



+48 605 721 792;
m.wilinska@bsbi.pl

Professional experience

PARTNER, BSBI LEGAL & TAX WARSAW, 2020- CURRENT

- a) advising and preparing legal opinions on Common Rules on the insurance of officials of the European Communities against the risk of accident and of occupational disease;
- b) advising and preparing legal opinions on Annex XIII. 1 of Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Economic Community and the European Atomic Energy Community. Amended by (OJ 45, 14.6.1962, p. 1385 ("**CEOS**"))
- c) advising on REGULATION No 31 (EEC), 11 (EAEC), Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Economic Community and the European Atomic Energy Community. Amended by (OJ 45, 14.6.1962, p. 1385) ("**Staff Regulation**");
- d) providing legal opinions based on GDPR, AI;
- e) representing clients in the courts;
- f) preparation of research and development (R&D) policies in relation to the tax relief for research and development activities;

HEAD OF LEGAL DEPARTMENT (COORDINATOR), PPL „PORTY LOTNICZE”, WARSAW CHOPIN AIRPORT 2018-2020

- a) legal office management of 15 lawyers and management of current work of legal advisors and coordination of cooperation with external law firms;
- g) advising on infrastructure projects on international Project Finance, acquisition and restructuring transactions and infrastructure projects carried out either based on public procurement law or by way of public-private partnerships or concessions.
- b) advising on Financial Regulations, public legal partnership, public infrastructure development, public procurement, principles of managing state property;
- c) advising on labour and employment law (negotiation with trade unions, collective labor agreements, harassment, overtime, disciplinary dismissals claims, company rules, business ethics and policies, collective disputes, on Member State level and across EU);
- d) advising on HR aspects of group redundancies and restructuring, pension plans, option plans, employment and management contracts, non-compete agreements;

- e) advising on Commission Regulation (EU) No 139/2014 laying down requirements and administrative procedures for airports pursuant to Regulation (EC) 216/2008 of the European Parliament and of the Council;
- f) representation in labour courts;
- g) drafting of transaction documents, drafting concession agreements, lease, power purchase agreements, share/asset sale agreements, services agreements;
- h) drafting Government Support Agreement/Implementation Agreements, and other contracts,
- i) participating in transaction structuring discussions, as well as internal guidance/decision meetings;
- j) drafting know-how documents, best practices, provide training;

LOCAL PRIVACY LEAD, ADECCO, EMPLOYMENT AGENCY– (IMPLEMENTATION OF GDPR), HQ LOCATED IN ZURICH (II- XI 2018)

- a) expert advising GDPR implementation in labour and employment law area;
- b) working in GDPR international working group (23 location worldwide) on GDPR implementation and privacy regulation;
- c) drafting of work contracts, terminations, outsourcing agreements, body leasing agreements;
- d) expert advising on automated profiling and AI tools in context of GDPR;
- e) coordinating and managing local legal efforts, providing with guidance and monitoring the local implementations in the compliance with the GDPR;
- f) recommending practices or agreements relating to data protection and privacy on local level;
- g) advising the departments on data protection and privacy matters on local level;
- h) identifying and addressing business, legal and regulatory risks surrounding data protection and privacy issues at local level;
- i) coordinating and performing training as necessary to selected employees and managing of the local privacy ambassadors in implementing Data Protection in Adecco Poland and any legislation on data protection, and in handling data breaches and complaints;

HEAD OF R&D (ROBOTICS, AI, STARTUPS) DEPARTMENT, COUNSEL, DOMAŃSKI, ZAKRZEWSKI, PALINKA LAW OFFICE (200 lawyers) (DZP), 2016 - 2018

- a) managing and coordinating a legal R&D department as a Head of R&D Department;
- b) cooperation with investment funds in commercialization of research and development activities, startups;
- c) advising on data protection and privacy matters to Clients also in contact with local data protection authority (GIODO);
- d) preparation of research and development policies in relation to the tax relief for research and development activities;
- e) advises leading polish science institutes, Polish Academy of Science, institutes, universities, businesses, investment funds (VC) including seed investment funds;
- f) co-organizing of the postgraduate course “Technology Transfer Management” at the Warsaw School of Economics;

