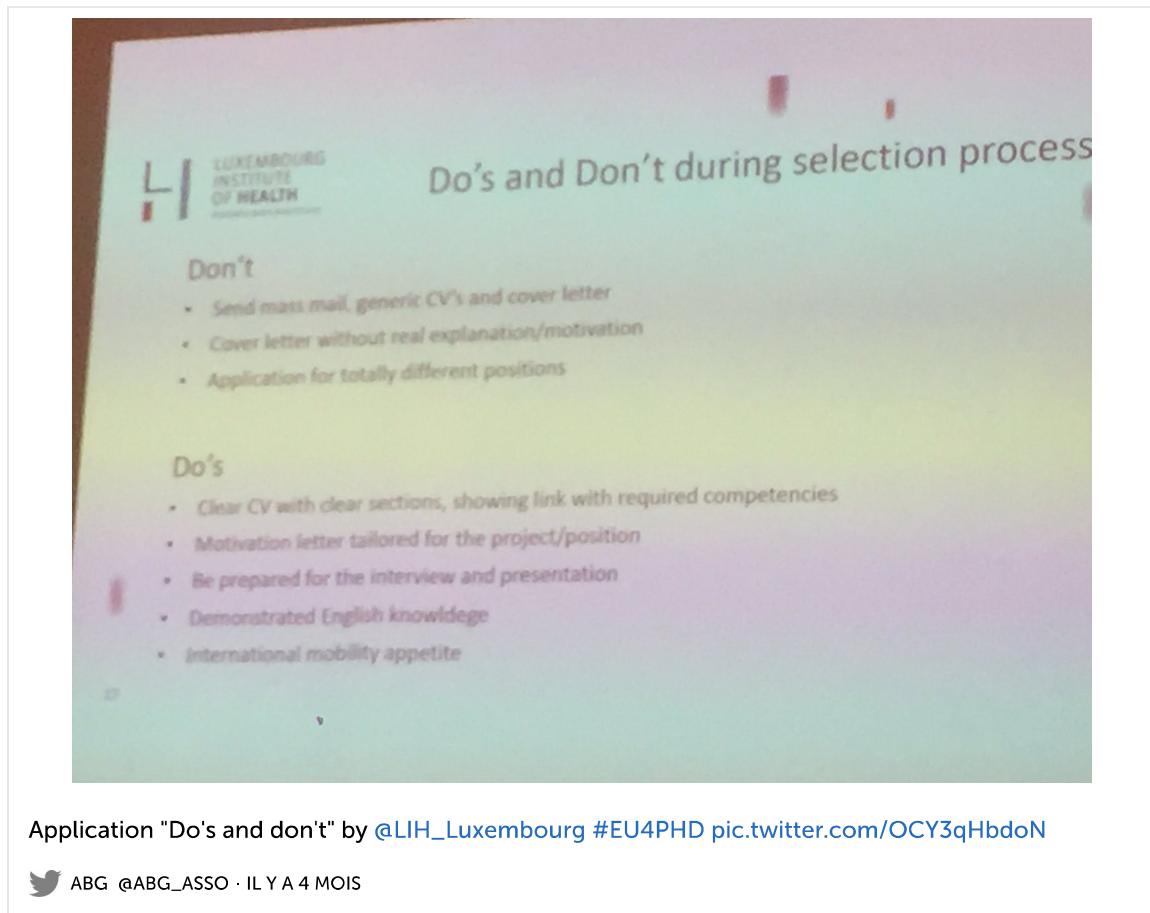
Selection of the most appropriate channels in line with job contents

ABG Association Bernard Gregory, EUCROSS, Academic Positions, LinkedIn, Twitter, Facebook, naturejobs.com, jobvector, R, LIH LUXEMBOURG INSTITUTE OF HEALTH, uni.lu

11

[@LIH_Luxembourg](#) says - & [@ABG_Asso](#) agrees- "Do not forget professional social networks in you job hunting strategy" [#EU4PHD](#) [pic.twitter.com/olsLeOyKd5](#)


