



Sara Lind Guðbergisdóttir

- 19 August 1985
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Education

- 2012 **University of Iceland**
Master's Degree in Law
Thesis: Administrative Sanctions in the Icelandic Unemployment Insurance System in light of the European Convention on Human Rights.
- 2010 **University of Iceland**
Bachelor of Laws
Thesis: When is Mandatory Membership in Associations Justifiable in light of Public Interest?
- 2005 **Flensborgarskólinn in Hafnarfjörður**
Secondary Education

Professional experience

- 2024 **Ministry of Environment, Energy and Climate**
Special advisor for initiatives aimed at increasing efficiency in the ministry's regulatory framework and the consolidation of agencies.
- 2024 **National Energy Authority**
Appointed CEO from April 1. – 2. June. The primary role was to enhance the efficiency in processing applications for resource utilization permits, which was achieved with remarkable success.
- 2023–2024 **Ríkiskaup (Central Purchasing Body of Iceland)**
CEO from April 1. 2023 – 31. March 2024.
Transformative initiatives that significantly improved workplace culture, efficiency, and financial performance, evident in Ríkiskaups 20% annual productivity increase and successful transition from a deficit to a surplus operation. HR KPI's show an increase in satisfaction from 6.8 to 8.7, gender pay gap reduced from 4% to -0.18%, and sick days decreased by 78%. Recognition for effective management style with a high management assessment score and nominations for prestigious awards, reflecting my commitment to excellence in leadership.
- 2020–2023 **Ríkiskaup (Central Purchasing Body of Iceland)**
Director of management and reform, deputy CEO and data protection officer. Responsible for reform and policymaking across the institution that support it's vision and goals. The department also oversees legal advice to costumers and stakeholders, educational reform, daily operations and human resource management.
- 2015–2021 **State Negotiating Committee**
Primary member of the State's Negotiating Committee on behalf of the Minister of Finance and Economic Affairs in wage negotiation, alongside regular duties at the Personnel Policy Department.
- 2014–2020 **Ministry of Finance and Economic Affairs**
Lawyer at the Personnel Policy Department. Management and operational advice to ministries and state institutions. Representing the minister in a joint forum of labor market parties on labor and wage issues.
- 2013–2014 **Ljósið – Rehabilitation Center for Cancer Patients**
General legal advice to the clients of Ljósið.
- 2012–2013 **VR**
Department Manager, Advisory Department
Advice on wage issues, occupational rehabilitation in collaboration with VIRK Rehabilitation Fund, and employment counseling and placement services in cooperation with STARF Ltd. Interpretation of laws and collective agreements. Supervision of the preparation for collective negotiations.
- 2009–2012 **Directorate of Labour**
Specialist in Administration Department
Resolution of legal issues and advice to managers and employees. Representative of the institution in the Unemployment Insurance Fund allocation committee and in a collaborative project between ASÍ and SA on workplace certifications.

Board and Committee Memberships

2021–	Ljósið – Rehabilitation Center for Cancer Patients and Their Relatives. Board Member since 2021.
2015–2019	Farmers’ Pension Fund Board Member appointed by the Minister of Finance and Economic Affairs.
2014–2020	Occupational Safety and Health Authority Board Member appointed by the Minister of Finance and Economic Affairs.
2014–2020	Unemployment Insurance Fund Allocation Committee Board Member.
2015–2020	Unemployment Insurance Fund Board Alternate Board Member.
2016–2022	Development and Continuing Education Fund of Sameyki Board Member since 2016 and Chairman of the Board.
2015–2020	Professional Training Fund of the Icelandic Customs Officers’ Association Board Member.
2019–2021	Advisory Committee on the International Labour Organization (ILO) Affairs Alternate representative of public employer.
2015–2020	Advisory Committee on Sick Leave Rights Committee Member.
2015–2020	Advisory Committee on Working Hours Committee Member.
2018–2020	Committee pursuant to Article 27 of Act No. 70/1996 Representative of the Ministry of Justice. The committee’s role is to investigate cases of employees/officials who have been temporarily relieved of duties.

References

Björgvin Víkingsson

CEO of Bónus.

Phone: +354 839 3400

Gunnar Björnsson

former Director General of the Personnel Policy Department and former Chairman of the State Negotiating Committee.

Phone +354 896 4157

Writing and Teaching

University of Iceland, Department of Political Science

Part-time teacher in the course Human Resources Management for the State and Municipalities since 2022.

Payroll School of Starfsmennt

Teaching at the Payroll School since 2015. Management of courses on labor law, hiring, termination, job responsibilities, as well as bullying, sexual harassment, and gender-based violence. Administrative law and data protection and information rights.

Various specialized courses for institutions and associations

Management of customized courses for institutions and associations in the fields of labor, administrative, personal, and information rights.

Shorter

Translator of “Shorter” by futurist Alex Soojung Kim Pang, on ways to shorten the workweek without losing profitability while increasing efficiency and productivity. Publisher: Edda, 2021.

Little People, Big Dreams

Translator of the book series “Little People, Big Dreams” by Maria Isabel Sanchez Vegara. The books narrate the lives of people who have influenced our society, believed in themselves, and followed their dreams. Publisher: Big Dreams, 2021.

Courses

Harvard Kennedy School

Leadership Decision Making. June 2024

EIPA

Knowledge management in Puplic Sector Organisations. April 2024

Professional Certificate in Strategic Management and Leadership

International Center for Parliamentary Studies. CMI Level 7. 2019

Professional Certificate in Strategic Human Resource Management.

International Center for Parliamentary Studies. 2019

New Data Protection Legislation

Continuing Education, University of Iceland

Professional Hiring

Continuing Education, University of Iceland

Difficult Employee Issues

Continuing Education, University of Iceland

Bullying and Harassment - recent developments in research and practice

NIVA