

## In This Edition

- 2 Article : Interview tips
- 8 About us : Meet our National team!
- 10 REAL section : Our recommendations of the month
- 11 Events calendar
- 16 *New section: Job offers*



## Interview tips : how to make your experience shine!

By Alice Le Fric

*Having an interview can be stressful, but preparation and practice will help you feel more in control. Become a storyteller, advocate for yourself, and let your experience shine!*

**First of all, make sure you do your research into the company and position. Next, follow the job description closely and think about examples that best highlight your past experiences. Practice telling these small stories and answering questions, either alone or with a “mock interviewer”.**

### What experiences can I share ?

A lot is expected of young researchers in academic labs!

→ Ask yourself : Which of my skills am I most confident in? Which were the hardest to learn? What am I proud of? What could I have done differently? Who did I look to for mentorship and who did I help? What did I enjoy the most? What “extra” tasks did I do? Most importantly, what skills are expected of me in the position I’m applying for: what do I know and what will I need to learn?

#### Technical skills

*You have relevant knowledge for the position*

→ Can you do cell culture with your eyes shut? Are you a pro on the microscope? Are you great at writing articles or making nice figures? Are you good at statistics? Do you use a multitude of softwares? Did you learn to code? Improve a protocol? Troubleshoot a procedure? Help maintain equipment? Improve quality or safety practices in your lab? Bring new knowledge to your lab? Undergo or give training?

## Interview tips : how to make your experience shine!

By Alice Le Fric

---

### **Project management** *You're organized and can deliver on time*

→ How did you keep track of your progress (frequency of meetings, paper or digital lab books, data management, project management software, progress reports)? What important deadlines did you meet (publications, conferences, thesis..)?

### **Soft skills** *Working with you is enjoyable*

→ What are your main personal strengths? What relationship did you build with your advisor, with your colleagues? How did you mentor/welcome new team members? Did you celebrate milestones with your team (publications, grants)? Did you navigate conflicts or tension? Negotiate, for example access to next door lab's cool equipment, or a sample from a supplier? Overcome your fear of public speaking? Ask for help or offer it?

### **Initiative and adaptability** *Extra challenges and tasks you tackled*

Think of the life experience you've gained and all the additional tasks you took on, these are part of what makes your profile unique!

→ Did you teach students? Did you participate in science communication? Were you part of the graduate school committee? Did you organize a journal club or lab seminars? Did you seek out additional training? Did you learn something on your own? Are you part of any associations? Did you participate in an exchange program? Did you learn a new language? How did you settle into a new country, city, lab or team?

## Interview tips : how to make your experience shine!

By Alice Le Fricc

Storytelling methods : select examples that best fit the position you're aiming for, and those that have **quantifiable results** wherever possible. Practice explaining them in a concise and interesting way, STAR and CAR formats can help organize your thoughts.

### STAR (or SOAR)

Situation

Task (or Objective)

Action

Result

*Manual analysis of microscopy images was both time-consuming and subject to bias*

*I needed to find a better solution so we could analyze our large datasets*

*I followed image analysis training and developed a fully automated pipeline*

*Image processing time was greatly reduced and we could analyse a whole dataset in under 1 hour*

### CAR (or PAR)

Challenge (or Problem)

Action

Result

*I realized we rarely met PhD students and researchers from the neighboring institute*

*I helped organize an inter-lab science day where people from both institutes could meet and share their work*

*Over 60 people attended and the event will continue next year in the form of a summer school*

## **Interview tips : how to make your experience shine!**

By Alice Le Fric

---

### **Common interview questions**

#### **Tell us about yourself ?**

Time for a polished elevator pitch! Give your name, main areas of expertise, years of experience, and in a few words your reason for applying

#### **What do you understand about the company and the position?**

Make sure you know about the employer's core expertise and values. Read up on who your interviewers are. To get a realistic idea of the position itself, ask for informational interviews with people occupying similar positions in other companies.

#### **Why did you choose to apply?**

What attracts you to the company and the position? What makes you a good fit?

#### **What makes you stand out as a candidate?**

Is it your passion? Dedication to the field? Willingness to learn? Years of relevant experience? Or on the contrary, diverse experience and fresh perspective?

#### **How do your skills make you a good fit for this position?**

Make sure to illustrate with concrete and measurable examples. *Ex: you're creative/not afraid to try things out, like the time you tested 26 conditions in that big experiment..*

#### **What skills would you need to work on? What would you like to learn?**

It's unlikely you'll have 100% of the skills listed on the job description. Acknowledge this and show through examples that you're a quick learner.

