

1. Family name	Zugic
2. First name(s)	Nina Jasmina
3. Contact Details	
4. Nationality	

5. Education	
# Institution	Degree(s) or Diploma(s) obtained
A Brunel University, University of London United Kingdom	PhD in Technology-Enhanced Learning: The Impact of Individual Learning Models on Professional Talent Development
B University College London (UCL), The Institute of Education United Kingdom	MA in Education: Education in Multicultural Urban Areas (Comparative Education, International Education, Education in Western Europe, Education in Eastern Europe, Curriculum and Pedagogical Development, Educational Psychology)

6. Language skills: Indicate competence on a scale of A1 to C2 (C2 - excellent; A – basic)			
Language	Reading	Speaking	Writing
	g		g
English	Mother tongue		
Serbo-Croat/Serbian/Croatian/Montenegrin/Bosnian	Mother tongue	Mother tongue	Mother tongue
French	A1	A1	A1
Italian	B1	A1	B1
Russian	A1	A1	A1

7. Membership of professional bodies	European Commission Registered Expert & Ethics Expert, ID: EX2013D144765 British Council Registered Consultant, ID: NZUGIC4605
8. Other Skills	<p>2021 Certified Research Ethics Expert, Artificial Intelligence (AI) systems and techniques: addressing ethical implications in Horizon Europe, European Commission</p> <p>2018 Certified GDPR Practitioner, European Commission</p> <p>2015 Certified Ethics Expert, Research Ethics Appraisal Scheme Training, European Commission</p> <p>2012 Preparation for Employment Certified Trainer, Education Development International (EDI)</p> <p>2012 Safeguarding for Governors, The Learning and Skills Improvement Service (LSIS Learning)</p> <p>2006 PRINCE2 Project Management Practitioner, Brunel University, United Kingdom</p> <p>2003 Learning Management System (LMS) – Moodle, Brunel University, United Kingdom</p> <p>2000 ADHD/ADD Certified Educational Counsellor, London International School Association (LISA)</p>
9. Present position(s)	<p>Senior Consultant in Higher Education Global Banking School London</p> <ul style="list-style-type: none"> Designed, delivered and evaluated high-quality activities for students, including workshops and online learning guidance and strategies, defining appropriate learning objectives and a broader framework of academic development Embedded Academic Study Skills techniques across a range of Higher Education Partnership programmes, from Foundation to Masters' Level and PHD Level Co-created and co-developed: i) BA (Hons) Global Business and Entrepreneurship (with Foundation Year), ii) BA (Hons) Business and Enterprise (with Foundation Year) in Business and iii) MA International

