
IN THIS EDITION

- ❑ **A**rticle : 5 tips to stand out during a job interview - Page 2
- ❑ **S**tart up of the month : Interview of Juliette Renaud, CEO of Genexpath - Page 5
- ❑ **A**bout Us : discover the Réseau BIOTechno members - Page 8
- ❑ **O**ur recommendations for the month – Page 10
- ❑ **D**on't miss the special events of the month - Page 11

5 tips to stand out during a job interview

By [Laura MATABISHI-BIBI](#)



For the two next editions of the newsletter, Réseau BIOTechno partners with *Résalience* to provide you some advices to improve your recruitment process through 3 aspects : the job search, the CV and cover letters and the job interview.



Founded by three doctors in biology, *Assia Asrir*, *Delphine Kapps* and *Alexis Mougeolle*, Resalience has the objective to accompany young scientists in their career pursuit to the private sector.

What happens after your PhD? What could your next adventure be? Would you like to stay in academia? Would you like to try other paths? As we all have asked ourselves these kinds of questions after our PhD, Resalience provides several services to help young scientists to determine what to do after a PhD :



A personalized coaching focused on the job search and the network, CV and cover letter redaction, preparation to the job interview.



Podcast to answer your questions



Interviews of PhD who share their testimony about their career path outside the academia

In this article, we have interviewed Assia Asrir about the way to highlight your personality and your skills during the job interview.

5 tips to stand out during a job interview

By [Laura MATABISHI-BIBI](#)



Your job search was successful and you landed a job interview : *Congratulations !* A job interview is the place for your to demonstrate your skills and expertise and prove to the hiring manager why you are the best fit for this job.

❑ **Analyze the job description**

“The first element to consider for preparing your job interview is the job description”, Assia said. This precious document describes what kind of profile is being searched. Identify all the keywords, analyze the expected skills mentioned there and make a comparison with your profile: what do you master, what are your shortcomings? These keywords are the starting point for working on your interview and allow to highlight what is interesting for the recruiter [1].

❑ **Get a positive mindset before the interview**

Body language is one of many ways that you may be able to indicate your comfort, confidence and interest in a company. *“If you have not the right mindset and a good body language before to come to the interview, it will be seen and felt”* insists Assia. It is important to consider the job interview as a discussion between two potential future colleagues and not as an interrogation made to catch you out. You have to make you want to exchange and get to know you.

❑ **Illustrate your skills with concrete examples**

The famous *“Tell me about your background / Tell me about yourself”* is crucial and need to be very well prepared to shine during the interview. Avoid listing your CV: the recruiter already knows it and what you have done. Assia explained that you have to demonstrate your expertise through your realizations, your mission. It is also a moment to be memorable: *“it is often when you express a feeling, an concrete experience, that the recruiter remembers you”* as Assia said.

5 tips to stand out during a job interview

By [Laura MATABISHI-BIBI](#)



❑ **Talk about how your skills will benefit to the company**

By talking about how you used your skills, you will demonstrate to the hiring manager how you can fit into the role you are interviewing for [2]. Describe how you used a particular skill in a team setting or how it helped you collaborate with a colleague. For example, if you are interviewing for a leadership position, talk about how you used your skills to motivate your team or how they made you a better leader. You have to answer the questions using a situation that may correspond to the context of the company or the sector of activity.

❑ **Ask meaningful questions**

“You absolutely have to ask questions!” insists Assia and it is crucial for many reasons. First of all, facing the recruiter, you highlight your curiosity about the company and its structure. It shows your enthusiasm and your motivation. This step also allows to make difference between two candidates. This moment is also important for you. If you want to know about the development opportunities, if you can have easily access to formations etc... Assia repeats that it is *“natural to look for answers about your future job to be sure that in terms of mission this is what you have understood”*.

All the newsletter team would like to thank Assia Asrir for the time granted to this interview. Don't hesitate to contact Résalience's team if you need to be accompany during your transition outside the academia.

For more informations, visit the [website](#) and their [Linktree](#) !

References :

[1] Article [“Entretien d'embauche”](#) by Hugo Diverres. Hellowork. June 2022

[2] Article [“Highlight skills job interview”](#) by Ashira Prossack. Forbes. Feb 2019

Genexpath

Classifier les cancers pour mieux les comprendre



Juliette Renaud, CEO of Genexpath, interviewed by [Anne Cromer](#) and [Alice Le Fric](#)

Genexpath is a startup specializing in diagnostic tests for cancers, in particular sarcomas and lymphomas. Building on research conducted at Henri Becquerel Cancer Center (Inserm U1245) by Professor Fabrice Jardin and his team, Genexpath was founded in 2020 and is led by Juliette Renaud. The company aims to provide fast, inexpensive and reliable analyses of biopsies using innovative techniques in molecular biology, informatics and artificial intelligence.