#### **What is your ideal working environment?**

Do you want flexibility? Responsibility? Support from a team? What style of management fits you best? Take examples from your previous positions.

## Interview tips : how to make your experience shine!

By Alice Le Fric

### Common interview questions

**Tell us about a time when... you displayed leadership, you showed initiative, you dealt with pressure, you succeeded, you failed, you solved a problem...**

Analyze the job description and find good examples to present in STAR or CAR form.

**How would your colleagues describe you? How would your friends describe you?**

Are you a team player? Resourceful? Creative? A good communicator...)? Less formal answers could be: helpful, enthusiastic, positive, reliable, decisive, fun. Give examples!

**What are your career goals?**

Depending on what those are and where you are in your career, you can answer on the short, mid or long term. Emphasize on what you will focus on to get there (building your skillset) and what would help you (training, management, career development...)

**Do you have any questions for us?**

- How is the team organised? Who will I be working most closely with? What does a typical day or month look like? What are the priorities for the year ahead? What do you think could be challenging for me? How do you measure success?
- What is the next step in the interview process? What is the onboarding process?
- Is there anything else you would like to ask me? Is there anything else I should know? This ends the interview on a conversational note, and may bring you some last minute details.

### Ressources

- DocPro (in French), a comprehensive guide to the skills developed by PhDs: <https://www.mydocpro.org/fr>
- Apec (in French), among other tools you will find an interview simulator: <https://www.apec.fr/candidat.html>

## Meet our National Team!

In the last editions, we presented the New Bureau of the association Réseau Biotechno and the Newsletter team. This month, discover who are in charge of partnerships, communications and the ones preparing the monthly webinars!



### [Victor Kreis](#), National Partnership Manager

Greetings everyone! I am nuts about innovation and biotechnology. Since defending my PhD, I have dedicated my career to developing skills and networking to one day launch my own biotech company. I am captivated by new technologies applied to the “One Health” domain and deeply believe that the digital world is the future of biology.

I am currently working at Genopole, a biocluster where innovation is created every day. My role as a Digital Health Project Manager involves supporting innovative projects led by healthcare professional and contributing to the development of the digital health vertical at Genopole. I am constantly learning how to tackle the challenges related to this field and expanding my network with all the key players in innovation. As the National Partnership Manager at Réseau Biotechno, I work to bring together all the actors in biotechnology innovation as sponsors of our forums across France. Being part of this association is a great opportunity for me to be at the center of the biotech world and to help students become part of it after they graduate.



### [Djamila Ouaret](#), National Communications Coordinator & Forum BiotechnoParis team

I’m Djamila, a PhD in Oncology with more than a decade experience in preclinical research as both a project and lab manager. My journey as a scientist led me to spend 7 years in Oxford, UK, where I had the opportunity to work on innovative treatment in the field of immuno-oncology.

I first joined Réseau Biotechno in September 2023 as a member of the communication team for the Forum Biotechno Paris. When the opportunity arose to be the coordinator, I did not hesitate to step up and share my experience with the Paris team. As I enjoy connecting people together, I’m also the one behind all posts on events, webinars, and partnerships for Réseau Biotechno. It’s my way of supporting PhDs and young scientists in their career transition that fully aligns with their passions and expertise.



## Meet our National Team!



### **Hélène Batina, Webinar team & Forum BiotechnoSUD team (Bio'M)**

Adishatz ! I'm Hélène, a microbial molecular biology engineer and the most senior member of the Marseille team! From bacterial biocontrol using bacteriophages, to the development of PCRs for phytosanitary diagnostics... the common denominator is the study of these microorganisms (eukaryotes, prokaryotes, viruses),

which thrills me! I have a professional master's degree in fungal biotechnologies, and I'm also determined to make the most of the engineering profiles that come out of master's degrees. I joined the Bio'M association in 2023 after attending the 1st Marseille forum for young scientists entering the job market. As head of the webinar team, I organize these online events by selecting relevant topics and inviting qualified speakers, as my goal is to boost the association's visibility and create valuable learning and networking opportunities for members. I'm dedicated to introducing you to experienced professionals from a wide range of backgrounds who are keen to pass on their experience and sound advice.



### **Samuele Lisi, Treasurer & sustainability voice & Webinar team**

Hi, I'm Samuele! I'm passionate about communicating science and driven by sustainability.