	<p>Business</p> <ul style="list-style-type: none"> Introduced VEVOX (https://www.vevox.com/) to both lecturers and students to increase engagement and interactivity in face-to-face teaching and learning <p>Lead Research Ethics Expert Consiglio Nazionale delle Ricerche (CNR)</p> <p>NAUTILUS Project, https://www.nautilus-h2020.eu/ DECISO Project, https://www.decisoproject.eu/ MARINA Project, https://www.marinaproject.eu/</p> <p>Advised and guided DECISO, NAUTILUS and MARINA projects' Partners on:</p> <ol style="list-style-type: none"> 1) Research Ethics Policies and Procedures 2) Ethical Research approaches to cutting-edge and ground-breaking research 3) Responsible Research and Innovation (RRI) 4) Applications of AI 5) Data Protection/GDPR Policies and Procedures <p>European Commission Innovative Education Expert & Ethics Expert European Commission Registered Expert ID: EX2013D144765</p> <ul style="list-style-type: none"> Assessed, Evaluated and Monitored the European Commission funded projects and programmes, including EIT Deep Tech Talent Initiative – DTI (European Institute of Innovation and Technology - EIT), Interregional Innovation Investment (I3) Instrument (EISMEA), HORIZON-2022-SCALEUP, INNOSUP-02, INNOSUP-05, INNOSUP-07, Innovation Associate (INNOSUP 2019, EASME), Europe in a Changing World – Inclusive, Innovative and Reflective Societies (INSO), Science with and for Society (SwaFS), FET-OPEN – Novel Ideas for Radically new Technologies, Erasmus+, ICT Programme (KA3 ICT), Lifelong Learning Programme (LLP) and Multilateral Programme Highly experienced in evaluation and monitoring of projects and programmes focused on: 1) Innovative Education, Learning and Skills in Higher Education, 2) Blue-Green Economy and Circular Economy New Skills Development, 3) Environmental Ethics, Environmental Protection, Climate Change and 4) Innovative Business Development, AI Applications, Government and SME environments Policy implementation Certified Evaluation and Monitoring Expert, Project Reviewer and Ethics Expert - General Data Protection Regulation (GDPR) Research Ethics, Responsible Research and Innovation (RRI), and Artificial Intelligence (AI) Ethics Extensive experience as Observer, Expert Evaluator, Research Ethics Expert and Reviewer of the European Commission (EC), The European Institute of Innovation & Technology (EIT) and the European Commission (EC) Directorates and Programmes funded proposals and projects Utilised user-centred approach to Research Ethics, Evaluation and Monitoring: Emergency Evaluation, Research Ethics/Responsible Research and Innovation (RRI) Evaluation, Policy Evaluation, Insight Evaluation, Evaluation of a New Initiative, Development of an Evaluation System/Evaluation Methodology, Summative Evaluation, Formative Evaluation <p>British Council British Council Consultant (Education and Learning) British Council Registered Consultant ID: NZUGIC4605</p> <ul style="list-style-type: none"> Assessed and Evaluated the “Training Processes and Outcomes of Training in Teaching Practices in Uzbekistan”, project focused on improving General Secondary and Higher Education in Uzbekistan (Central Asia), funded by the World Bank Developed the “Skills and Employment Programme in Bangladesh”, project proposal bid to the Asian Development Bank (ADB)
10. Year within firm	10+