PARTNER, BSBI LEGAL & TAX, WARSAW, 2010-2016

- a) managing and organizing all legal departments cooperation;
- b) advises leading polish science institutes, Polish Academy of Science, institutes, universities, businesses, investment funds (VC) including seed investment funds, startups in accelerating programs;
- c) implementation of projects in the field of commercialization of research and development activities; (providing ongoing services, handling negotiation process);
- d) cooperation with investment funds in commercialization of research and development activities;
- e) implementation of projects in the field of personal data protection;
- f) implementation of projects in the field of intellectual property rights and copyrights (licensing agreements to implement complex IT systems, IT contracts mostly with banks);
- g) representing clients in litigation; cooperation in investment and structural projects, servicing space law legal advice;

SENIOR LAWYER, DERRA, MEYER & PARTNERS 2009-2010

- a) implementation of projects in the field of transfer of new technologies, including projects involving complex IT systems, using artificial intelligence, IT systems implemented by banks (preparation of licensing agreements, implementation agreements, service agreements);
- b) preparing legal opinions in the area of open source, behavioural targeting, cookies policies, projects in the field of personal data protection, documentation concerning public procurement contracts in the procurement of IT systems;

IN- HOUSE LAWYER, GEMIUS S.A., 2008-2009

- a) providing and managing corporate services for the Company and its subsidiaries (UK, Denmark, Hungary, Russia, Lithuania, Latvia, Ukraine, the Czech Republic, Turkey);
- b) preparing and reviewing agreements, including in particular studying the behaviour of Internet users including agreements for streaming studies, eye-tracking studies, heat map studies;
- c) preparation of entrustment of personal data processing agreements;
- d) registration proceedings in the Inspector General for the Protection of Personal Data in company in Poland and its subsidiaries;
- e) providing legal services also in Hungarian legal language;

JUNIOR LAWYER, WARDYŃSKI I PARTNERZY, 2007-2008

- a) providing ongoing services to entities in the field of new technologies law;
- b) preparation of legal opinions in the field of and pleadings concerning infringements of copyright and intellectual property rights (trademarks);
- c) providing legal services concerning projects, e-commerce, on-line banking;

LAWYER, JOACHIM HILLA LAW FIRM, 2007-2008

- a) preparation of pleadings concerning infringements of copyright on the Internet (ongoing customer services);
- b) preparation of rules and regulations, preparation of licensing agreements, providing ongoing services related to real estate;

TRAINEE, GLEISS LUTZ, 2003-2004

- a) preparation of forms to be filed in the National Court Register KRS, searching for materials;
- b) supporting the ongoing work of lawyers;

Education

2006-2012, University of Warsaw, PhD in law, thesis subject: "Expert systems in the process of application of law" (The doctoral dissertation concerned the use of tools of artificial intelligence and fuzzy logic in advanced IT systems designed to assist or replace the work of a human being);

2006-2011, University of Warsaw, 2006-2011; doctoral studies at the Faculty of Modern Languages (research related to linguistics, legal languages, machine learning, ontologies);

2011- 2012, Chicago Kent Law School, University of Gdańsk, School of American Law;

1999- 2005, University of Warsaw, "magister" in law, **graduation with distinction**;

1998- 2003, University of Warsaw, "magister" in Hungarian language studies;

2001-2003, Faculty of Law and Administration; Eötvös Loránd Tudomány Egyetem, Budapest;

2000-2001, Faculty of Law and Administration; Freie Universität, Berlin;

Academic Activity

2007- PRESENT, assistant professor at the Faculty of Law and Administration, University of Warsaw (Legal reasoning, Expert systems with machine learning in law, AI and Law, Management of Art Market - law aspects);

2015-PRESENT, lecturer and co-organizer of postgraduate studies: "Managing Technology Transfer" (AI and LegalTech) Warsaw School of Economics;

