



## Nađa Žarić

**Date of birth:** 14/11/1990 | **Nationality:** Montenegrin | **Gender:** Female |

**Phone number:** (+382) 67252034 (Mobile) | **Email address:**

[nadjazaric@gmail.com](mailto:nadjazaric@gmail.com) | **Website:** [www.nadjazaric.me](http://www.nadjazaric.me) | **Website:**

[https://www.researchgate.net/profile/Nadja\\_Zaric2](https://www.researchgate.net/profile/Nadja_Zaric2) | **Skype:** nadja.zaric |

**Address:** Atinska 40, 81000, Podgorica, Montenegro (Home)

### WORK EXPERIENCE

07/09/2020 – CURRENT Podgorica, Montenegro

#### CHIEF OPERATING OFFICER LOGATE INSTITUTE FOR INFORMATION TECHNOLOGIES

I am a dedicated professional currently serving as the Chief Operating Officer (COO) at a small but dynamic education company based in Montenegro, specializing in computer science education. In this multifaceted role, I function as a team leader, providing guidance and support to our passionate team. Additionally, I actively contribute to the educational aspect of our organization by teaching various courses.

One of my pivotal responsibilities involves overseeing the development and maintenance of our Moodle e-learning platform, ensuring that our students have a seamless and engaging learning experience. On the administrative front, I meticulously manage financial reports, diligently tracking costs and earnings to ensure the financial health of the company. Moreover, I play a crucial role in budget allocation, ensuring that our resources are optimally utilized to support our educational initiatives.

In addition to my role as COO, I also maintain our website using WordPress, ensuring that it remains up-to-date and user-friendly, thus enhancing our online presence. As a Digital Marketing Manager, I actively assist our practitioners by devising and implementing digital marketing strategies that amplify our reach and impact in the field of computer science education.

At the heart of my role is a commitment to promoting excellence in computer science education, both for our certified courses and our specialized school of robotics and programming for kids. I thrive in this dynamic environment, where I combine leadership, teaching, operational, web maintenance, and digital marketing skills to drive our mission forward.

**Business or Sector** Education

01/02/2023 – CURRENT Podgorica, Montenegro

#### ASSISTANT PROFESSOR FACULTY OF INFORMATION TECHNOLOGIES, MEDITERRANIAN UNIVERSITY

As a professor, I have been actively engaged in shaping the educational experience of my students, providing them with a solid foundation in web technologies. This has included designing and delivering curriculum, conducting lectures, and facilitating hands-on learning experiences to prepare the next generation of computer scientists for the challenges of the digital age.

My position at the University Mediterranea has provided me with a unique opportunity to bridge the gap between academia and industry, ensuring that my students are well-prepared to thrive in the rapidly evolving field of web technologies. It has also allowed me to remain deeply connected to the academic community and continue contributing to the advancement of knowledge in this domain.

01/10/2017 – 04/02/2022 Aachen, Germany

#### PHD RESEARCH ASSISTANT RHEINISH-WESTPHALIAN TECHNICAL UNIVERSITY (RWTH) AACHEN UNIVERSITY

I had the privilege of pursuing my doctoral degree in computer science in Germany as a distinguished recipient of the prestigious DAAD (German Academic Exchange Service) scholarship, which supported my academic journey for four and a half enriching years. My doctoral research was centered on an innovative and impactful theme - the development and implementation of a personalized gamification framework for designing e-learning courses focused on programming languages.

As a passionate researcher in this field, my work went beyond the boundaries of my thesis. I actively contributed to the academic community as a Lecture Assistant, where I assisted in teaching subjects related to web technologies and e-learning technologies.

In addition to my teaching responsibilities, I had the opportunity to lead seminars, guiding and mentoring graduate students in their academic pursuits. Furthermore, I had the privilege of serving as a mentor for numerous bachelor's and master's students throughout their thesis projects.