11. Specific Experience

- 1) Over 10 years' of exceptional experience in the identification and design of work programmes within the Education and Learning Sector for improved delivery of development priorities for the UK, European Commission and internationally funded projects
- 2) Highly experienced Innovative Education Expert, Observer, Expert Evaluator, Project Reviewer and Research Ethics Expert:
 - European Institute of Innovation and Technology (EIT) Knowledge and Innovation Communities (KICs):
 - i) Innovative Education Expert for the EIT Deep Tech Initiative (DTTI) 2023 programme to expand Deep Tech education and training
 - ii) Innovative Education Expert for the EIT education activities of the 2021 Business Plans of the European Institute of Innovation and Technology (EIT) Knowledge and Innovation Communities (KICs).
 - Exceptional experience and know-how of the Horizon Europe Programme, the Green Deal Programme and HORIZON 2020 Programmes: including HORIZON - EIT / European Institute of Innovation and Technology), Interregional Innovation Investment (I3) Instrument (EISMEA), HORIZON-2022-SCALEUP, INNOSUP-02, INNOSUP-05, INNOSUP-07, Innovation Associate (INNOSUP 2019, EASME), Europe in a Changing World – Inclusive, Innovative and Reflective Societies (INSO), Science with and for Society (SwaFS), FET-OPEN - Novel Ideas for Radically new Technologies, Erasmus+, ICT Programme (KA3 ICT), Lifelong Learning Programme (LLP) and Multilateral Programme
 - The UK Government funded programmes aimed at the HE and FE sectors wide range, including the Functional Skills Programme, Building Schools for the Future (BSF) and Foundation Learning
- 3) Specialising in merging Innovative Education and Personalised Learning, gained substantial experience as the Innovative Education Expert and Research Ethics Expert, covering a diverse range of areas within the education, training and Blue-Green economy sector
 - Know-how in bridging the Innovation and Skills Gap between Academia and Industry (bridge between science-technology-art-culture)
 - Highly experienced in developing and setting up multidisciplinary projects to fit in with the UK, EU and international funding streams strategic objectives. The experience includes hands-on project proposal developing and technical writing
 - Utilised user-centred approach to Evaluation and Monitoring: Emergency Evaluation, Research Ethics/Responsible Research and Innovation (RRI) Evaluation, Policy Evaluation, Insight Evaluation, Evaluation of a New Initiative, Theory of Change, Development of an Evaluation System/Evaluation Methodology, Summative Evaluation, Formative Evaluation
- 4) Substantial field experience in regions covered by the EU International Cooperation: This includes the EU cooperation within the European Union countries, Widening European countries (Turkey), Western Balkan countries (Serbia, Croatia, Slovenia, Montenegro, Bosnia and Herzegovina and North Macedonia), European Neighbourhood (Israel) and Uzbekistan (Central Asia), Bangladesh, Pakistan and India (Asia)
- 5) Hands-on experience and project development management in field positions in regions covered by the EU Cooperation: this includes over 15 years' experience of project development and project proposal management and bid technical writing in the realm of the UK International Cooperation regions, EU widening participation countries (Turkey) and EU neighbouring countries (Israel), as well as Western Balkan countries (Serbia, Croatia, Slovenia, Montenegro, Bosnia and Herzegovina and North Macedonia), Central Asia and Asia.
- 6) Whilst working for The Institute of Education, University College London (UCL), pioneered Personalised Learning as "the-most-likely-to-succeed-type-of-education-and-learning-in-the-21st Century". Personalised Learning offers the right skills at the right time within an academic, school, research and/or work environment. Personalised Learning experience includes:
 - Over 10 years' of experience as Certified Personalised Learning Trainer and Preparation for Employment Trainer
 - Trained over a thousand students and professionals: the effectiveness and impact of the trainer has shown an increase of 78% in professionals' confidence after a training session
 - Developed and delivered over two hundred in-house Train-the-Trainers and Senior Managers sessions
 - Developed and delivered over a hundred professional-skills based workshops for a wide range of multidisciplinary and multicultural professionals (both students and staff) within the Higher Education, Vocational Education Training (VET) and Further Education settings

Curriculum Vitae**Dr ZUGIC Nina Jasmina**

Over 15 years of successful experience in education and learning within the context of the EU, UK and international cooperation and development. The experience includes: i) Programme Development guidance, ii) Programme Evaluation, Monitoring and Reporting and iii) Personalised Learning Programmes for Higher Education and Further Education Learning Development and Implementation.

The UK Government funded programmes experience includes:

- **Functional Skills:** i) ICT, Sciences, Mathematics, English Language & English as a Second Language (ESL) Material Development, Needs Analysis & Evaluation and Reporting and ii) Functional Skills ICT Report (co-author): *"Critical Review and Evaluation on using ICT to prepare for the introduction to Functional Skills"*
- **Building Schools for the Future (BSF)** – ICT, Sciences, Mathematics, English Language & ESL Curriculum Development (GCSE and A-level)
- **Apprenticeships Programme** - - ICT, Sciences, Mathematics, English Language & ESL Material and Curriculum Development
- **Foundation Learning Programme** - ICT, Sciences, Mathematics, English Language & ESL Material and Curriculum Development

Proven experience in developing and implementing a learning path for staff. Utilised a number of innovative learning approaches, including the design, development and delivery of a highly bespoke, "Professional Skills Development Programme", covering the Top 15 Soft Skills & Employability Skills: CV and Cover Letter writing, Filling out and Submitting Job Application, Interview Practice, Effective Job Search, Oral and Written Communication, Time Management, Organisation, Presentation, Teamwork and Collaboration, Flexibility, Creativity, Stress Management, Confidence, Perserviarance and Motivation, Critical Thinking and Problem Solving, Professionalism and Strong Work Ethics

Excellent experience in management of diverse, multidisciplinary and multicultural project teams for complex multi-lateral knowledge capitalization, aiming at developing international organisations capacity.

