

## PERSONAL INFORMATION



## Zlatan Omerspahić

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## WORK EXPERIENCE

31/12/2019–Present

**Head of Legal**

NSoft, Mostar (Bosnia and Herzegovina)

- Delegation of tasks among the members of the Legal Department, and the supervision of their execution;
- Communication with and receiving tasks from the CEO and the COO;
- Conducting strategic projects delegated by the CEO and/or the COO;
- Advising the Management Board and Managing Directors and, if necessary, forming tasks for the other members of the Legal Department in order to provide such advice;
- Advising the Heads of other departments (electrons included) and, if necessary, forming tasks for the other members of the Legal Department in order to provide such advice;
- Communication with external legal advisers and other third parties;
- Reviewing and approving of documents submitted for the signature of the CEO;
- Reviewing of all legal documents prepared by legal advisers in the Legal Department;
- Preparing and providing legal trainings as needed (e.g., sales agents, HR members, or members of the Legal Department) to improve and harmonize the legal understanding of contracts and other documents, and generally improving the quality of legal work;
- Responsibility for the overall legal compliance, and defining tasks within the team in order to achieve the overall and long-term legal protection of the company;
- Predicting legal risks, and offering proactive solutions to the Management Board;
- Representation of the company in mediation and arbitration proceedings.

03/05/2018–31/12/2019

**Data Protection Officer**

NSoft, Mostar (Bosnia and Herzegovina)

- Conduct continuous research, develop the implementation plan that ensures data protection and introduces information management across the Company and carry it out
- Conduct regular audits and ensure that NSoft as company and all its products are compliant with the GDPR requirements
- Act as a single contact point for data protection internal and external stakeholders enquires
- Act as a single contact point for conversing with the relevant Regulatory Authority and submitting report upon request
- Responsible for ensuring that the individual rights defined by the GDPR are respected and that the data subjects are transparently informed about how their data is being used, processed, stored and protected.
- Responsible for employee training on data protection and responsible for promoting a strong risk management and compliance corporate culture.
- Responsible for coordinating design and setup of electronic records and document management structure, so as to mitigate security risk and ensure proper data handling.
- Responsible for support management and company teams in implementing data protection compliance audit outcomes
- Responsible for periodically reporting.

20/02/2017–10/04/2018

**Compliance officer, Anti Money Laundering and Compliance Department**

Sberbank BH, Sarajevo (Bosnia and Herzegovina)

- Responsible for Identification and monitoring Bank compliance risk with laws, bylaws, internal acts and banking

standards;

- Responsible for Drafting, updating and reviewing the internal acts in compliance segment (Anti-Corruption Policy, Policy for sanction, Compliance Risk Management Policy, Fraud Prevention Policy and Framework, Conflicts of Interest Policy, Market Abuse Regulation, Metodology for Compliance function, Yearly Control Plan);
- Taking control of compliance new products with law and bylaw;
- Responsible for providing legal support for interpretation of law and bylaws from the other department in bank;
- Submitting Regular reports to the Management Board and Supervisory Board;
- Responsible for employee education through power point presentation and e-learning system;
- Project manager for implementation of new law on Banks;
- Taking participation in relevant Group projects;
- Drafting letter and handling the communication with regulatory bodies;
- Carry out activities related with corruption and fraud prevention (internal and external)
- Collect, analyse, assess and validate information in connection to the compliance investigation;

15/10/2013–17/02/2017

### Compliance and Legal Department

Addiko Bank d.d. Sarajevo,, Sarajevo (Bosnia and Herzegovina)

- Responsible for representing Bank on the court in litigation related with CHF loans, labour dispute, criminal acts, claim related with compensation for damages
- Corporative activities- creating decision for Management and Supervisory Board
- Giving legal advices related with outsourcing
- Legal counsel in implementation digitalisation project
- Member of project team for project of transferring NPL portfolio to wind down entities
- Creating and control all kinds of contracts for IT, Marketing, Real estate, Risk Controlling Department
- Regulatory activities (Federal Banking Agency )
- Legal counsel for operational risk
- Responsible for creating contract in credit processing
- Member of project team for concluding contract with Hewlett Packard for core banking application

01/05/2012–31/12/2012

### Consultant

Business service centre, Zenica (Bosnia and Herzegovina)