01/09/2014 – 01/10/2017 Podgorica, Montenegro

**TEACHING ASSISTANT** UNIVERSITY MEDITERRANEAN, FACULTY OF INFORMATION TECHNOLOGIES

---

Courses: Information technologies, Introduction to Web technologies, Web technologies, XML technologies, Software engineering, Analysis and specification of user requirements

**Business or Sector** Education | **Address** Vaka Đurovića b.b., 81000, Podgorica, Montenegro |

**Website** <http://fit.unimediterranean.net/index.php?lang=mne>

01/02/2012 – 01/09/2013 Podgorica, Montenegro

**PHP/HTML/CSS/CMS PROGRAMMER** BILD STUDIO

---

- Developing, redesigning and maintenance of websites  
- Handling clients

**Address** Vlaha Buhovca 48, 81000, Podgorica, Montenegro | **Website** [www.bild-studio.com](http://www.bild-studio.com)

01/02/2014 – 01/09/2014 Podgorica, Montenegro

**DIGITAL MEDIA PLANNER/SOCIAL MEDIA MANAGER** UNIVERSAL MEDIA PODGORICA / MCCANN

---

- Media buying  
- Social media management  
- Handling budgets, managing campaign costs and invoicing clients

Clients: Alter Modus; Carlsberg Montenegro; Delhaize; Hotel Ziya; Komercijalna banka AD Budva; Trenkwalder; UNDP;

**Address** Serdara Jola Piletića 8, 81000, Podgorica, Montenegro | **Website** <http://www.mccann.co.me/mccann/rs/>

## ● EDUCATION AND TRAINING

---

01/10/2017 – 04/02/2022 Aachen, Germany

**PHD IN COMPUTER SCIENCE** RWTH AACHEN

---

**Address** 81000, Aachen, Germany

01/09/2014 – 05/07/2017 Podgorica, Montenegro

**MASTER DEGREE IN INFORMATION TECHNOLOGIES** University Mediterranean, Faculty of Information technologies

---

01/09/2009 – 01/07/2012 Podgorica, Montenegro

**BACHELOR (BA) OF COMPUTER INFORMATION SYSTEMS** Faculty of Information technologies, University Mediterranean

---

Field of study: Information systems (average grade 8.43)

05/10/2015 – 21/07/2016

**COURSE CERTIFICATE: "DYNAMIC USER EXPERIENCE: AJAX DESIGN AND USABILITY"**

Interaction Design Foundation

---

## ● LANGUAGE SKILLS

---

Mother tongue(s): **MONTENEGRIN-SERBIAN**

Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
ENGLISH	C2	C2	C2	C2	C2
ITALIAN	B1	B2	A2	A2	B2

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

## ● DIGITAL SKILLS

---

Excellent knowledge of ICT tools (gamification, quizzes, ebooks...) in the classroom | Instructional Design and Methods | Educational content production

### E-learning and education

Zoom | Advanced knowledge in webinar tools (e.g., Zoom) and learning management systems (e.g., Moodle) | Gamification digital tools (Kahoot!, Socrative, Plickers, Jeopardy) | Game-Based Learning | E-Learning, E-Teaching, E-Content providing | Learning Management | Atlassian stack (Jira, Confluence, ...) | Content creation in Moodle and Wordpress

### Management

Facebook | Team-work oriented

### Research

## ● ADDITIONAL INFORMATION

---

### DRIVING LICENCE

Driving Licence: B

### HONOURS AND AWARDS

01/10/2017

**DAAD PhD Scholarship – German Academic Exchange Service** PhD Title: PeGaM - Personalized Gamification Model for Designing E-learning (Programming Language) Courses  
Research area: Online learning, Computer Science

**Honours and awards** Award winner "10 for 10" for the best ICT solutions in Montenegro. Project: "Mobile applications in tourism"

Ministry for Information Society and Telecommunications

### ORGANISATIONAL SKILLS

**Organisational skills** My career has been marked by a strong commitment to effective organization and management. As a Chief Operating Officer (COO) and Professor with a background in computer science, I have successfully balanced multiple responsibilities, from overseeing e-learning platforms and financial reports to teaching and mentoring students. These experiences have honed my ability to meticulously plan, coordinate, and execute tasks, ensuring efficient operations and the achievement of organizational goals. My dedication to detail and structured approach has consistently contributed to the success of projects and teams I've been a part of, both in academia and industry.