2013-2014, member of the scientific research and development works team in R&D project (AI) at Technical University of Cracow;

2009-2011, lecturer at Koźmiński University (Legal reasoning);

2006-2009, lecturer at Faculty of Modern Languages (Linguistics);

Conferences and training activity

2010-2018, conducting 100 training courses on personal data protection, business brunches – R&D, START

2008-2015, speaker at conferences on the law of new technologies (AI) and data protection matters (Cairo, Casablanca, Washington, Warsaw, Phoenix);

Languages

Polish (mother tongue), English (C2), Hungarian (C2), German (B2)

Publications

- a) Małgorzata Wilińska, *Systemy ekspertowe*, Zagadnienia informacji naukowej, Tom 48 nr 1 (95), 2010 (AI);
- b) Małgorzata Wilińska, Tadeusz Piątek, *Udział polskich przedsiębiorców w konkursach Europejskiej Agencji Kosmicznej: wybrane aspekty prawne* (rozdział VII) [w:] Polski sektor kosmiczny: struktura podmiotowa - możliwości rozwoju-pozyskiwanie środków/praca zbiorowa pod redakcją naukową Marty E. Wachowicz, Polska Agencja Kosmiczna, 2017;
- c) Małgorzata Wilińska, „Wada oświadczenia woli” jako metafora [w:] *Studia Iuridica*, nr 83, str. 250-261, Warszawa 2021;
- d) Małgorzata Wilińska, *Prawo Pracy* [w:] *Metodyka pracy prawnika in-house* str. 191-212, Warszawa 2021 (Wolters Kluwers);
- e) Umowa poufności wraz z komentarzem (<https://www.ncbr.gov.pl/potrzebuje-wiedzy-uczelniainstytut/umowy-i-regulaminy/szczegoly/news/umowa-poufnosci-z-komentarzem-50701/>);
- f) Umowa spółki spin-off wraz z komentarzem (<https://www.ncbr.gov.pl/potrzebuje-wiedzy-uczelniainstytut/umowy-i-regulaminy/szczegoly/news/umowa-spolki-spin-off-z-komentarzem-50699/>);
- g) Umowa świadczenia usług zarządzania prawami własności intelektualnej wraz z komentarzem i wyborem orzecznictwa <https://www.ncbr.gov.pl/potrzebuje-wiedzy-uczelniainstytut/umowy-i-regulaminy/szczegoly/news/umowa-swiadczenia-uslug-zarządzania-prawami-wlasnosci-intelektualnej-50697/>);
- h) Umowa pomiędzy współtwórcami utworu z komentarzem (<https://www.ncbr.gov.pl/potrzebuje-wiedzy-uczelniainstytut/umowy-i-regulaminy/szczegoly/news/umowa-pomiedzy-wspoltworcami-utworu-z-komentarzem-48127/>);
- i) Umowa wspólności patentu wraz z komentarzem <https://www.ncbr.gov.pl/potrzebuje-wiedzy-uczelniainstytut/umowy-i-regulaminy/szczegoly/news/umowa-wspolnosci-patentu-48121/>);
- j) Umowa licencyjna (autorskie prawa majątkowe) z komentarzem (<https://www.ncbr.gov.pl/potrzebuje-wiedzy-uczelniainstytut/umowy-i-regulaminy/szczegoly/news/umowa-licencyjna-autorskie-prawa-majatkowe-z-komentarzem-50713/>)

