



Sonja Pavlovic

Head of Legal · In-House Counsel – Commercial, IP & Data Protection

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Languages English (Fluent, CAE) · Serbian (Native) · German (Basic)

Profile

Qualified lawyer (Serbian Bar Exam, 2015) with over 16 years of in-house legal experience and more than 10 years post-qualification. Currently Head of Legal Department at Zavod za udžbenike, Serbia's state-owned textbook publisher, leading a team of legal counsels and advising on all aspects of the business – from drafting and negotiating commercial contracts to intellectual property, data protection and regulatory compliance. Drafted and negotiated 100+ agreements, including license and software license agreements. Experienced in litigation and dispute resolution; fluent in English (Cambridge CAE).

Core Competencies

Commercial Contract Drafting & Negotiation ♦ License Agreements ♦ Software License Agreements
♦ Intellectual Property Law ♦ Data Protection & Privacy ♦ Contract Law ♦ Regulatory Compliance
♦ Contract Performance & Risk Oversight ♦ Procurement, Sales & Marketing Agreements ♦ Partner Agreements
♦ Litigation & Dispute Resolution ♦ Corporate & Employment Law ♦ Legal Team Leadership ♦ EU Law

Professional Experience

JP Zavod za udžbenike (Institute for Textbooks) · State-owned publisher · Belgrade

Head of Legal Department

2019 – Present

- Lead the in-house legal function and manage and supervise a team of legal counsels.
- Drafted and negotiated over 100 agreements, including license agreements, software license agreements, agreements with partners, and marketing, sales and procurement agreements.
- Provide legal advice and support in intellectual property law, data protection, contract law, and regulatory and compliance matters.
- Oversee contract performance and compliance with regulatory requirements, ensuring agreements meet the company's business goals and protect its interests.

In-House Legal Counsel

2010 – 2019

- Represented the company before courts in all legal proceedings.
- Resolved disputes through collaborative dispute resolution.
- Drafted and reviewed contracts in intellectual property law and commercial law.
- Ensured the company's legal compliance.

Assistant · Ernst & Young

2009 – 2010

- Engaged in projects assessing the financial reports of international companies.

Law Office Saric

2008 – 2009

- Provided legal services to companies and individuals in corporate law, employment law and litigation.

Education

Bar Exam 2015

LL.M., European Integration 2012

Faculty of Law, University of Belgrade

Bachelor of Laws (LL.B.) 2008

Faculty of Law, University of Belgrade

Training

- Certificate in Advanced English (CAE), University of Cambridge
- Data Protection Training
- Workshops with the European Court of Human Rights and the European Commission on harmonization of Serbian law with EU law