



# TANJA PAVLIC

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## EXPERIENCE

APR 2020 – TODAY

**HEAD OF PEOPLE DEVELOPMENT AND HRBP, UNICREDIT BANK HUNGARY**

- end to end responsibility for Organizational learning and development
- responsible for ensuring efficient strategic business partnership between HR and business
- high focus on strategic workforce planning, talent development, performance management

MAY 2018 –MAR 2020

**HRBP, ZAGREBAČKA BANKA**

- FTE management and regular planning and analysis
- ensuring all HR processes implementation (e.g. PM, compensation, rewards)
- strong focus on talent development & employee experience

SEP 2016 – APR 2018

**SENIOR L&D SPECIALIST AND HRBP, ZAGREBAČKA BANKA**

- identifying development needs for employees and managers
- designing and executing educational programs and workshops
- ensuring performance management process implementation
- FTE management regular analysis

FEB 2011 – SEP 2016

**FAMILY BANKER AND SENIOR INTERNAL TRAINER, ZAGREBAČKA BANKA**

- identifying training and individual development needs for workers
- designing educational programs and materials
- organizing, preparing and carrying out education for specific training needs of employees
- financial advisory for clients
- planning of sales activities
- credit evaluation
- negotiation of specific need

JUN 2010 – FEB 2011

**SALES AND MARKETING MANAGER, NINA OBJEKTIV D.O.O.**

- identify new sales and marketing opportunities to generate sales and reach the company's sales target
- interact and coordinate with clients
- planning and managing relationship with clients

## EDUCATION

2020

**LEADING THE HYBRID TEAMS**  
**UNCONCIOUS BIAS**

2019

**AGREE TO DISAGREE: STRATEGIES FOR SUPPORTING**  
**HEALTHY WORKPLACE CONFLICT**, CORNELL UNIVERSITY, WEBCAST (1.0 CEU)

2018

**HUMAN RESOURCES ESSENTIALS**, CORNELL UNIVERSITY  
**LEADERSHIP COMMUNICATION FOR MAXIMUM IMPACT: STORYTELLING**, COURSERA

2012

**HANFA**, CROATIAN FINANCIAL SERVICES SUPERVISORY AGENCY (authorized to carry out insurance representation or insurance brokerage and reinsurance)

2009

**GRADUATE IN ECONOMICS**, FACULTY OF ECONOMICS AND BUSINESS, UNIVERSITY OF ZAGREB

## ACCOMPLISHMENTS

2016

**CEE HAS NO BOUNDARIES** - international project with the aim to build up x-country and x-business experience. During the 6 months experience coordinated and designed a program called "Be the Champion in fast changing Arena".

2014-2015

**UNIQUEST PROJECT** - international leadership development program for selected young professionals from all across the UniCredit Group.

## LANGUAGES

**CROATIAN** – mother tongue

**ENGLISH** – proficient knowledge

**GERMAN** – basic knowledge