

- Managed SAP modules (CO; ABC; IM; PS; Workflow)
- Delivered quarterly conference calls with Magyar Telekom Investor Relations
- Managed Revenue assurance, Billing, Fraud detection/prevention function without major incidents
- Signed non-procurement contracts <250 kEUR
- Occasionally substituted CFO
- Continuously reorganized and streamlined the department; lead team of 20+ employees
- Finance lead/support in major projects: Market Invest Steering; Save4Service; VBS; Activity Based Costing; Long Run Incremental Costing and Accounting Separation; Cost Benchmarking; Real Estate Project (New HQ); Re-branding; 4in1 (Outsourcing international traffic business to DT); Due Diligence project for merger of MKT and TMMK; various Outsourcings
- Collaborated with consultants on various projects: BCG, Detecon, KPMG, AT Kearney, Arthur D Little

09/2008-08/2013 **Assistant Director for Business Planning & Decision Support /Deputy Controlling Area Director**
MAKEDONSKI TELEKOM & T-Mobile Macedonia, SKOPJE

11/2007-08/2008 **Head of Marketing & Sales Controlling Department**
MAKEDONSKI TELEKOM, SKOPJE

08/2007-11/2007 **Head of Business Planning & Decision Support Department**
MAKEDONSKI TELEKOM, SKOPJE

06/2006-08/2007 **Chief Controller for Mobile Segment**
JSC MAKEDONSKI TELEKOMUNIKACII, SKOPJE

01/2005-06/2006 **Senior Controlling Manager**
JSC MAKEDONSKI TELEKOMUNIKACII, SKOPJE

12/2002-10/2004 **Financial analyst in a Reporting, Budgeting and Controlling Department**
BREWERY SKOPJE JSC (Joint Venture of Heineken and Coca-Cola)

- Responsible for Heineken and Coca-Cola planning and reporting; prepared various analysis on cost, price, sales, receivables, inventory, CAPEX, cash flow projections, financial ratios

05/2002-12/2002 **Loan Officer (Credit analyst)**
KMB Credit line for micro/small business development (KfW, EBRD, IFC), "Tutunska Bank" Skopje

- Contributed to developing Marketing strategy for KMB project in Macedonia; actively promoted loans for small businesses (went door-to-door); disbursed loans for small businesses based on financial analysis

DEVELOPMENT

- Breaking the glass ceiling, Nigel Hughes – Bonn, Nov 2021
- Leading in the (Hybrid) new normal – Bonn, Dec 2020
- Coaching with Conrad Lehninger (focus: managing multiple stakeholders with (potentially) conflicting interests; manage perception and create impact) – 2019-2020, Cologne
- Growth mindset, EU management workshop – Bonn, 2017
- Corporate Governance training - DT Legal, Bonn, 2017
- Storylining workshop (Steercom) - Bonn, 2017
- Coaching with Pepper de Callier (founder of Prague Leadership Institute) -2016/2017
- Strategic Management for Executives, prof. Patrick Reinmoeller – ERASMUS, Sep. 2016
- Effective Collaboration @ DT Europe – Athens 2014
- DT Leadership Development Program LDP-3, 2012-2013

- SWAN English school; April-May 2003, Oxford, UK

SKILLS

- Computer literate
- Analytical, organizational, prioritization skills gained working on challenging tasks under time pressure
- Communication skills and teamwork gained through work on various local and group-wide projects
- Good presentation skills gained by giving presentations/iPF storylines to wider management forum
- Leadership skills (led 20+ people; continuous training and development)
- Ambitious, focused, solution driven and self-motivated
- Fast learner and highly capable of successfully contributing to the company

LANGUAGES

- English – excellent
- Croatian, Montenegrin, Serbian – excellent
- German – basic

PERSONAL INTERESTS

- Skiing; cycling; running; new technologies; cars