Anne : What is your vision of biotechnology?

Juliette : It seems to me that biotechnology is generally less well known than technology, and there are unknowns about the industry both for academics but also for potential investors and other third-party persons. Genexpath is a startup in the sense that it is a young company that makes innovative products, but we don't solely focus on R&D activity geared towards future solutions. Genexpath's products and solutions are ready here and now. There are still some misconceptions about startups and industry, but academia and companies need not be so separate. I want to insist that we make useful products and our activity isn't less noble than academic research. I greatly enjoy working in biotech, though I didn't start my education in this sector and can't see myself working in another industry.

Anne : Can you tell us more about your education, position, motivations, and offer some advice to people starting out in biotechnology?

Juliette : I studied in a business school and trained in management control. I founded a company offering services related to management control and worked with a business incubator in Normandy. At the time, I was essentially working with innovative companies in the life sciences sector and offering them advice on their financial/business plans. Five years later, I joined a biomedical analysis software company I had supported during my time with the incubator, and co-directed the company until it was acquired by a larger group in 2018.

Genexpath

Classifier les cancers pour mieux les comprendre



Genexpath was born from research led at the Henri Becquerel Cancer Center in Rouen, with the support of Normandie Valorisation (whose activity is equivalent to a SATT or Société d'Accélération du Transfert de Technologies). I was asked to assess whether it was possible to create a company from the technology developed by Pr Jardin's team, and if I would be interested in leading it. I met the team and decided to join them and assist in the creation of Genexpath. We fortunately have a strong relationship with the academic team who initiated the technology. Nowadays, there is a change of paradigm, and there is a better ecosystem to help academic researchers bring their solutions to industrial development. Indeed, researchers need support on aspects of business, administration, regulations and quality assurance/control.

The positions in small biotech companies come with their unique advantages and challenges. There are good opportunities for versatile activities, creativity and playing a real part in the development of the company and the solutions it provides. On the other hand, career progression is less clear, and startups have fewer resources than large companies. Time doesn't have the same value in academia and industry, though of course differences in time constraints also exist among academic fields.

Anne : What new skills are required from candidates, particularly in the *In Vitro Diagnostic* sector of biotechnology? How does the new legislation affect companies like Genexpath that produce in vitro diagnostic tests?

For context: New legislation for in vitro diagnostic products (IVDR) requires that devices for biological testing of patient samples be approved by the authorities for each device and each context of use (since the results of testing will inform care and treatment of the patient). The new regulations have a strong impact on the sector and also influence the training/hiring of new personnel.

Genexpath

Classifier les cancers pour mieux les comprendre



Juliette : Genexpath is currently hiring a specialist in regulatory affairs and quality, and these are certainly important topics in biotechnology. In the past, people could be trained in regulatory affairs without having enough technical expertise for the industry they were joining. It is important to know how a company works and what its constraints and priorities are. At the same time, people in scientific and technical positions should have basic knowledge about regulatory affairs and about quality.

An appetite for quality is attractive to recruiters, even for scientific and technical positions. Indeed, quality in general was long seen as limiting and troublesome or on the contrary as something comparatively easy to set up than technical activities. Ideally, regulations and quality are taken into consideration at the very start of a project or at the creation of a company, as was the case for Genexpath. There are more and more candidates with joint scientific and quality expertise, but at least basic interest is important.

Meet our NEWSLETTER Team!

Discover who are the ones preparing the Réseau Biotechno's Newsletter each month.

Laura MATABISHI-BIBI

Hi, I am Laura ! I obtained my PhD in Biology and Biotherapies from Paris University. I joined Réseau BIOTechno as organisator and then as the chief editor of the newsletter since two years. It is an exciting opportunity to connect with people, to organize huge events and to develop skills in communication and management.

Katia VILLION

I'm a member of Bio'M (Biotechno Marseille) association that is in charge of organising the Forum BiotechnoSUD in Marseille. I am part of Bio'M communication team and I help in the making of the Réseau Biotechno's monthly newsletter. Apart from that, I am a research assistant in microbiology and molecular biology.

Alice LE FRIEC

After a PhD in Neuroscience and a postdoc in the field of biomaterials, I now work at Toulouse University helping to develop collaborative research partnerships between academic laboratories and the socio-economic world. I recently joined the Réseau Biotechno as a newsletter volunteer and am looking forward to participating in more activities !

Eka Putra Gusti Ngurah Putu

My full name is rather long, but I go by Raheka. At Reseau Biotechno, I participate in the newsletter and webinar team. As the Reseau member, I hope to build my network in France and gain a collaborative working experience with different personnel from different disciplines and countries.



Meet our NEWSLETTER Team!

