

Curriculum vitae

Dr. Nousheen Zakaria

+92 (0) 333 132 5684

Email: nousheen@thecodeitcompany.com

Academic qualifications

2009-2013 PhD (Strategic HRM), University of Leeds, U.K.
Dean's Prize for Outstanding Contribution to the Research Community

2006-2007 MSc Management (HRM), University of Sheffield, U.K.

2002-2006 BBA (Hons) in Textile Management & Marketing, Textile Institute of Pakistan, Pakistan.

Online Trainings and Courses

April 2018-July2018: Social Entrepreneurship (3-months online programme)
University of Oxford, U.K.

February 2018: Leading for Results and Change
University of Derby, U.K.

March 2018: Finance for Non-Financial Managers
University of Derby, U.K.

Awards & Achievements

[Study UK Alumni awards Entrepreneurial Category Finalist 2019, The British Council](#)

[Study UK Alumni Fellowship 2018 awarded by The British Council](#)

[Study UK Alumni Awards Entrepreneurial Category Finalist 2017, The British Council](#)

[Study UK Alumni Awards Entrepreneurial Category Finalist 2016, The British Council](#)

Dean's Prize for Outstanding Contribution to the Research Community (2014),
University of Leeds, U.K.

Nominated for Emerald Outstanding Doctoral Research Award (2014)

Industry Experience

I am a tech-entrepreneur and have IT companies in Pakistan and the U.K.

January 2016-Current: Founder & CEO

[Homework Pakistan](#)

I founded Pakistan's first platform to learn and earn from home. Homework is a freelance job site and learning centre, providing work from home opportunities to freelancers. We not only offer freelance jobs but also training to help individuals become freelancers and work with international clients.

May 2014-Current: CEO and Co-Founder
[The Code It Company](#), Karachi, Pakistan

The Code It Company is an IT company offering bespoke software development, mobile apps development, web development and graphics design. Under The Code It Company, I have conceptualised around 7 mobile apps and 20 in-house websites.

September 2009-Current: CEO and Co-Founder
Out of Box Ltd, U.K.

I am a Co-Partner/CEO at Out of Box Ltd. We are an IT company offering graphic designing and web development company, mobile application and software development. We are responsible for developing some of the newest and most intuitive apps and websites. We work for clients globally.

Academic Experience

January 2019-Present: Associate of the Centre for Employment Relations Innovation and Change (CERIC), **University of Leeds, U.K.**

September 2014-January 2015: Visiting Assistant Professor,
Module Taught: Research Methods (Undergraduate Third Years)
Textile Institute of Pakistan, Karachi, Pakistan

January 2014-January 2015: Visiting Assistant Professor
Modules Taught: Strategic HRM & Principles of Management
Institute of Business Administration (IBA), Karachi, Pakistan

2010-2013: Postgraduate Teaching Assistant,
University of Leeds, Leeds, U.K.

I taught various modules as a Teaching Assistant at undergraduate level in Human Resource Management, Work & Organisations and Research Methodology at Leeds University Business School. These include:

LUBS0060 Introduction to HRM

LUBS1125 Economic Institutions (Labour)

LUBS1755 Business and Society (Combined)

LUBS1760 Business and Society (Organisation Theory)

LUBS2880 Management Research Practice

LUBS2885 HRM Research Practice and Personal Tutorials

LUBS3095 Global perspectives on HRM and Employment Relations

LUBS3310 Controversies in HRM and Employment Relations – (Guest Lecture on HR strategy planning process, 12th October 2012)

June 2012-August 2012 *MA (HRM) Dissertation helpdesk – Consultation to students working towards their dissertation.*

April 2012–May2012 **Research Assistant** on project ‘Lobbying and the shaping of employment relations policy in the U.K’ (with Professor Chris Forde and Professor Mark Stuart)

Leeds University Business School **Seed corn funding £2000.**

Workshops and Guest Speaking Activities

I have been an invited speaker at various universities. I also conduct regular training sessions and workshops for my platform Homework.

2017-Current:

I have trained over 5,000 professionals and students on the following topics:

- Freelancing
- Digital Marketing
- Blogging and content writing
- Public Speaking Skills
- Online Business
- E-commerce
- CV writing
- Interview Skills
- Business Communication
- Emotional Intelligence

List of ongoing events: <http://learn.homework.pk/events/>

Other related work

2012-2013 Assessment and marking activities for Leeds University Business School (various modules)

August 2012 Coding research papers from the 2008 Research Assessment Exercise

2010 Seminar development for the use of archival research in British American Tobacco (BAT) for management research practice module (2nd year undergraduate)

2010 Designed and developed a case-study with Professor Steve Vincent on CIBA chemicals for Management research practice module (2nd year undergraduate)

Publications

Zakaria, N. (2014) *forthcoming* 'HR strategic planning process: A qualitative study of financial institutions', Sage Methods Cases, Sage, London.

