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Personal information

Surname/First name **DR. SIPOS, Norbert PhD**
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 Date of birth 09/04/1985
 Nationality Hungarian
 Gender Male

Professional experience

	<p>2015 September– <i>Assistant professor</i></p> <p>Dates Since 2017 Faculty responsible for Graduate Career Tracking System Since January 2019 member of Faculty Quality Steering Committee Since February 2019 leader of TalentSpot – Competence and Talent Development Center</p> <p>Keeping the curricular and correspondence courses, examinations, course-developments, exam management, timetable planning, and other study-related organizing tasks. <u>Courses taught:</u> Business models, Career management, Human Resource Management Industrial Relations, Labor market relations, Labor market-related information, Leadership and Organizations, Leadership in Healthcare Organizations, Management and Leadership, Networks and megaprojects, Project Management, Professional workshop in Healthcare I., II., III.</p> <p>Main activities and responsibilities University of Pécs, Faculty of Business and Economics, Department of Leadership and Organizational Sciences, H-7622 Pécs, Rákóczi str. 80.</p> <p>Type of business or sector Education – Higher Education</p>
	<p>2010 September– <i>Research assistant manager, from 2013 economist analyst, from June 2013 full-time research expert, since September 2015 half time economic analyst</i></p> <p>Occupation or position held The focus area is the Graduate Career Tracking System. Carrying out other researches, preparing and organizing surveys, editing surveys, collecting answers, collecting and analyzing primer and secondary data, preparing studies.</p> <p>Main activities and responsibilities University of Pécs, Rector's Office, Marketing Office, H-7622 Pécs, Vasvári Pál str. 4.</p> <p>Type of business or sector Marketing research – Higher education</p>
	<p>Dates 2011 September– 2015 August <i>Assistant lecturer</i></p>

Occupation or position held	Keeping the curricular and correspondence courses, examinations, course-developments, exam management, timetable planning, and other study-related organizing tasks. <u>Courses taught:</u> In Hungarian and English: Analysis and control, Economic and management knowledge, Hungarian Accounting, Business Ethics, Business Finances, Financial Analysis, Excel supported economic decisions, Knowledge management, tacit knowledge, Spatial Economics
Occupation or position held (continued)	October 2012 – December 2013 Economics professional group leader From January 2012, Institutional Graduate Career Tracking System responsible January 2013 – December 2013 Quality management referee From January 2014 Management professional group leader
Main activities and responsibilities	Eötvös József College , H-6500 Baja, Szegedi út 2.
Type of business or sector	Education – Higher Education
Other professional experience	Research and publication activity: 93 scientific papers, 169 citations (48 independent) https://m2.mtmt.hu/gui2/?type=authors&mode=browse&sel=10021547&view=simpleList https://medbiotech.academia.edu/NorbertSipos https://www.researchgate.net/profile/Sipos_Norbert https://orcid.org/0000-0001-8815-0027 https://scholar.google.hu/citations?user=Q8nykeQAAAAJ&hl=hu
Researched area	<i>Sugo Szemle</i> scientific semiannual journal's foundational member and main editor (January 2014 – August 2015.) Graduate Career Tracking System, Students' mobility, Graduates' migration, Talent management in the higher education, Motivation to the world of labor, Collective Bargaining, EU migration and its consequences
Education	
Dates	2009–2012
Name and type of the formation	<i>Ph.D. Student, Doctoral candidate status: January 2015, Doctor status: January, 2018. Thesis title: Graduate Career Tracking practices in Hungary and abroad – Comparison of the Graduate Career Tracking System and the Administrative Databases Integration</i>
Name of the Institution	University of Pécs, Faculty of Business and Economics, Doctoral School of Economics, Pécs
Type of formation	Doctoral Program
Dates	2004–2009
Name and type of the formation	Economist, Management and Consulting
Name of the Institution	University of Pécs, Faculty of Business and Economics, Pécs
Type of formation	University level
Dates	September 1999 – July 2004
Name and type of the formation	Italian-Hungarian Bilingual Diploma
Name of the Institution	Secondary School Zoltán Kodály
Language proficiency skills and competencies	
Mother tongue	Hungarian