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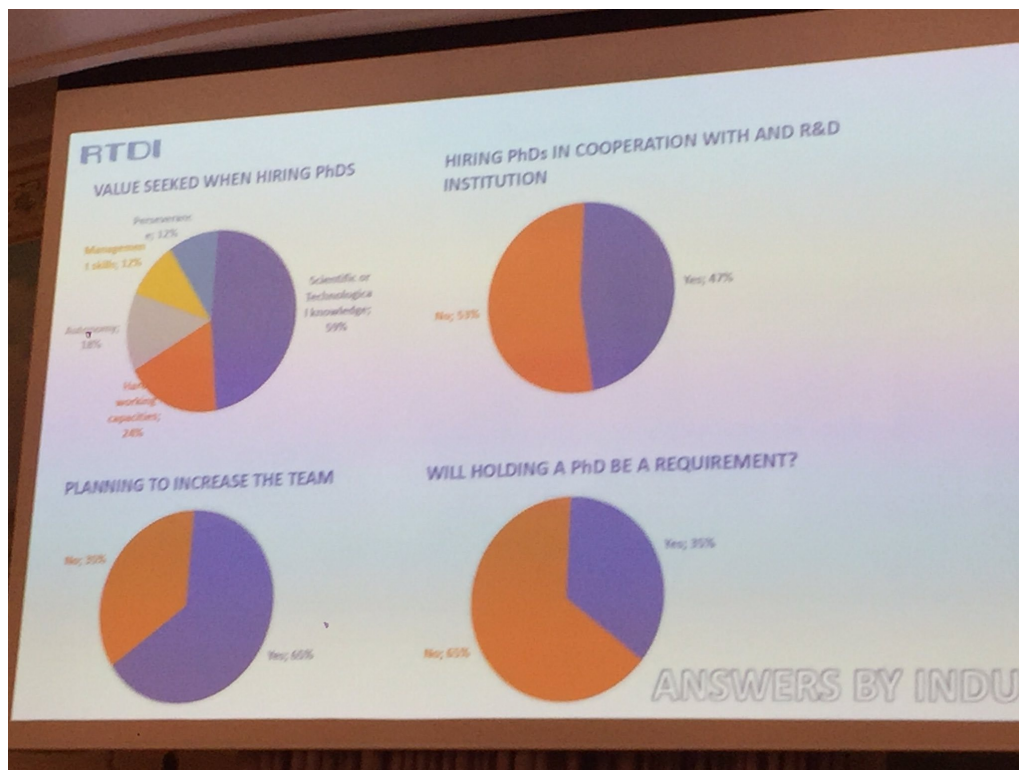


Your PhD is not only your pass for an academic career. It's also your key for a **diversity of careers beyond academia**. This session was focussed on **careers in industry** with the testimonials of companies' representatives: **RTDI (Spain), Novo Nordisk (Denmark), Novartis (Switzerland)**. A good opportunity for you to discover **company's expectations** and better understand how the recruitment process is going.




Last plenary session >> recruitment process in industry with : Eva Garcia [#rtdi](#) Marianne Birkeland [@novonordisk](#) Dr Luca Arista [@Novartis](#) pic.twitter.com/afzgVoVdqX

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"Why hire a PhD?" A set of clues according to Eva Garcia [#RTDI pic.twitter.com/ZdKxqUagbg](https://twitter.com/ZdKxqUagbg)


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Main barriers to recruit #PhDs in industry ? 1 - hard to find them 2- hard to convince them (especially in SMEs) pic.twitter.com/avmUpvCc40

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Marianne Bierkland Kjaer [talent acquisition [@novonordisk](#)] talks about recruitment and careers
pic.twitter.com/akoMPlgj6u

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Join [@novonordisk](#) through the STAR program pic.twitter.com/Z1bvQChpBc

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The Behavioural Interview

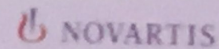
Luca Arista,
Researchers without borders EU4PHD
Paris, France
December 11, 2017

 NOVARTIS

Focus on : "the behavioral interview" by Dr Luca ARISTA [recruitment committee @Novartis]
pic.twitter.com/zqvD0x6eKZ

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**Past Behavior is the Best Indicator
of Future Performance**

