

### Personal Information

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Citizenship Belgian  
Birthdate 24/05/1957



### Actual Position

Dates 2002 - now

Title **R&D Executive Director**

#### Activities et responsabilités

In charge of :

- The executive management of the ULg Research Councils (University & 3 sectors) and their internal funding actions (12 Millions EUR/year), research structure evaluation, institutional development projects and research reporting
- The executive management of the ULg Doctoral Council, Doctoral affairs (2,150 PhD students), and soft skills training for young researchers & supervisors
- The support to researchers in their search for research funds and personal grants, project negotiation and management, dissemination activities
- The coordination of Euraxess initiatives and HR Strategy for Researchers (HRS4R) at ULg
- Expertise in evaluation of projects, structures, organisation, HRS4R
- Participation in committees, associations and working groups dealing with research and researchers career development, at a national or international level (strategy, organisation, evaluation)
- Worldwide institutional analysis of universities (HRS4R) and professional training of researchers
- The management of the Administration staff (20 employees)

### Education

#### Graduation

**PhD in Applied Sciences** – Thesis : Mathematical analysis of well logging data, ULg, Belgium, 1987 (<http://hdl.handle.net/2268/104831>)

**Engineer in geology** – Thesis : Study of a geophysical and geochemical anomaly in the carboniferous rocks of the "Window of Theux", Belgium, ULg, Belgium, 1982

**Specialised Studies in Education & Training Technologies** - Thesis : Design of training programmes for the implementation of new technologies in public research institutes, ULg & FUNDP, Belgium, 2002

Life Long Learning  
(the most significant related  
to the actual job)

- 2013-2014 : Training for HRS4R/Euraxess rights evaluators (EU/Deloitte, UK/Vitae)
- Jan.- April 2013 : Development and international cooperation, ULg, Liège (60h)
- Jan.- May 2008 : Interpersonal Relationships and Group Dynamics, CDGAI, Liège (112 h)
- Jan.- Jun. 2007 : Institutional analysis, CDGAI, Liege (108 h)
- May. 2007 : Management for Directors, ULg, CCI Verviers, Banneux (30 h)
- Dec. 2006 : From Research to Business, Solvay Entrepreneur, Bruxelles (30 h)
- Nov. 2005 : R&D Evaluation, University Twente, B. van der Meulen, CSSTS Course (30 h)
- Oct. 2003 : Measuring Science, University Leiden, T. Van Raan, CWTS Grad. Course (30 h)
- Feb. 2003 : Current Research Evaluation System, EuroCRIS, K. Jeffrey, Antwerpen (16 h)

## Mobility Experience

Dates  
Context  
Institutions

1982  
PhD Mobility  
Ecole polytechnique de Montréal, Canada, Prof. M. David (Geostatistics)  
Geological Survey of Canada, Ottawa, Dr. F. Agterberg (Geomathematics)

Dates  
Context  
Institution

1988-1989  
Post-doc Mobility  
Ecoles des Mines de Paris, Centre de Géostatistique, Prof. G. Matheron (Geostatistics)  
BRGM (France), Prof. Serrano  
Standford University (USA) and FSS International (Geneva), Prof. Journal

## Experience in Research

Past experience : 1982-2002

- Head of Research Unit – Environmental data management. Coordinator of European and national research projects. Institut scientifique de Service Public (ISSeP) – Belgium – <http://www.issep.be>, 1991 – 2002
- Research Engineer in Geomathematics (Mining estimation). Institut National des Industries Extractives (INIEX) – Belgium, 1987-1991
- PhD researcher in Geostatistics and Geomathematics. University of Liege, Applied Geology,– Belgium, 1982-1987
- Participation in many national and EU projects and programmes,
- 70 articles and research reports, 250 conferences and international working groups
- Expertise : EU-ECSC Programme Evaluator, Chemical agreement (Belspo), Expert en normalisation (Afnor, ISO, CEN)
- ISO17025 and ISO9000 lab certification