### COMMUNICATION AND INTERPERSONAL SKILLS

**Communication and interpersonal skills** My professional journey has allowed me to develop strong communication, leadership, and interpersonal skills that have been instrumental in driving success in various roles. As a Chief Operating Officer (COO), I have led teams, facilitated effective communication, and inspired colleagues to excel in their roles. My approachable and collaborative leadership style has fostered teamwork, innovation, and a positive work environment.

Additionally, my tenure as a Professor has honed my ability to convey complex concepts clearly, engage students in meaningful ways, and build rapport with diverse groups of individuals. I am adept at articulating ideas, motivating teams, and facilitating productive interactions, which have consistently

contributed to the achievement of organizational and academic objectives. My interpersonal skills enable me to establish strong relationships with colleagues, students, and industry partners, fostering a cooperative and inclusive atmosphere that promotes collective success.

## **PUBLICATIONS AND SCIENTIFIC MEETINGS OF NATIONAL IMPORTANCE**

### **Papers in journals and scientific meetings of national importance - I**

---

- Deb, A., Schroeder, U., Jarke M., **Zaric, N**: Application of gamification as a support for strategizing in self-regulated learning, Master Thesis, RWTH Aachen University (2020)
- Uhl, P., Schroeder, U., Ziefle M., **Zaric, N.**, Valdez, A.C: User-Centered Development and Evaluation of a Gamification Concept in a Shared Mobility Context, Master Thesis, RWTH Aachen University (2020)
- **Zaric, N.**, Gottschlich, D.M, Roepke, R.C., Schroder, U.: Supporting Gamification with an Interactive Gamification Analytics Tool (IGAT), In proceedings of 9th Games and Learning Alliance conference, 2020
- **Zaric, N.**, Lukarov, V., Schroeder, U.: An Empirical Investigation of the Gamified Learning Theory: The Relationship between Learners' Learning Tendencies, Behavior, and Engagement, In proceedings of 9th Games and Learning Alliance conference, 2020
- **Zaric, N.**, Lukarov, V., Schroeder, U.: The Exploratory study on Personalized Gamification Model, International Journal of Serious Games, (2020)
- **Zaric, N.**, Judel, S., Ropke, R.C., Schroeder, U.: ILSA – an Integrated learning styles analytics system, in The international conference on education and new learning technologies, At: Palma de Mallorca, Spain, (2019)
- Judel, S., Röpke, R., **Žarić, N.**, Schroeder, U.: ILSA – Konzept und Implementierung eines integrierten Lernstil-Analysesystems für Moodle. In: Proceedings of DELFI Workshops 2019. pp. 10–18. (2019)
- **Zaric, N.**: Personalization of gamification in (programming) e-learning environments, 13th EC-TEL Doctoral Consortium, ISSN: 1613 - 0073, Vol-2294, At Leeds, UK, (2019)
- **Zaric, N.**, Ropke, R.C., Schroeder, U.: A learners' style under consideration – evaluation and redesign of a blended learning course in higher education, In the 11th annual International Conference of Education, Research and Innovation, At Seville, Spain (2018)
- **Zaric N.**, Roepke R, Schroder S.: Concept for linking learning analytics and learning styles in the e-learning environment, EduLearn - IATED, DOI: 10.21125/edulearn.2018.1197, July 2018
- Roepke R., **Zaric N.**, Schroeder U.: Lernstil -basierte Evaluation von Nutzungsverhalten der Lernplattform eines Blended Learning Kurses der RWTH Aachen, Conference: DeLFI 2018 – Die 16. e-Learning Fachtagung InformatikAt: Germany, August 2018