Discover who are the ones preparing the Réseau Biotechno's Newsletter each month.



Anne CROMER

Within Réseau Biotechno, I develop the program for AuRA events (Forum, Webinars, Newsletters). I'm happy to support young scientists career development and to boost their engagement in the health innovation ecosystem. Professionally, I am a freelance expert in translational research and clinical biomarker strategy.



Jing LIU

Hi I am Jing. I obtained my PhD at Institut Curie and now am a computational biologist at Sanofi R&D. I've joined the Réseau Biotechno team since 2 years. It has been an enriching experience to organize exciting events, work and grow with our great team!



We are recruiting !

You are welcome to join the Réseau Biotechno's team. If you are interested in organising a forum, webinars or participate in the communication of the Réseau Biotechno, don't hesitate to contact us at bureau@reseau-biotechno.com

The **REAL** section (for **Read** – Analyze – Listen) highlights our recommendations of the month.



What you can **READ** this month ?

- **Comic for the contest “dessine ta thèse”** by [Charlotte Bouquerel](#)

While organizing the Forum BiotechnoParis, Charlotte Bouquerel created a comic for the contest “Dessine ta thèse”. She worked for several months with Pierre de Bellegarde and they got the help from [Pedro debey](#) for the drawings. The story is about “[Why do scientists want to control oxygen level in a tumor?](#)”.



What you can **ANALYZE** this month ?

- **[The Perfectionism Trap](#)** by Josh Cohen

Society bombards us with instructions to be happier, fitter and richer. Why have we become so dissatisfied with being ordinary?



What you can **LISTEN** to this month ?

- **WorkLife with Adam Grant: [Navigating Career Turbulence](#)**

Everyone's career will hit some turbulence at some point. Instead of pushing harder against the headwinds, we're sometimes better off tilting our rudder and charting a new course. Adam Grant speaks with people who have taken unusual steps to battle uncertainty, rethought their approach to finding and landing a job and reached out for help in unexpected places - as well as an expert on recessions who forecasts the future by looking to the past.



SPECIAL EVENT OF THE MONTH

28th June: Webinar “Careers in Scientific Communication”

Continuing our webinar series, this month you can meet 4 speakers:

- **James BOWERS** – Chief editor at the Institut Polytechnique de Paris
- **Brenna CONIN** – Science communicator at Synchrotron Soleil
- **Olivier ROCA** – Scientific popularizer and illustrator at Sharpen picture
- **Konstantin SCHMIDT** - Associate scientific communications manager at Roche

Wondering what looks like a career in scientific communication ? Come and meet the speakers and ask your questions !



www.reseau-biotechno.com

follow us  

Careers in Scientific Communication

Interested in scientific communication? Join us to find out more about all the various career paths in this field!



Wednesday
June 28th, 18:30-20:00



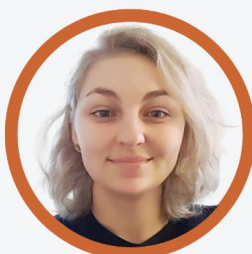
Online

REGISTER



JAMES BOWERS

Chief editor
Institut Polytechnique
de Paris



BRENNA CONIN

Science communicator
Synchrotron Soleil



OLIVIER ROCA

Scientific popularizer
& illustrator
Sharpen Picture



KONSTANTIN SCHMIDT

Associate scientific
communications manager
Roche



June
 14th

Les P'tits Dej ICI : Business Intelligence
Wednesday 14th, June : from 9:00 to 11:00 am
Where ? Marseille, Timone Campus

The "P'tits Déjs ICI" are informal training meetups with fruitful discussions. The session starts with a little breakfast, followed by the presentations and professional experiences of the speakers. Are welcome : masters students, PhDs, and young researchers. Confirm your presence to Marie-Dominique Franco : ici-contact@univ-amu.fr



June
 16th

PhD Meeting Oncology by PhDTalent
Friday 16th June, from 9:00 am to 6:00 pm
Where? Online

You are a PhD Student, a PhD or a postdoc in oncology and are looking for your next job opportunity ? This event is for you !

Discover start-ups, take a look at job offers, enter a large PhD network thanks to these online job datings.

More information and registration [here](#)



June
 30th

Deadline for the contest " Prix National Jeunes chercheurs" Promega

The National Young Researchers Prize awarded by Promega rewards the best scientific articles and communications presenting applications or methodologies using PROMEGA technology.

More information [here](#)



June
 30th

Deadline for the contest "Prix de thèse de la Société française de microbio". 1000€ to win to reward 6 young PhDs in microbio

The SFM will award three thesis prizes to young doctors in microbiology aged under 35 who have defended their university thesis between June 2022 and June 2023.

More information [here](#)