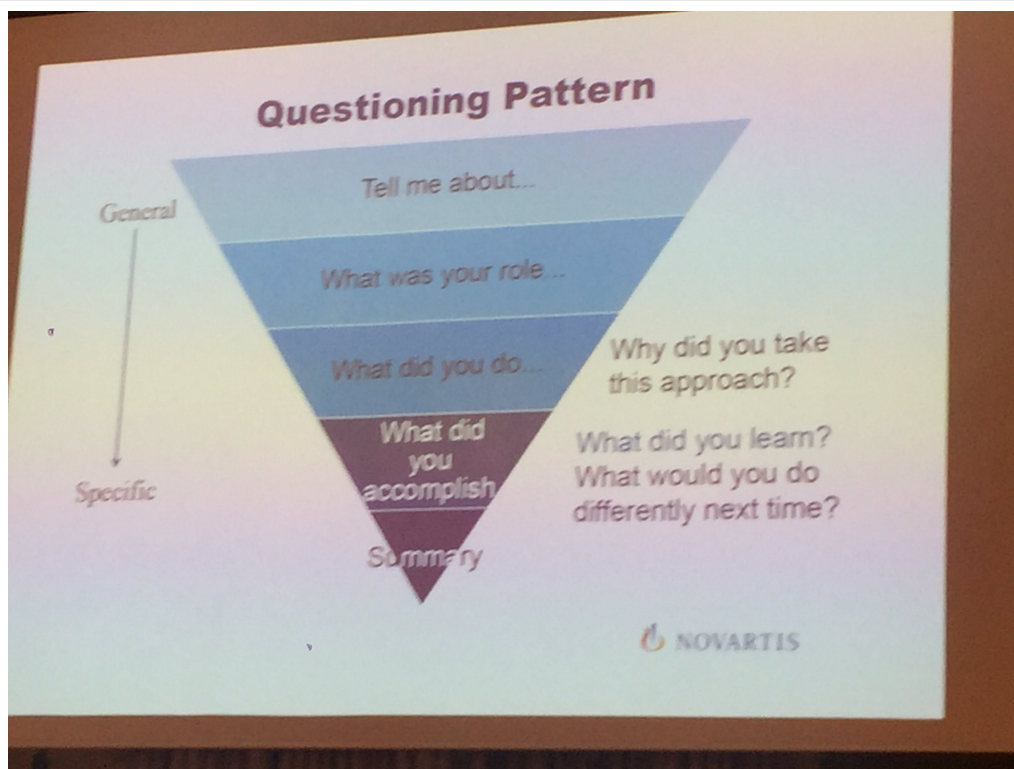


The essence of the behavioral interview : past behavior is the best indicator of futur performance.
pic.twitter.com/7HvI4o3Qq1


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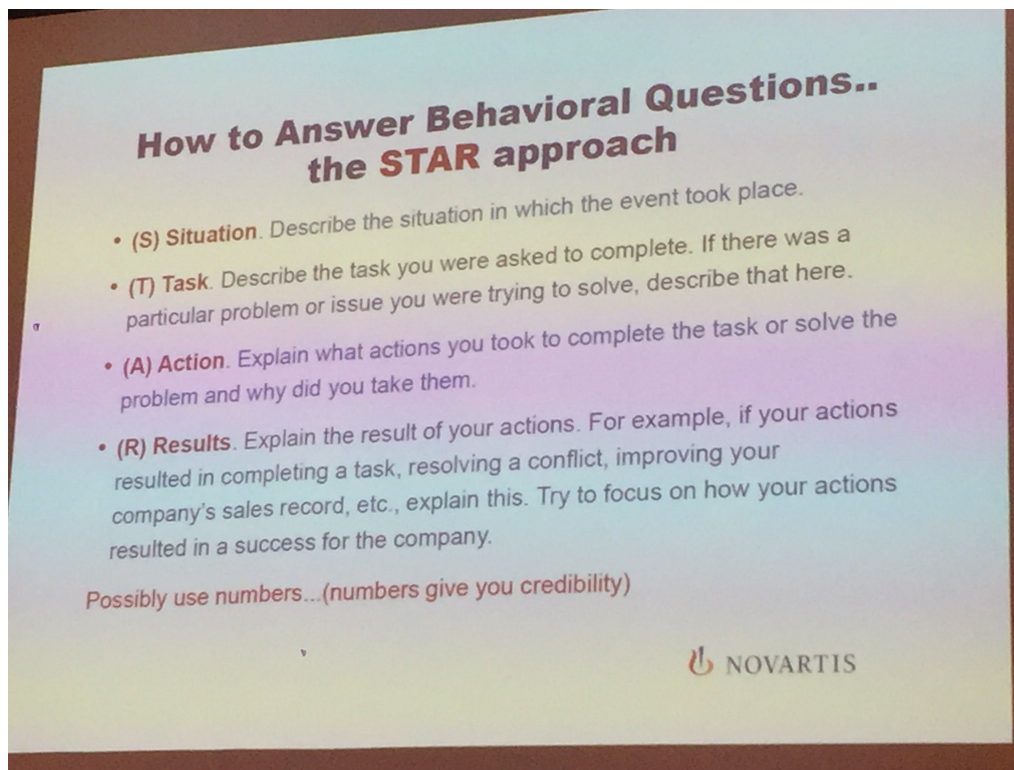
#EU4PhD Dr Luca Arista @Novartis Giving advice on types of interview and how to handle them. Tell a story: Use the STAR technique (Situation - Task - Action - Result). pic.twitter.com/wM0Y0LgbwL