- k) Umowa przeniesienia praw własności przemysłowej z komentarzem (<https://www.ncbr.gov.pl/potrzuje-wiedzy-uczelniainstytut/umowy-i-regulaminy/szczegoly/news/umowa-przeniesienia-praw-wlasnosci-przemyslowej-z-komentarzem-50711/>);
- l) Regulamin zarządzania prawami autorskimi i prawami pokrewnymi oraz prawami własności przemysłowej oraz zasad komercjalizacji wyników badań naukowych i prac rozwojowych (instytut badawczy) wraz z komentarzem, (<https://www.ncbr.gov.pl/potrzuje-wiedzy-uczelniainstytut/umowy-i-regulaminy/szczegoly/news/regulamin-zarzadzania-prawami-autorskimi-i-prawami-pokrewnymi-oraz-prawami-wlasnosci-przemyslowej-or/>);
- m) Umowa know-how z komentarzem <https://www.ncbr.gov.pl/potrzuje-wiedzy-uczelniainstytut/umowy-i-regulaminy/szczegoly/news/umowa-know-how-z-komentarzem-50797/>);
- n) Umowa objęcia warrantów subskrypcyjnych (<https://www.ncbr.gov.pl/potrzuje-wiedzy-uczelniainstytut/umowy-i-regulaminy/szczegoly/news/umowa-objecia-warrantow-subskrypcyjnych-52169/>);
- o) Dzierżawa autorskich praw majątkowych (<https://www.ncbr.gov.pl/potrzuje-wiedzy-uczelniainstytut/umowy-i-regulaminy/szczegoly/news/dierzawa-autorskich-praw-majatkowych-51965/>);
- p) Regulamin korzystania z infrastruktury badawczej <https://www.ncbr.gov.pl/potrzuje-wiedzy-uczelniainstytut/umowy-i-regulaminy/szczegoly/news/regulamin-korzystania-z-infrastruktury-badawczej-51949/>); publikacja 4.10.2018 r.;
- q) Umowa o korzystanie z infrastruktury badawczej (<https://www.ncbr.gov.pl/potrzuje-wiedzy-uczelniainstytut/umowy-i-regulaminy/szczegoly/news/umowa-o-korzystanie-z-infrastruktury-badawczej-51891/>);
- r) Umowa o prace badawcze (<https://www.ncbr.gov.pl/potrzuje-wiedzy-uczelniainstytut/umowy-i-regulaminy/szczegoly/news/umowa-o-prace-badawcze-51827/>);
- s) Umowa o komercjalizację wyników badań naukowych i prac rozwojowych (<https://www.ncbr.gov.pl/potrzuje-wiedzy-uczelniainstytut/umowy-i-regulaminy/szczegoly/news/umowa-o-komercjalizacje-wynikow-badan-naukowych-i-prac-rozwojowych-51593/>);
- t) Regulamin zarządzania prawami autorskimi i prawami pokrewnymi oraz prawami własności przemysłowej oraz zasad komercjalizacji wyników badań naukowych i prac rozwojowych (instytut PAN)(<https://www.ncbr.gov.pl/potrzuje-wiedzy-uczelniainstytut/umowy-i-regulaminy/szczegoly/news/regulamin-zarzadzania-prawami-autorskimi-i-prawami-pokrewnymi-oraz-prawami-wlasnosci-przemyslowej-or-1/>);
- u) Umowa konsorcjum z komentarzem (https://www.ncbr.gov.pl/index.php?id=7137&L=330&tx_news_pi1%5Bnews%5D=50705&cHash=bd67e3ad54c22089f0d95f5601960a3c);
- v) Umowa zlecenia na wykonanie prac B+R z komentarzem (https://www.ncbr.gov.pl/index.php?id=7137&L=330&tx_news_pi1%5Bnews%5D=50703&cHash=325dad55de4ffca6a8202112fc8cbe93);
- w) Umowa licencyjna (prawa własności przemysłowej) z komentarzem https://www.ncbr.gov.pl/index.php?id=7137&L=330&tx_news_pi1%5Bnews%5D=50709&cHash=3d8cc11d5fec09d79128cf9683b6bc41);
- x) Umowa przeniesienia praw własności przemysłowej z komentarzem(https://www.ncbr.gov.pl/index.php?id=7137&L=330&tx_news_pi1%5Bnews%5D=50711&cHash=37afdac2328a561f00365db6a28123ca
- y) Umowa przeniesienia autorskich praw majątkowych z komentarzemhttps://www.ncbr.gov.pl/index.php?id=7137&L=330&tx_news_pi1%5Bnews%5D=50715&cHash=da45f475b036012b5851d92865dc759f);