Human resources
Assistant: a multi-faceted function

Assistant

Doccan

Marie-Curie Researcher

Medicine Assistant in:
• clinical
• fundamental
• dental
Specifications:

Activity rate

70% minimum (50% on private funds)

Distribution of activities

- 40% thesis (public funds)
- 50% (doccan)
- Research activities
- Education
Two important management elements:

✓ Clear specifications
✓ Regular assessment interviews
The Career steps

- Research assistant
- PhD student assistant
- Post doctoral
- Assistant professor
Conflict management

Administrator

Dean, Division Director

RH Manager divRH

Superior

Expert Group