11. Specific Experience in the EU region and neighbouring countries					
Country	Date	Country	Date	Country	Date
United Kingdom	1992-To Date	Croatia	2008-2009, 2016-2018	Pakistan	2017-2020
Belgium	2000 -To Date	Slovenia	2008-2009, 2016-2018	Montenegro	1999-2000, 2006
Italy	2015 – To Date	Uzbekistan	2014-2016	Kosovo	2006
Portugal	2016-2019	Bangladesh	2013-2014	Bosnia and Heregovina	1999-2000, 2006
Serbia	1999-2000, 2002-2007, 2010-2011, 2015-To Date	India	2011-2013, 2017-2020	Israel	2010, 2020=2021, 2019,

12) Professional Experience (Date From – Date To)

September 2022 – To Date

Senior Consultant in Higher Education

Global Banking School London, United Kingdom

- Designed, delivered and evaluated high-quality activities for students, including workshops and online learning guidance and strategies, defining appropriate learning objectives and a broader framework of academic development
- Embedded Academic Study Skills techniques across a range of Higher Education Partnership programmes, from Foundation to Masters' Level and PHD Level
- Co-created and co-developed: i) BA (Hons) Global Business and Entrepreneurship (with Foundation Year), ii) BA (Hons) Business and Enterprise (with Foundation Year) in Business and iii) MA International Business
- Introduced VEVOX (<https://www.vevox.com/>) to both lecturers and students to increase engagement and interactivity in face-to-face teaching and learning

July 2016 -To Date

Lead Research Ethics Expert

Consiglio Nazionale delle Ricerche (CNR)

NAUTILUS Project, <https://www.nautilus-h2020.eu/>DECISO Project, <https://www.decisoproject.eu/>MARINA Project, <https://www.marinaproject.eu/>

Advised and guided DECISO, NAUTILUS and MARINA projects' Partners on:

- Research Ethics Policies and Procedures
- Ethical Research approaches to cutting-edge and ground-breaking research
- Responsible Research and Innovation (RRI)
- Applications of AI
- Data Protection/GDPR Policies and Procedures

January 2012 – To Date

Innovative Education Expert & Ethics Expert

European Commission

European Commission Registered Expert ID: EX2013D144765

- Assessed, Evaluated and Monitored the European Commission funded projects and programmes, including EIT Deep Tech Talent Initiative – DTTI (European Institute of Innovation and Technology - EIT), Interregional Innovation Investment (I3) Instrument (EISMEA), HORIZON-2022-SCALEUP, INNOSUP-02, INNOSUP-05, INNOSUP-07, Innovation Associate (INNOSUP 2019, EASME), Europe in a Changing World – Inclusive, Innovative and Reflective Societies (INSO), Science with and for Society (SwaFS), FET-OPEN - Novel Ideas for Radically new Technologies, Erasmus+, ICT Programme (KA3 ICT), Lifelong Learning Programme (LLP) and Multilateral Programme
- Highly experienced in evaluation and monitoring of projects and programmes focused on: 1) Innovative Education, Learning and Skills in Higher Education, 2) Blue-Green Economy and Circular Economy New Skills Development, 3) Environmental Ethics, Environmental Protection, Climate Change and 4) Innovative Business Development, AI Applications, Government and SME environments Policy implementation
- Certified Evaluation and Monitoring Expert, Project Reviewer and Ethics Expert - General Data Protection Regulation (GDPR) Research Ethics, Responsible Research and Innovation (RRI), and Artificial Intelligence (AI) Ethics
- Extensive experience as Observer, Expert Evaluator, Research Ethics Expert and Reviewer of the European Commission (EC), The European Institute of Innovation & Technology (EIT) and the European Commission (EC) Directorates and Programmes funded proposals and projects
- Utilised user-centred approach to Research Ethics, Evaluation and Monitoring: Emergency Evaluation, Research Ethics/Responsible Research and Innovation (RRI) Evaluation, Policy Evaluation, Insight Evaluation, Evaluation of a New Initiative, Development of an Evaluation System/Evaluation Methodology, Summative Evaluation, Formative Evaluation