### **Papers in journals and scientific meetings of national importance - II**

---

- **Zaric N.**, Scepanovic S.: Gamification of e-learning based on learning styles –design model and implementation, In proceedings of E-Learn 2018 - World Conference on E-Learning, Las Vegas, Nevada, October 2018
- **Zaric N**, Scepanovic S, Schroeder U.: Learning style gamification model: gamification in e-learning based on students' learning styles, In proceedings of the 11th annual International Conference of Education, Research and Innovation, October 2018 Seville, Spain
- Scepanović S., **Žarić N.**, Đokić O., Lompar N. : “ Application of Web Accessibility standards in websites of Universities – case study from Montenegro “, In Proceedings of XVII conference Information Technologies, Žabljak, 2012, ISBN:978-86-7664-102-4, pp.40 -43
- Open data in the service of scientific research , T. Matijević , S. Scepanovic , **N. Žarić**, BADEN Bulletin No. 6 , 2014 , 11-12
- Educational games in the online marketing of higher education institutions - fiction or reality? , **N. Žarić**, S.Scepanovic, BADEN Bulletin No 7, 2015,
- Gamification in Higher Education Learning – State of the Art, Challenges and Opportunities, S. Šćepanović, **N. Žarić**, T. Matijević, in Proceeding of VI international conference of e-Learning-u (eLearning 2015), Belgrade, Serbia
- Gamification in e-learning, **N. Žarić**, S. Šćepanović, T. Matijević, in Proceeding, IEEE ERK 2015, Portorož, Slovenia
- Application and using corporate learning management systems in it companies, **N. Žarić**, S. Šćepanović, , A. Balota, Dz. Struji'c in Proceeding of VII international conference of e-Learning-u (eLearning 2016), Belgrade, Serbia
- E-learning in IT companies – application and use of Learning Management Systems, **N. Žarić**, S. Šćepanović, ICERI2016, the 9th annual International Conference of Education, Research and Innovation, Seville, Spain 2016.

## **BILATERAL PROJECTS**

### **Bilateral projects**

---

- Development of new e-learning models for game-based learning using mobile technologies (2014-2016), University „Mediterranean“, Montenegro and University of Ljubljana, Slovenia

Role: Member of Montenegrin research team

Program: Bilateral scientific and technology cooperation between Slovenia and Montenegro

## **TECHNICAL SKILLS AND COMPETENCES**

### **Technical skills and competences**

---

- Programming languages: Java, PHP
- Technologies: CSS3, HTML5, XML, JavaScript, UML
- Development tools: Eclipse, Pentaho, Joomla, WordPress, MySQL Workbench, Astah, Visual Code
- Database: Oracle, MySQL, SQL, PL / SQL
- Operating systems: Windows XP, Windows 7, Windows 8, Windows 10
- User applications: Microsoft Office, Google Docs and other
- Specialist in data warehouse, data integration and data transformation
- Optimize websites - Search engine optimization
- Google Ad Words, Facebook Ad Manager, Google Analytics

## **DIGITAL SKILLS**

### **Digital skills**

---

I have cultivated a diverse set of digital skills throughout my career, allowing me to excel in various technological domains. As a proficient web developer, I have not only created and maintained websites but also utilized platforms like WordPress to enhance online presence and user experience. My experience as a Moodle developer showcases my ability to design and optimize e-learning platforms for effective online education.

In addition, my role as a Chief Operating Officer (COO) has provided me with a solid academic foundation and skills typically associated with an academic career. My academic background, coupled with my experience, has equipped me with robust data analytics and research skills. I have conducted in-depth research in computer science, particularly in the realm of personalized gamification for e-learning courses on programming languages, which required advanced data analysis and research methodologies.

Furthermore, I have honed my abilities in project management and collaboration through tools like Jira, contributing to streamlined workflows and successful project outcomes. These digital competencies, coupled with my expertise in data analytics and research, have been invaluable in supporting the growth and success of the organizations I've been a part of, further complementing my role as a leader and educator in the field of computer science.