I completed my PhD in 2017 by working on Alzheimer's disease. I loved the topic, but I'm too extroverted to stay in the lab all day. So, immediately after my thesis, I naturally moved to scientific marketing. As an independent consultant, I help life science companies engage with their audience and customers.

My scientific knowledge and marketing skills really help me connect these two worlds!

I'm the treasurer of Réseau Biotechno, but also support the team with my interest in sustainable development and communication skills.

Right now, I'm leading the organization of two webinars on life science marketing and sustainability.

Let's connect on [Linkedin](#) :)



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



### What you can **READ** this month ?

- ***Being neurodivergent in academia: your tips, tools and resources***

eLife magazine ask their community to crowdsource tips and resources neurodivergent scientists use when working in research. Find the article (and resource list, hotlinked in the first paragraph) [here](#).

- ***Women in Science - “Elles sont l’Inserm”***

Discover inspiring women leading science within the french National Institute of Health and Medical Research, in a short comic format! Find it [here](#) (in French).



### What you can **ANALYZE** this month ?

- ***19 French Biotechs you should know about***

By Jules Adam for Labiotech

Read about the inspiring science conducted by 19 French Biotechs, all aiming to answer some of the most pressing health challenges. Find out more [here](#).



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

- ***Career Podcasts by PhDcareerstories.com***

PhDcareerstories.com have compiled a great set of podcasts reflecting the diversity of their guests career paths. You will easily find stories related to your careers of interest. Find the podcasts [here](#)



## SPECIAL EVENT OF THE MONTH

### 26th June: Webinar “Sustainability in the life science sector: how could it shape your career ?”

Discover how sustainability is shaping the life science sector. During this roundtable, our two experts will share their career journeys and visions about sustainability for life science professionals. We'll dive into the impact of sustainable practices for early-career scientists and provide tips to align your commitment to greener research with your daily work. During the webinar, you will be able to ask questions directly to our speakers. Don't miss this chance!



www.reseau-biotechno.com

follow us 

## Sustainability in the life science sector: How could it shape your career?



Wednesday,  
June 26th , 6:00pm

**REGISTER**



**SANDRINE FOUCHER**

Independent consultant in  
Sustainable procurement  
**StartiLabo**



**JOEL EICHMANN**

Founder  
**Green Elephant Biotech**

Register [here!](#)



## SPECIAL EVENTS

As last year, Réseau Biotechno partners with Eurasanté! This time, we are partners of 3 events : **BioFIT**, **MedFIT** and **MEDigIT**. All three events will be held on the **3rd and 4th of December in Lille**.



**Biofit** FOSTERING INNOVATION & TRANSFER  
 The leading European partnering event for early-stage deals and investment rounds in the Life Sciences field  
 13<sup>TH</sup> EDITION

**MedFIT** Fostering Innovation in MedTech  
 A unique event in Europe for innovation partnerships and investment rounds in the MedTech, Diagnostic and Digital Health sectors  
 8<sup>TH</sup> EDITION

**medigIT** Inspiring Digital Health Innovation  
 THE EUROPEAN PARTNERING EVENT FOSTERING INNOVATION IN DIGITAL HEALTH  
 1<sup>ST</sup> EDITION

**December 3<sup>rd</sup> & 4<sup>th</sup>, 2024**  
 Lille, France

Digital Meetings Days:  
**December 11<sup>th</sup> & 12<sup>th</sup>, 2024**

Thanks to our partnership, take advantage of an **unprecedented discount!** For more information, please get in touch with your contact in our organisation or Célestine Fillion ([cfillon@eurasante.com](mailto:cfillon@eurasante.com)).

Find out more about the 3 events on next page.



## SPECIAL EVENTS

With the highest attending rate of TTOs, research institutes and academia together with big pharma, emerging and small biotech, diagnostic companies, pre-seed /

seed / Series A investors, [BioFIT](#) is the leading partnering event in Europe for technology transfer, academia-industry collaborations, early-stage innovation deals and pre-seed, seed and Series A investment in the field of Life Sciences.



**Biofit** FOSTERING  
INNOVATION  
& TRANSFER



[MedFIT](#) is your opportunity to connect with international key innovators in the MedTech, Diagnostic and Digital Health sectors. As a leading European partnering event, MedFIT provides the ideal

environment to build partnerships for all public and private actors, to source innovative and competitive early-stage R&D projects, to facilitate the emergence of collaborative projects, to increase licensing opportunities, to obtain funding and to facilitate market access.