 SARAH BLACKFORD @BIOSCICAREER @ABG_Asso · · IL Y A 4 MOIS



... until, from the most general to the particular, a summary emerges pic.twitter.com/Al1fmRmFad


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How to prepare a behavioral interview ? Highlight>> the STAR technique [#situation](#) [#task](#) [#action](#) [#result](#) pic.twitter.com/PxEoDMej5P

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Advice to be ready for an Interview + red flags to avoid pic.twitter.com/rcjvHTcyRu

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⚠️ [#following_up](#) >> "a thx note after an itw! As it also gives u the opportunity to reaffirm interest for the company" Luca ARISTA [@Novartis](#)

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[#talent_hunters](#) : how to be visible from them? 1 - A clear & relevant LinkedIn resume + CV 2 - NETWORKING... which brings us to Aperodoc!

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No money, no research! **4 mobility funding bodies** were invited to present their doctoral and postdoctoral funding schemes: **DAAD** (Germany), **Marie-Sklodowska-Curie Actions**, **French-German University**, **French-Italian University**.



Interested in doing your research in Germany? Check [@DAADParis](#) fellowships ! [#EU4PHD](#)
pic.twitter.com/PQc5U3byye

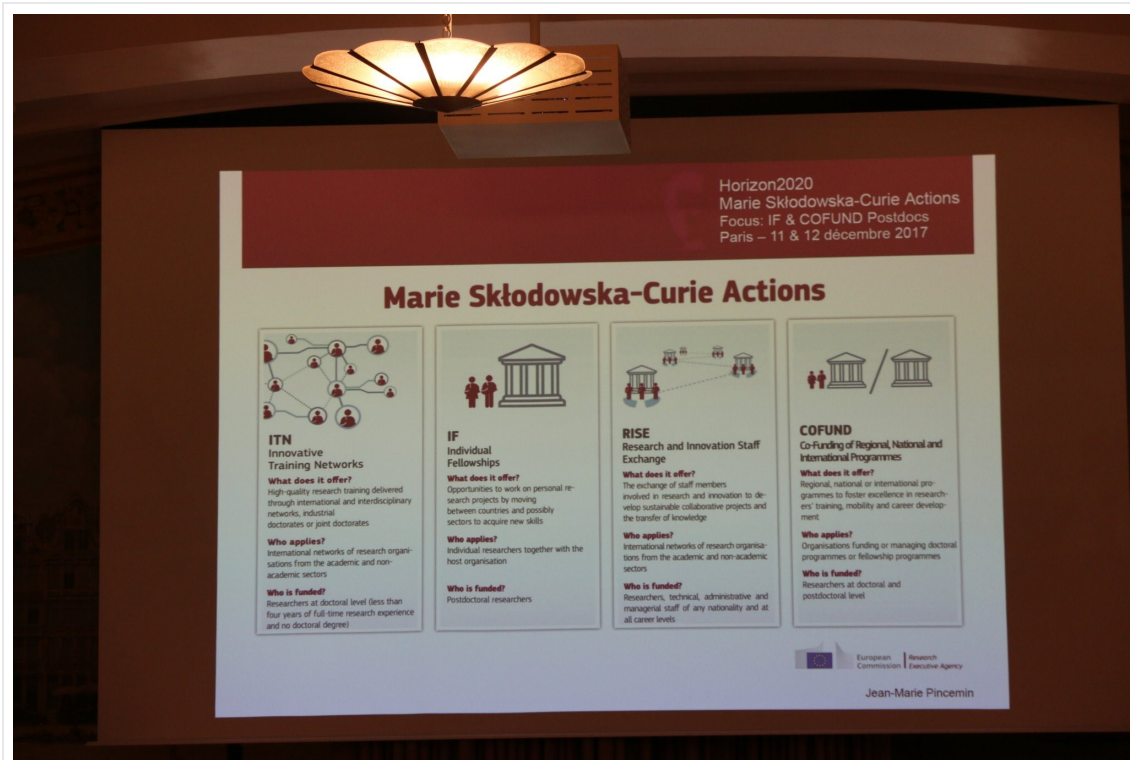
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A UNIQUE EVENT DEDICATED TO
RESEARCHERS' MOBILITY AND CAREER DEVELOPMENT
IN EUROPE