## Experience in Research Management

Since 1992

- Coordination and management of many research and EU-projects (ECSC, FP6, FP7, H2020), as coordinator or executive manager
- Assessment of the ULg research calls and positions, Development of the evaluation and selection processes according to the highest EU standards (12 Mio €/an)
- Support to researchers for their application to research funding : writing of proposals, negotiation, legal aspects, Ethics and IP issues, financial management of research projects
- Training of applicants, managers and coordinators (writing proposal, contracts, IP, project management, soft skills); ULg-DESS in Environment monitoring (indicators and data management); Africamuseum Tervueren (geological data analysis)
- Participation in project evaluation (National, EU) and evaluation of research structures, organisation and governance

**Experience  
in Doctoral Education and  
researcher career  
development**  
Since 2005

- Contribution to the implementation of doctoral education structures and collaborative platforms
- Development of professional services offering LLL career development programmes for researchers, post-docs and PhDs (personal efficiency, research governance and organisation, engagement influence and impact, according to the Vitae-RDF)
- WP leader or participant in international projects for researchers training and development (BelPD Cofund, Re@WBC, ImpactE, Linkin'wallonia, Université de la Grande Région, PRODOC Promotion of Doctorates, Mob-I-doc Flanders, FREREF, Quace Socrates, GVAL EU-ACP, ERAfrica-net with South Africa, etc.)
- Expertise in doctorate and research development in institutional university projects (Burkina, Haïti, DR Congo, Chad and Vietnam, supported by Belgium; in Western Balkans, supported by the EU)
- Training sessions for young researchers in Belgium (University Certificate for the preparation of the Doctoral project, soft skills, doctoriales®), in Africa (Benin, Burkina Faso, Niger, Morocco, Chad) and in Asia (Vietnam)
- Participation to many sessions of the EUA-CDE and EUA workshops on doctorates, since 2004
- Creation and animation of outreach activities (Doc'Café, Doc'180 – French version of 3MT®) and MOOCs (MR3, My Research in 3 minutes).

**Experience  
in International Context**

- University Consortia : University of the Greater Region, Euregio ALMA, EUA
- FREREF : Leonardo project, sub-project on transferable skills for PhD
- Re@WBC, UNISALLL, IMPACTE, CO-FUND : FP7 & H2020 People Euraxess Initiatives
- Euraxess Rights, HRS4R : facilitator and Evaluator for the European Commission and the UK Government (through Vitae)
- Professional Skill for Research Leaders : Development group of e-learning courses with Epigeum
- Development projects in third countries :
  - Maroc : CGRI/Min. Recherche & CNRST, Valorisation of Research, 2003-2005
  - Bénin : GVAL, EU ACP Sciences et Technologies, CBRST, Quality in research, 2010
  - Burkina Faso : CUI, Université de Ouagadougou : Organisation and support to the research management department, since 2008
  - Haïti : CUI, Université d'Etat : Valorisation of Research and Knowledge , 2008-2010
  - Vietnam : CUI, Faculté Agronomique de Hanoï : Professionalisation of the researchers staff, 2013-2018
  - Chad : Support to the development of education and life-long learning for the Chad University Consortium, since 2012

**Personal competences**

Mother language French

Other languages

English  
Dutch  
German

Understanding				Speaking				Writing	
Listening		Reading		Interaction		Production			
C1	Experienced User	C1	Experienced User	C1	Experienced User	C1	Experienced User	C1	Experienced User
B1	Independent User	B1	Independent User	B1	Independent User	B1	Independent User	B1	Independent User
A1	Basic User	A1	Basic User	A1	Basic User	A1	Basic User	A1	Basic User

\* [http://www.europass.cedefop.europa.eu/img/dynamic/c1347/type.FileContent.file/ELPTemplate\\_fr\\_FR.doc](http://www.europass.cedefop.europa.eu/img/dynamic/c1347/type.FileContent.file/ELPTemplate_fr_FR.doc)

Social Skills Team leader, Communication, Responsiveness to change

Organisation Skills Efficient in institutional analysis, team management and education of adults – (Belbin profile) : resource investigator / implementer; Team building, Leadership

Technical skills Experience in project management and quality assessment and in Life Long Learning, Very good knowledge of University governance and research structures. Excellence in writing reports.

Computer Skills Internet, Office, Databases, SIG (Arc-Info), Adobe Creative Suite

Miscellaneous Graduated from the School of Arts Saint Luc Liège in Photography, computer graphics and Artistic printing