January 2012 – To Date

British Council
 British Council Consultant (Education and Learning)
 British Council Registered Consultant ID: NZUGIC4605

- **Assessed and Evaluated the “Training Processes and Outcomes of Training in Teaching Practices in Uzbekistan”,** project focused on improving General Secondary and Higher Education in Uzbekistan (Central Asia), funded by the World Bank
- **Developed the “Skills and Employment Programme in Bangladesh”,** project proposal bid to the Asian Development Bank (ADB)

Jan. 2008 – December 2011

Learning and Skills Network Associate
 Learning and Skills Network (LSN Learning), London, United Kingdom

- **Developed, Evaluated and Delivered nationally funded programmes aimed at the HE and FE sectors** wide range of consultancy areas, including the **Functional Skills programme, Building Schools for the Future (BSF) and Foundation Learning**
- **Developed and delivered over two hundred in-house Train-the-Trainers and Senior Managers workshops,** and over a hundred professional-skills based workshops for a wide range of students and staff in both **HE and FE sectors across the UK**
- **Trained over a thousand professionals:** the effectiveness and impact of my training sessions have shown an increase of 78% in professionals' confidence after a training session
- **Functional Skills ICT Report (co-Author):** *“Critical Review and Evaluation on using ICT to prepare for the introduction to Functional Skills”*
- Made a significant input to LSN's bids and tenders in **UK and European funding streams**
- **Facilitated excellent networking opportunities** for LSN and its UK partners with a range of partners and experts across Europe

Oct. 2002 – December 2007

Learning Development Lecturer & Research Fellow in e-Learning Systems
 Brunel University, London, United Kingdom

- **Learning Development Adviser role key achievements include:** 1) Designed, developed and delivered a highly bespoke, student-centred **“Academic Skills Development Programme”** for both undergraduate and postgraduate students. 2) **Development and implementation of teaching, learning and Technology-Enhanced Learning/E-Learning strategies** for both undergraduate and postgraduate students and 3) **Staff training development** for an advanced academic qualification, the PGCert.
- Brunel University was a partner university within the **“LearnHigher”** project, where my **Learning Development Adviser role responsibility was to develop content and resources for learning development and the use of ICT in the higher education sector.** LearnHigher was a collaboration between **Sixteen UK Higher Education Institutions**, funded by the Higher Education Funding Council for England (HEFCE), part of a £315 Million UK Government Funding. **LearnHigher is a comprehensive platform that provides free teaching and learning resources for staff in UK Higher Education.**
- Within my **Research Fellow in e-Learning System Evaluation** role, I led the **BASE2 Project international team**, advising multi-stakeholders on **Innovative and Technology-enhanced Learning and Teaching Strategies.** BASE2 was EU FP7 Programme funded project.

Jan. 2000 – August 2002

Evaluation Officer
 The Institute of Education, University College London (UCL), United Kingdom

- I was heavily involved in **managing and conducting the research and evaluation of the use of ICT in Education** projects:
 1) **Skillsbuild Project**, the E-Learning and ICT learning based strategy project for the delivery and support of Basic Skills Learners, funded by the University for Industry (Ufi) and 2) **E-Learning Upgrade 2000 Project**, the European Social Fund (ESF) funded project. As Project Evaluation Manager, I leashed closely with the academic and industry stakeholders, advising the stakeholders on people- centred and user-friendly learning and training development strategies.
- I gained **extensive UK and international experience in the integration of business and academic activities**, particularly in the area of **professional learning and career development**

- **I collected relevant data and the variety of information sources, both primary and secondary:** 1) The use of both **Qualitative and Quantitative Methods** of data collection and analysis, 2) **Focus Groups** - diverse ages, cultures, social, academic background and 3) **Conducted research** across the whole spectrum of research disciplines
- **Built upon my previous Teacher, Mentor and Programme Director** work experience in the international school sector, I transferred my knowledge into Higher Education sector and **pioneered Personalised Learning** as “the-most-likely-to-succeed-type-of-learning-in-the-21st Century.”

