



## Anca Maria Ungureanu

---

### ● WORK EXPERIENCE

---

**SCRUM MASTER – UNIQA INSURANCE GROUP** – 08/12/2025 – Current – VIENNA, AUSTRIA

Website: [uniqagroup.com](http://uniqagroup.com)

---

- Leading cross-functional Agile teams within the Group structure, ensuring alignment with HQ strategic objectives
- Acting as interface between business stakeholders, IT units, and international delivery teams
- Coaching teams and stakeholders in Agile mindset and continuous improvement practices
- Contributing to process optimization initiatives at Group level
- Monitoring delivery performance through Agile metrics

**SCRUM MASTER – UNIQA SOFTWARE SERVICES** – 01/02/2022 – 08/12/2025 – CLUJ-NAPOCA, ROMANIA

Website: <https://www.uniqasoftware.ro/>

---

- Ensuring adherence to Scrum principles and Agile values
- Collaborating closely with the Product Owner to refine and prioritize the product backlog
- Identifying and helping the team remove impediments
- Supported the team in achieving sprint goals and promoting continuous improvement.
- Fostering a culture of ownership, transparency, and self-organization within the team.
- Tracking and analyzing Agile metrics to monitor progress and identify improvement areas
- Facilitating Agile ceremonies

**BUSINESS ANALYST – UNIQA SOFTWARE SERVICES** – 31/07/2019 – 01/01/2025 – CLUJ-NAPOCA

Website: <https://www.uniqasoftware.ro/>

---

- Elicitation, documentation, testing and reconciliation of business requirements
- Creation and management of business epics
- Management of incidents and defects
- Documentation of internal processes

**ASSOCIATE TEACHER – UNIVERSITATEA BABES-BOLYAI, CLUJ-NAPOCA** – 01/10/2021 – 01/07/2024 – CLUJ-NAPOCA, ROMANIA

---

- Microeconomics seminars
- Macroeconomics seminars

**PROCESS MANAGEMENT TRAINEE – UNIQA SOFTWARE SERVICES** – 08/07/2018 – 31/07/2019 – CLUJ-NAPOCA, ROMANIA

Website: <https://www.uniqasoftware.ro/>

---

- Document processes
- Creating, editing and copying pages in Confluence
- Create process and activity diagrams in Gliffy0
- Search, create and track issues in JIRA

## ● EDUCATION AND TRAINING

---

01/10/2021 – CURRENT Cluj-Napoca, Romania

### **PHD PROGRAMME - ECONOMICS** Babes-Bolyai University

---

**Address** 1, Mihail Kogălniceanu Street, 40000, Cluj-Napoca, Romania, 1, 400000, Cluj-Napoca, Romania |

**Website** <https://www.ubbcluj.ro/ro/> | **Field of study** Economics | **Level in EQF** EQF level 8 |

**Thesis** Human Capital: Determinants, Structural Change and Income Convergence in the Context of Economic Growth - Empirical Evidence

30/09/2018 – 30/06/2020 Cluj-Napoca, Romania

### **MASTER'S DEGREE - INTERNATIONAL AFFAIRS** Babeş-Bolyai University

---

**Address** 1, Mihail Kogălniceanu Street, 400000, Cluj-Napoca, Romania | **Website** <https://www.ubbcluj.ro/ro/> |

**Field of study** International Affairs | **Final grade** 10 | **Level in EQF** EQF level 7 | **Type of credits** ECTS | **Number of credits** 120 |

**Thesis** "Styles, strategies and game theory in international negotiations"

30/09/2018 – 30/09/2020 Cluj-Napoca, Romania

### **MASTER'S DEGREE - INTERNATIONAL MANAGEMENT - GERMAN LANGUAGE** Babeş-Bolyai University

---

**Address** 1, Mihail Kogălniceanu Street, 40000, Cluj-Napoca, Romania | **Website** <https://www.ubbcluj.ro/ro/> |

**Field of study** International Management | **Final grade** 9.9 | **Level in EQF** EQF level 7 | **Type of credits** ECTS |

**Number of credits** 120 | **Thesis** "Die Auswirkungen von Forschung und Entwicklung auf das Bruttoinlandsprodukt"

30/09/2015 – 30/06/2018 Cluj-Napoca, Romania

### **BACHELOR'S DEGREE - ECONOMICS AND INTERNATIONAL AFFAIRS** Babeş-Bolyai University

---

**Address** 1, Mihail Kogălniceanu Street, 40000, Cluj-Napoca, Romania | **Field of study** Economics and International Affairs |

**Final grade** 9.5 | **Level in EQF** EQF level 6 | **Thesis** "Behavioral determinants of economic growth"

30/09/2015 – 30/06/2018 Cluj-Napoca, Romania

### **BACHELOR'S DEGREE - BUSINESS ADMINISTRATION - GERMAN LANGUAGE** Babeş-Bolyai University

---

**Address** 1, Mihail Kogălniceanu Street, 400000, Cluj-Napoca, Romania | **Website** <https://www.ubbcluj.ro/ro/> |

**Field of study** Business Administration - German language | **Final grade** 10 | **Level in EQF** EQF level 6 | **Type of credits** ECTS |

