

INTERDISCIPLINARY PHD LAB



Adoc

Talent Management

CALL FOR APPLICATIONS

Adoc Talent Management was founded in 2008 by two PhDs who recognized that there was a need to bridge the gap between companies looking for skills to innovate and the competencies that PhDs could offer. Thus, it became the first European HR consulting firm specializing in PhDs, thanks to its three main activities: recruitment consulting, training, and innovation and research. The company is now present in Europe (France, Belgium) and in Canada.

Our three activities work in synergy and are complementary in promoting the integration of PhDs into the modern socio-economic environment. Adoc Talent Management has benefited from the Young Innovative Company status until its eighth anniversary, valorizing R&D projects and innovations we conducted. Our various studies about the PhD have enabled us to establish our expertise on the career development of PhDs and the organizations recruiting them.

Today, the PhD can no longer be considered only as training for research, but as training through the practice of research (Olivier, 2007; Bogle, 2010), and even as professional and personal preparation (Mowbray and Halse, 2010; Fischer, 2013). It constitutes real work experience that allows researchers to acquire scientific and technical skills as well as cross-disciplinary skills that meet the needs of research institutions and companies for versatility (Cryer, 1998; Olivier, 2007; Borrel-Damian 2009; Mowbray and Halse 2010; Durette et al., 2012, 2014; MESRI 2020). The doctorate is even considered a rite of passage (Gérard, 2014) and opens up many career opportunities in the corporate world, and not only in R&D functions (VITAE 2009; Calmand, 2010; Adoc Talent Management 2013, 2014).

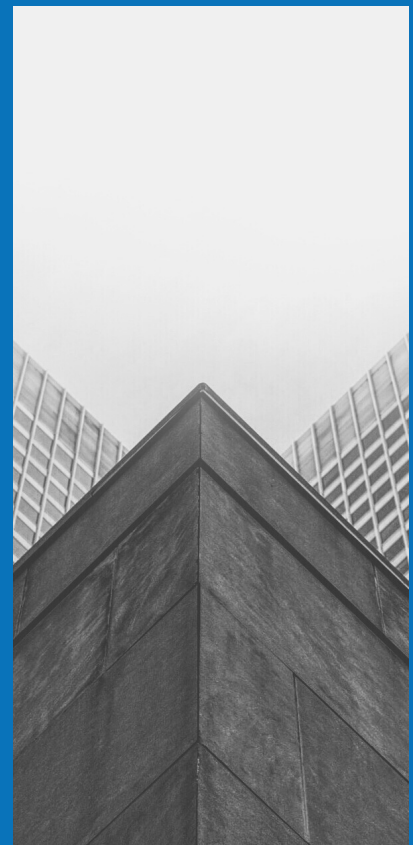
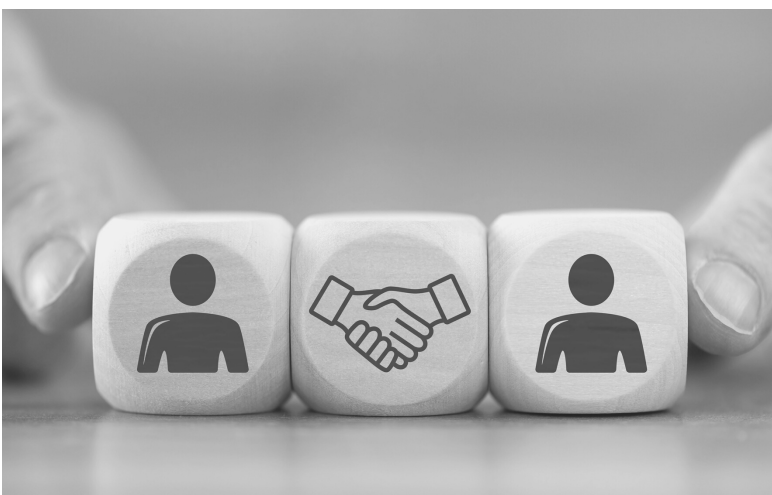


However, the positive effects of the doctoral experience on a career is not homogeneous among all PhDs, as it depends on different factors such as the original training, the discipline in which the PhD was carried out, the type of funding, the registration of the thesis in the framework of initial or continuing education, the country in which the PhD was carried out or finally the initial plan at the beginning of the PhD (Kehm 2006; Garner et al. 2007; De Grande et al. 2010; Borrel-Damian 2009; VITAE, 2012; Durette et al, 2012, 2014). Sometimes, some even hold positions to which they would have been eligible without a PhD (Bonnard 2012), but, to which they bring a different approach and perspective (Chevallier, 2018).

In this context, Adoc Talent Management is creating the first Interdisciplinary PhD Lab.

Its aims are to study the doctorate in terms of skills and its impact on career paths, and to identify its advantages for the future PhDs and society. It will also shed light on the construction of career paths in a longitudinal manner. The laboratory will also have a prospective component: identifying emerging sectors and professions that will require a doctorate, predicting the useful skills for the PhD of the future, imagining the place that doctors will have in society and what they will contribute at the international level.

To this end, Adoc Talent Management seeks to recruit early-stage researchers who are engaged in projects related to the PhD, whether it is considered as an object of study, as a variable, or as a scientific and/or professional activity. PhDs in education, cognitive sciences, experimental psychology, sociology, economics, and data sciences are particularly relevant. However young PhDs involved in the promotion and valorization of the PhD, and with an interesting and credible project are welcome, whatever their discipline may be. Particular attention will be paid to projects involving academic and/or industrial partnerships.
Permanent positions.



PRACTICAL DETAILS FOR SUBMITTING APPLICATIONS

Each research proposal will be presented in a short abstract of about 300 words, together with a bibliography in Word or Pdf format. A CV of the project leader will also be attached to the file, as well as the list of their relevant publications.

Research project proposals should be sent to the scientific committee before June 1, 2021, at the following email address: rettd@adoc-tm.com

Proposals will be evaluated according to the following criteria:

Relevance (connection with the topic of the lab);

Conceptual framework and problematization (theoretical framework, questions, objectives, key references);

Methodology (collection, data, instruments, analysis);

Envisaged contributions (results, findings, perspectives);

Motivations for joining the project.

For each pre-selected project, an audition will take place with members of the Adoc Talent Management team and an individual interview will be organized. In the context of the lab's creation, about ten researchers are expected to be recruited.

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