- Member of project team in realisation project "Establishing social responsibility Government"
- Analyse of laws and bylaws with aim for establishing better commercial environment
- Realisation of project activities in accordance with timeplan

07/02/2010–27/06/2011

### Trainee

Law office Bratić Mladenka, Zenica (Bosnia and Herzegovina)

- Representing clients on the court (civil law nad labour law)
- Submitting lawsuit, statement of defence, criminal charges

## EDUCATION AND TRAINING

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10/04/2016–Present

### Phd

Faculty of Law, University Josip Juraj Strossmayer Osijek, Osijek (Croatia)

- Commercial law
- Corporate governance
- Contract law
- Regulatory issues

01/02/2010–10/05/2015

### Master of laws

Faculty of Law, University of Zenica, Zenica (Bosnia and Herzegovina)

Department of State and International law

01/06/2013 **Bar exam**

Federal ministry of Justice, Sarajevo (Bosnia and Herzegovina)

01/10/2005–10/07/2009 **Bachelor**

Faculty of Law, University of Zenica, Zenica (Bosnia and Herzegovina)

General direction

#### PERSONAL SKILLS

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Mother tongue(s) Bosnian

Foreign language(s)

English	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
	C2	C2	C2	C2	

Levels: A1 and A2: Basic user - B1 and B2: Independent user - C1 and C2: Proficient user  
Common European Framework of Reference for Languages - Self-assessment grid

Communication skills

- good communication skills gained through my experience as Consultant, Compliance officer, Data Protection Officer and Teaching Assistant
- excellent contact skills with business people from many areas

Organisational / managerial skills

- Communication and presentation skills
- Competent to work with short deadline and in stressful circumstances
- Able to think outside of the box

Digital skills

SELF-ASSESSMENT				
Information processing	Communication	Content creation	Safety	Problem-solving
Proficient user	Proficient user	Proficient user	Proficient user	Proficient user

Digital skills - Self-assessment grid

- Microsoft Office advanced user

Driving licence

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#### ADDITIONAL INFORMATION

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An experienced lawyer with a demonstrated history of working in several industries such as Banking, Betting and IT industry. Also, I held several compliance-related roles at Sberbank and Hypo Alpe-Adria-Bank. I am skilled in the General Data Protection Regulation (GDPR), Privacy laws, Regulatory and Banking law. I worked as a consultant for Transparency International and the Ministry of Justice Republic of Srpska on a project regarding improving Corporate Governance in public companies in Republic of Srpska. A strong legal professional with a Master's Degree. Currently, Ph.D. student-focused in Competition law on Faculty of Law, University of Osijek.

Academic and professional achievements

- Zlatan Omerspahić, Distressed Companies Restructuring and Split Over Effect- Example of Bosnia and Herzegovina, International Scientific Conference, Faculty of law, Rijeka, October 2018
- Zlatan Omerspahić, Influence of Lex Agrokor on the economy of Bosnia and Herzegovina, Conference presentation on Faculty of law, Rijeka, November 2017

- Zlatan Omerspahić, Condition and perspective of corporate governance in public company in Bosnia and Herzegovina, Revicon, October 2017
- Omerspahić, Zlatan (2016) Harmonisation of Legal Framework in the Field of Consumer Protection through the Prism of Consumer Financial Protection Law of Federation of Bosnia and Herzegovina. Časopis - Društveni ogledi, 3 (1). pp. 213-226. ISSN 2303-5706
- Zlatan Omerspahić, Analysis of new Law on banks of Federation of BiH, Revicon, May 2017,
- Zlatan Omerspahić, The Right to War Through the prism of the philosophical thought of the Mediterranean and contemporary legal solution, International symposium The Mediterranean roots of philosophy, Split 2011,
- Zlatan Omerspahić, Legal and political determination of the concept of the aggression as a criminal act, Sign of time, No 46.47, Sarajevo 2009.
- Zlatan Omerspahić, Child property right's- child as a shareholder, International doctoral conference, Faculty of law, University of Osijek, March 2018.
- Law blogger in Innovation and Media Center, Belgrade, Serbia
- Consultant of Transparency International regarding project „Corporate governance in public enterprise“
- Teaching assistant at Faculty of Law Zenica, International Public Law