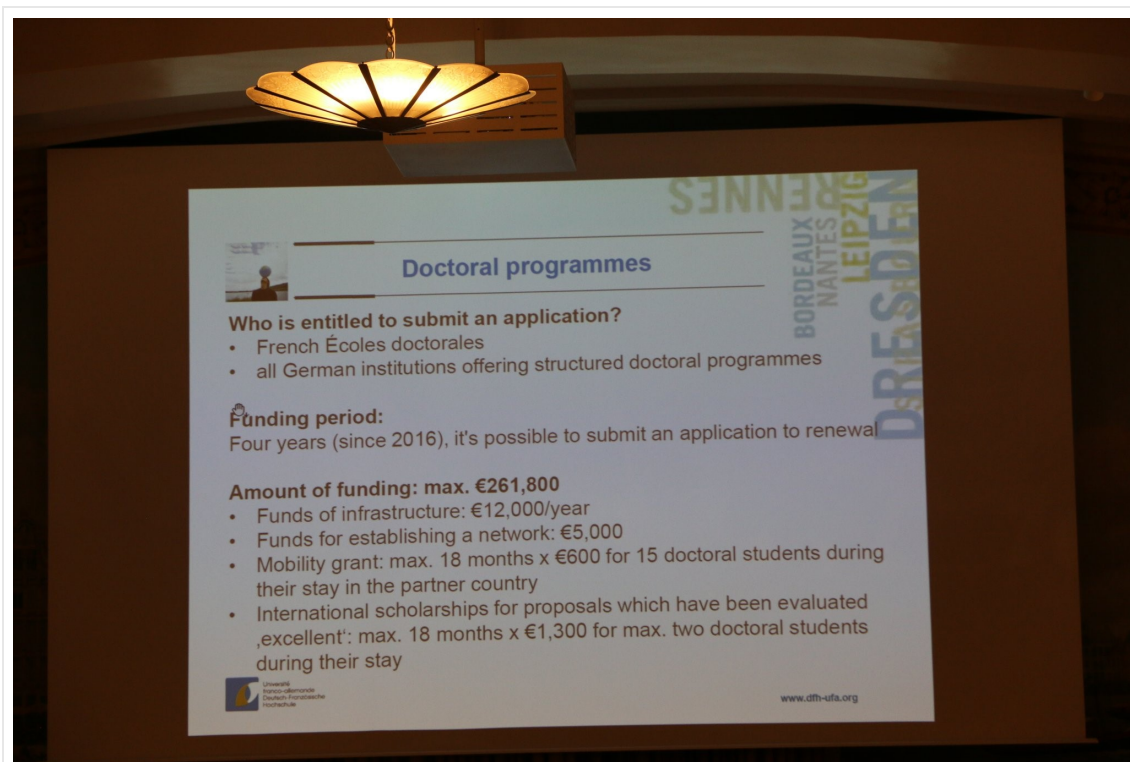
This afternoon, I am presenting [#H2020](#) [@MSCActions](#) opportunities for PhD graduates (from all disciplines, of all ages) to continue their careers in universities, research centers and companies, NGOs... [#EU4PHD](#) goo.gl/U1WdFw pic.twitter.com/RKeUCUTejL

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@jmp_inter on @MSCActions for #researchers: excellence, innovative training, exposure to non-academic sector and international mobility pic.twitter.com/VRK3cwztpH

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Do your joint PhD thesis between FR and DE with a funding if [@DFHUFA](#) [#EU4PHD](#)
pic.twitter.com/kE2fpv9IBL

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Research in Italy? Contact the French-Italian University! [#EU4PHD](#) pic.twitter.com/20esIVFQnL

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Last part of our first day: a networking evening! During the day, you got plenty of information on how to prepare your mobility. **Is it worth going mobile?** That's the question our **6 speakers as mobile researchers** were asked. They shared with us their experience of mobility and told us about the **benefits for their career development**.



Apéro Doc Testimonials

- Angelica Vomera – Doctoral candidate at University Torino / Université Sorbonne
- Dr Tobias Mayer – Postdoctoral researcher at Atos/Irixys
- Dr Elena Crivellaro – Economist at OECD
- Dr Piero de Leonardis – R&D scientist at Ashland ASI
- Dr Floriane Petipas – R&D project manager at Bouygues
- Dr Louisa Zanoun – Senior Science and Innovation Advisor at British Embassy in Paris

twitter #EU4PHD @ABG_asso @BK_abroad

Last but not least for today: ApéroDoc with 5 scientists with ewperience in public/private and international mobility #EU4PhD @ABG_Aссо pic.twitter.com/pipBlrsLA0

 VINCENT MIGNOTTE @VINCENTMIGNOTTE · IL Y A 4 MOIS



Follow day 2 here: bit.ly/2rLhFTs

The whole event has been streamed live on Youtube. All the videos are available here: bit.ly/2BKRHAL

Interested in having a look at the content of **speakers' presentations**? Check out our webpage dedicated to #EU4PHD: bit.ly/2p40XNL