13) Publications (Selected)

Zugic, N.J., et al (upcoming, White Paper): **Ethics Protocol in a multi-disciplinary marine environment project: New approach to Research and Innovation Excellence**, NAUTILOS Project, <https://www.nautilus-h2020.eu/>, European Commission

Zugic, N. J (2023), **Report with Recommendations: Establishing the definitions and mapping as part of the Deep Tech Talents for Europe Initiative**, DTTI, <https://www.eitdeeptechtalent.eu/>, European Commission, The European Institute of Innovation and Technology – EIT)

Zugic, N.J., Lude, C. (2023), **Observer Report: Interregional Innovation Investments Instrument (I3)**, https://eisma.ec.europa.eu/programmes/interregional-innovation-investments-i3-instrument_en, European Commission (European Innovation Council and SMEs Executive Agency – EISMEA)

Zugic, N.J., Miller, K. (2022) **Ethical Evidence and Policymaking, Interdisciplinary and International Research: Research relationships and positionality: adult-child power relations (Chapter 10)**”; The Bristol University Press, ISBN 978-1-4473-6396-5 OA EPUB

Meštrović, D., Zugic, N.J. (2019). **Students' Perceptions of Service Quality, Satisfaction and the Word-of-Mouth Scale Development and Validation**, Economic Review, <https://hrcak.srce.hr/ekonomski-pregled?lang=en>

Zugic, N.J (2018), **Responsible Research and Innovation (RRI) in Science: How (more) Ethical Can We Be?**, MARINazine/02 issues.pdf, MARINA Project: <https://www.marinaproject.eu/>

Zugic, N.J (2018), **Learning in the 21st Century : Research, Innovation and Policy & Assessment for Learning Formative Assessment**, EURASHE, <https://www.eurashe.eu/>

Zugic, N.J et al (2018). **Teaching Quality Assurance Manual: Personalization of Learning Environments within Professional Higher Education**, PROCSEE Project, <https://procsee.eu/good-practice/teaching-quality-assurance-manual-teaching-quality-assurance/>

Zugic, N.J. (2017), **Responsible Research and Innovation Actions in Science Education, Gender and Ethics: Cases and Experiences**, MARINA Project: <https://www.marinaproject.eu/>

Zugic, N.J et al (2017), **Policy Challenges for Professional Higher Education in Central and South-eastern Europe**, PROCSEE Project, <https://procsee.eu/good-practice/teaching-quality-assurance-manual-teaching-quality-assurance/>

Zugic, N.J et al (2017): **Gender and Ethical issues in RRI initiatives: RRI-SIS2017: Responsible Research and Innovation in Science, Innovation and Society 2017 Rome, Italy, September 25-26, 2017**, MARINA Project: <https://www.marinaproject.eu/>

Zugic, N.J et al, (2009) **'Critical review and evaluation on using ICT to prepare for the introduction to Functional Skills**, Functional Skills Pilot Report, Learning and Skills Network, (LSN Learning), London

Yusuf, M.M., Stergioulas, L., Zugic, J.N. (2007), **Health Information Systems Adoption: findings from a Systematic review: Studies in Health Technology and Informatics 129(Pt 1):262-6**

Bajcetic, M, Zugic, N.J et al. (2006), **“Effectiveness of learning histology in an online environment”**, Symposium on Medical Interactive eLearning (SMILE2006), Medical Interactive eLearning, Sestri Levante, Italy