**Number of credits** 180 | **Thesis** "Wichtige Determinanten des Wirtschaftswachstums in Deutschland"

01/10/2016 – 16/02/2017 Malaga, Spain

### **ERASMUS+ EXCHANGE SEMESTER – BACHELOR'S STUDIES** Universidad de Málaga

---

**Website** <https://theeconomics.uma.es/en/> | **Field of study** Business, administration and law | **Level in EQF** EQF level 6

## ● CONFERENCES AND SEMINARS

---

13/11/2025 – 15/11/2025 FSEGA, UBB, Cluj-Napoca, Romania

### **Cluj Economics and Business Conference, 5th Edition**

---

Paper: From Divergence to Convergence: Human Capital Trends and Growth Dynamics in EU-OECD Economies (1980-2024)

**Link** <https://econ.ubbcluj.ro/cebc/>

16/10/2025 – 18/11/2025 Alexandru Ioan Cuza University, Iași, Romania

### **Globalization and Higher Education in Economics and Business Administration, 17th Edition**

---

Paper: Assessing the Impact of Human Capital on Economic Growth: A Dual Approach using Quantity and Quality Proxies

Link <https://www.feaa.uaic.ro/geba/2025/>

07/11/2024 – 09/11/2024 FSEGA, UBB, Cluj-Napoca, Romania

### **Cluj Economics and Business Conference, 4th Edition: Contemporary Economic Challenges**

---

Paper: Assessing the Impact of Human Capital on Economic Growth: A Dual Approach using Quantity and Quality Proxies

Link <https://econ.ubbcluj.ro/cebc/>

13/06/2024 – 15/06/2024 Alexandru Ioan Cuza University, Iasi, Romania

### **International Conference of Economics, International Business and Cross-Cultural Communication, 2nd edition**

---

Paper: Skills, digitalization and life expectancy in relationship with economic growth

Link <https://www.feaa.uaic.ro/EIBC/index.php>

29/04/2024 – 30/04/2024 University of Macedonia, Thessaloniki, Greece

### **International Conference on Applied Theory, Macro and Empirical Finance, 8th edition**

---

Human Capital and Economic Growth. Western versus Eastern Europe

Link <https://amef.uom.gr/amefprogram24.pdf>

22/11/2024 University of Oradea, Romania

### **Emerging Markets economics and Business, 15th edition**

---

Paper: Assessing the Impact of Human Capital on Economic Growth: A Dual Approach Using Quantity and Quality Proxies

Link <https://steconomice.uoradea.ro/wp-content/uploads/2025/01/Volumul-conferintei-doctoranzilor-2024.pdf>

07/11/2023 – 09/11/2023 FSEGA, UBB, Cluj-Napoca, Romania

### **Cluj Economics and Business Conference, 3rd edition**

---

Paper: The Performance of Human Capital in relationship with economic growth

Link <https://econ.ubbcluj.ro/cebc/>

## **PUBLICATIONS**

---

2025

### **[Assessing the Impact of Human Capital on Economic Growth: A Dual Approach Using Quantity and Quality Proxies](#)**

---

<http://doi.org/10.47535/1991ojbe220>

Ungureanu Anca Maria, Pop Silaghi Monica Ioana, 2025, Assessing the Impact of Human Capital on Economic Growth: A Dual Approach Using Quantity and Quality Proxies, Oradea Journal of Business and Economics, 10 (2), pp 1-16

**Authors:** Ungureanu Anca Maria, Pop Silaghi Monica Ioana | **Journal Name:** Oradea Journal of Business and Economics | **Volume, Issue and Pages:** 10 (2), pp 1-16

Link <https://ojbe.uoradea.ro/>

2024

### **[The Performance Of Human Capital In Relationship with Economic Growth](#)**

---

DOI: [10.24193/RVM.2023.16.105](https://doi.org/10.24193/RVM.2023.16.105)

Ungureanu Anca Maria, 2024, The Performance Of Human Capital In Relationship with Economic Growth, Review of Economic Studies and Research, Virgil Madgearu, 16 (2), pp.77-91

## ● LANGUAGE SKILLS

---

Mother tongue(s): **ROMANIAN**

Other language(s):

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
<b>ENGLISH</b>	C1	C1	C1	C1	C1
<b>GERMAN</b>	C1	C1	C1	C1	C1
<b>SPANISH</b>	A2	A2	A2	A2	A1
<b>RUSSIAN</b>	A1	A1	A1	A1	A1

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

## ● SKILLS

---

Safe for Teams | Safe for Scrum Master | Results-driven | Attention to details | Active Listening | Adapatability | Resilience | Strong Work Ethic