[MEDigit](#), European meeting place, built on the foundation of another established event, MedFIT, Europe's unique event for innovation partnerships and investment rounds in the MedTech, Diagnostic and Digital Health sectors for over 7

years, will address the challenges of innovation in the Digital Health sector. MEDigit is the framework for partnerships between innovative digital health players and the connected sectors and their stakeholders: pharma, biotech, medtech, payers, care homes...





Jun

27<sup>th</sup>**Afterwork PhD Talent x Réseau Biotechno****When:** June 27th from 18h30**Where:** Paris, 8 rue Laplace

Want to network and meet new people? PhD Talent and Réseau Biotechno partner for a monthly afterwork in Paris! Come join at “Au Piano Vache” bar from 18h30 onwards. For more information and to register, click [here](#)

PhDTalent 

X



Jun

30<sup>th</sup>**Final applications for Promega's Rising Researchers Award****When:** send your abstract before June 30th**Where:** online (to apply from France : [link](#))

The Promega Rising Researchers global Award aims to recognize the scientific contributions and academic journey of PhD students. This award is an amazing opportunity for career development and will broaden your horizons. The grand prize wins a trip to Promega headquarters in Madison, WI USA to meet the R&D team and present your projects. Check out eligibility and apply from France [here](#) (the Award is several other countries, see list [here](#)).







July

2<sup>nd</sup>

**Conference on Innovative and Combinatory Therapeutics #3**

**When:** July 2<sup>nd</sup>, from 10:00 am to 4:60 pm CEST

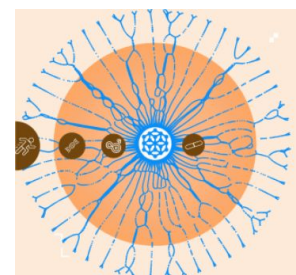
**Where:** Bâtiment IBGBI, 23 Boulevard de France, 91000 Évry-Courcouronnes

Genopole, the University of Evry Paris-Saclay, and LBEPS (Laboratory of Exercise Biology for Performance and Health) invite you to the 3rd edition of the conference on innovative and combinatory therapeutics. This year, the conference aims to explore ways to optimize innovative therapies by improving their delivery and targeting to specify their effects and facilitate the implementation of effective combinatory approaches.

These topics will be covered in three sessions:

- Innovative Encapsulation and Transport Technologies
- Therapeutic Targeting Technologies
- Combinatory Strategies for Therapeutic Optimization

Find the program [here](#) and register [here](#)



July

10-11<sup>th</sup>

**Partner event : Curious 2024 Future Insight Conference**

**When:** 10th to 11th of July 2024

**Where:** Mainz, Germany

Explore the future of science and technology, and meet accomplished scientists and innovators! With over 2500 attendees and 12 Nobel Laureates, don't miss this exceptional gathering. Thanks to our partnership, Réseau Biotechno members benefit from a discounted ticket. More information [here](#)





Aug

9-11<sup>th</sup>

***Les nuits des étoiles***

**When: August 9th to 11th**

**Where: Everywhere in France**

Gaze up at the night sky and admire the stars and shooting stars! With over 500 events planned all across France thanks to a network of astronomers, check out what's happening near you! Find all the related events: [here](#)





## NEW SECTION, JOB OFFERS!

Are you hiring? Share your job offer with the Réseau Biotechno community by sending it to the Newsletter team! Every month, we will post offers sent to us by employers and by the Réseau Biotechno community. Your job advertisement will reach over 850 newsletter subscribers!

### Responsable Recherche & Développement

CDI

**SO SWEET, Reims (France)**

So Sweet est une jeune startup à impact qui révolutionne les ingrédients sucrés à partir de protéines végétales. So Sweet développe un nouveau procédé d'extraction-purification responsable, rentable et industrialisable, tout en déployant d'importants efforts en R&D pour maîtriser les propriétés sensorielles des protéines produites.

Actuellement aux premières phases de la R&D à l'échelle laboratoire, So Sweet est à la recherche d'un.e Responsable Recherche & Développement pour acquérir rapidement du savoir-faire technologique, soutenir le développement du procédé et entamer la montée en échelle jusqu'à l'unité pilote prévue pour fin 2025.

Vous retrouverez toutes les informations ainsi que le lien pour candidater [ici](#)



The Newsletter team wishes you a great summer vacation!

**We will be back with the next edition in September.**