Other languages	Italian, English, Spanish English: Level B2 Vantage, good written and oral skills extended with business knowledge Italian: Level C2 Mastery excellent written and verbal skills, mother language level extended with business word-base Spanish: Level A2 basic written and oral skills
Certifications	Advanced Italian Certificate in June 2004. Advanced Italian Business Certificate July 2006 Advanced English Business Certificate in January 2009
Social skills and competencies	<ul style="list-style-type: none"> - Teamwork, empathy, helpfulness - dynamic team spirit - Excellent communication and accommodation skills in a multicultural situation due to the abroad studies - Advanced flexibility thanks to the language-teaching skills
Organizational skills and competencies	<ul style="list-style-type: none"> - organizational skills, multiple experiences - <i>efficient problem-solving skill</i>
Computer skills and competencies	<ul style="list-style-type: none"> - professional level of Windows® and MS Office® - professional level of SPSS software - Corel DRAW basic level of knowledge - Photoshop software – average knowledge
Practical experience	<ul style="list-style-type: none"> - 9-year professional experience in the fields of management, feasibility studies, and business plans - 5-year professional experience in writing case studies, company analysis - 3-year experience of evaluation Erasmus+ KA2 applications - 5-year experience of holding trainings - 4-year experience of mentoring - 10-year experience of tender writing
Other skills and competences	<ul style="list-style-type: none"> - Typing certificate - Good technical skill (mechanical and simpler electromechanical accessories). - B-category driving license
Complementary information	
Association activity and other membership	2012 – January 2019: Association of Graduated Students for Advanced Studies – President 2009–2012: Association of Graduated Students for Advanced Studies – Presidency member 2012–: National Association of Doctoral Students – <i>Member</i> 2010-2013: Association of Takuma Aikido, Pécs – <i>Secretary</i>
Other Awards	2018: Ferenc Farkas International Scientific Conference – Best Paper Award (2 pc) 2018: Janus Award of Janus Pannonius Economic Association for Advanced Studies 2016: New National Excellence Program of The Ministry of Human Capacities – <i>scholar</i> 2015: EJJ Foundation award for the best publication of the year 2014: EJJ Foundation award for professional activity 2014: EJJ Lecturer Contest, 3 rd place