Conference Papers and Presentations

Zakaria, N. (2013) **Inside story on the realities behind HR policy planning and implementation in the top banks of Pakistan** *Centre of Employment Relations, Innovation and Change (CERIC) Doctoral conference*, University of Leeds, 8th May 2013.

Zakaria, N. (2013) **HR strategic planning process: my experiences of research (Invited Speaker)**, at the *Leeds University Business School Mini Conference for 1st Year Undergraduate Students*, Leeds 1st Feb 2013

Zakaria, N. (2012) **A qualitative study of Strategic HRM planning process to implementation of 5 case-study banks in Pakistan**, *University of Leeds Thesis Twitter Conference #UoLTweCon 11th December 2012*.

Zakaria, N. (2012) **Corporate and Business strategy integration with HR policies**, developmental paper presented at the *British Academy of Management (BAM) conference on Research Revisited: Prospects for Theory and Practice*, Cardiff 11th – 13th September 2012.

Zakaria, N. (2012) **The 'how and the 'who' of HR policy planning**, paper presented at *Leeds University Business School, Annual Doctoral conference*, University of Leeds 13th-14th June 2012.

Zakaria, N. (2012) **HR strategy and implementation in Pakistan**, paper presented at *British Academy of Management (BAM) HRM SIG Workshop: The Influence of Context in Shaping HRM*, Cranfield University 17th-18th May 2012.

Zakaria, N. (2012) **HR strategy to implementation: Evidence from 5 case studies**, paper presented at *Centre of Employment Relations, Innovation and Change (CERIC) Doctoral conference*, University of Leeds 3rd May 2012.

Zakaria, N. (2011) **A Multi-level investigation of the genesis of HR strategy to implementation via comparative case-study analysis in Pakistan**, paper presented at 20th European Doctoral Programmes Association in Management and Business Administration (EDAMBA) *Summer Research Academy*, Soreze, France 20th-26th July 2011.

Zakaria, N. (2010) **Is HR department worth having for an organisation?** Poster presented at *Leeds University Business School, Annual Doctoral conference* June 2010.

Conferences/Events organised

Centre for Employment Relations, Innovation and Change (CERIC) Doctoral Conference, University of Leeds, 3rd May 2012.

Student Organiser at 29th International labour process conference (ILPC), University of Leeds, 5th-7th April 2011

Student Organiser and presenter at 20th EDAMBA Summer Research Academy, Soreze, France July 2011

External Activities

2018: Invited member of Corporate Advisory Committee (CAC), Bahria University, Karachi, Pakistan

2016-Current: Member of the Academic Council, Textiles Institute of Pakistan

2013 – 2014 Member of the Editorial Board of Leeds University Business School, Working Paper Series

2012- 2014 Member of the Editorial Board of White Rose Working Paper Series
Working towards building a collaborative initiative for White Rose Working Paper Series between the White Rose University Consortium; Leeds, Sheffield and York.

2012-2013 White Rose Postgraduate Research (PGR) Representative for Leeds University Business School

2012-2013 PGR Representative at Faculty Executive Group

2011-2013 Member of British Academy of Management (BAM)

2011- 2013 PGR Representative at Student Staff Committee

2011- 2013 PGR Representative at the LUBS Equality and Diversity Committee

2011-2012 Postgraduate Research (PGR) Representative at Faculty Graduate School

Certifications/Trainings

Writing for Publication: 12 week course, Staff and Departmental Development Unit (SDDU)
University of Leeds April'13-June'13

Arabic Beginners 1 & 2, Leeds Lifelong Learning Centre, University of Leeds Sep'12-Apr'13

5 ECTS Credits (Theory and Practice of Business Research), 20th European Doctoral Programmes Association in Management and Business Administration (EDAMBA) Summer Research Academy, Soreze, France: 20th-26th July 2011.

Teaching in Small Groups (LUBS) – December 2010

Nvivo8 Fundamentals, University of Leeds - May 2010

Assessing Student Work: Arts, Business, University of Leeds – January 2010

AIM / BAM workshop on Journal Publishing in Business and Management, held at University of Sheffield – November 2009

Ms Word for Long Documents, Transfer Report and Thesis, University of Leeds- November, 2009.

Media Coverage

My work has featured online, print and visual mediums both in Pakistan and the U.K, some of these are:

[Covered by Samaa TV News on being selected for the British Council Awards](#)

[Featured by The News on being selected for the British Council Awards](#)

[Interview by Pakistan's leading TV Channel, TV One](#)

[Interview by TV One on Homework Pakistan](#)

[Haven for Hope: Homework Coverage by EOS Dawn 3rd December 2017](#)

[Interview published by Network, Leeds University Business School](#)

[Nomination for UK Alumni Awards by Star, U.K.](#)

[British Council Coverage for being nominated as a Finalist in the Entrepreneurial Categories](#)

[Covered by Express Tribune](#)

[Covered by Geo](#)

[Covered by Leeds University Business School](#)

[Blog coverage on contribution to society](#)

References

Available upon request