Organizing activities	<p>2018: XI. dr. Papp László Accounting Competition and Conference</p> <p>2018: Ferenc Farkas International Scientific Conference</p> <p>2017: X. dr. Papp László Accounting Competition and Conference</p> <p>2016: IX. dr. Papp László Accounting Competition and Conference</p> <p>2015: VIII. dr. Papp László Accounting Competition and Conference</p> <p>2014: VII. dr. Papp László Accounting Competition and Conference</p> <p>2013: VI. dr. Papp László Accounting Competition and Conference</p> <p>2013: II. National Conference of Student for Advanced Studies</p> <p>2012: V. dr. Papp László Accounting Competition and Conference</p> <p>2012: Interdisciplinary Doctoral Students Conference 2012</p> <p>2011: IV. dr. Papp László Accounting Competition and Conference</p> <p>2010: NyATA 2010 – International Conference of Students for Advanced Studies</p> <p>2009: National Conference of Student for Advanced Studies</p> <p>2009: II. dr. Papp László Accounting Competition and Conference</p>
Other activities	<p>2009-: <i>Tender writer</i> (for various organizations)</p> <p>2009–2011: Janus Pannonius Economic Association for Advanced Studies – <i>Professional Committee member</i></p> <p>2007–2009: Janus Pannonius Economic Association for Advanced Studies – Member, founding member</p>
Other studies	<p>2019: EAIE International Student Advising – Developing Intercultural Competencies Training</p> <p>2018: ASCON consulting participation in 5 trainings formation of educators</p> <p>2018: ISEO Summer School</p> <p>2015: Erasmus for Lecturers, University of Sellye Janos (Slovenia)</p> <p>2014: HSA Computer accredited formation (Presentation practice)</p> <p>2014: Erasmus for administrative staff – Università di Bologna (Italy)</p> <p>2012: Samling accredited formation, Pécs</p> <p>2011: Franklin Covey accredited 7Habits manager development, Pécs</p> <p>2011: Accredited Drawing on the Right Side of Brain course, Pécs</p> <p>2009: Simonyi Summer School, Pécs</p> <p>2008: Erasmus: Università di Sassari (Italy)</p> <p>2004: Scholarship Winner: Università di Perugia (Italy)</p>
List of selected publications	<p>Karoliny, Zsuzsa; Sipos, Norbert (2019): Explanations of the Feminization Effects in HR Profession and Beyond In: Zhang, Lijun; Vojnar, Tomáš - Tools and Algorithms for the Construction and Analysis of Systems Springer International Publishing, pp. 159-173. Paper: Chapter 10 , 15 p.</p> <p>Bányai, Edit; Sipos, Norbert (2019): Aktualitások a felsővezetői kiválóság területén (Actualities in leadership excellence.) VEZETÉSTUDOMÁNY 50: 1 pp. 63-69., 7 p.</p> <p>Balogh, Gábor; Sipos, Norbert (2019): Pályakezdő közgazdászok bére a szakdiverzifikáció függvényében. (Fresh graduates' income in regards to the programme diversification' choice.) KÖZGAZDASÁGI SZEMLE 66: 5 pp. 551-577., 27 p.</p> <p>Kuráth, Gabriella; Sipos, Norbert (2019): Felsőoktatási jelentkezések – Új hallgatók, új módszerek? (Higher Education applications – New students, new methods?) MAGYAR TUDOMÁNY 180: 8 pp. 1166-1174., 9 p.</p>

	<p>Kuráth, Gabriella; Sipos, Norbert (2019): A hazai felsőoktatási jelentkezési döntések változása. A regionális hatás. (The changes in the Hungarian Higher Education applications. Ther regional effect.) TÉR ÉS TÁRSADALOM 33: 1 pp. 173-184., 12 p.</p> <p>László, Gyula; Sipos, Norbert; Slavić, Agneš (2018): The role of trade unions in the HRM of Hungarian and Serbian organizations. ANALI EKONOMSKI FAKULTETA U SUBOTICI / THE ANNALS OF THE FACULTY OF ECONOMICS SUBOTICA 54: 40 pp. 67-78., 13 p.</p> <p>Karoliny, Zuzsa ; Sipos, Norbert (2018): Question Marks and Explanations of the Feminization Effects in HR Profession and Beyond. In: Jonathan, Batten - Ugur, Can (szerk.) 22nd EBES Conference - Rome Program and Abstract Book. Rome, Olaszország: University of Rome, pp. 28-28., 1 p.</p> <p>Rūta, Kazlauskaitė ; Zsuzsa, Karoliny ; Norbert, Sipos ; Katrín, Ólafsdóttir ; Wilson, Amorim (2018): Employee Relations and Communication. In: Emma, Parry (szerk.) CRANET SURVEY ON COMPARATIVE HUMAN RESOURCE MANAGEMENT: International Executive Report</p> <p>Sipos, Norbert (2017): Graduate Career Tracking System Across the World - as Information Systems in Higher Education Decision-making Process. STRATEGIC MANAGEMENT: INTERNATIONAL JOURNAL OF STRATEGIC MANAGEMENT AND DECISION SUPPORT SYSTEM IN STRATEGIC MANAGEMENT 22: 4 pp. 24-31., 8 p.</p>
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Pécs, 30/01/2020