

Borce Siljanoski

Address
e-mail:
mob



PERSONAL INFORMATION

- Date and place of birth:
- Driving license:
- Marital Status:

EDUCATION

2006-2008, University of Sheffield UK

- MBA in Finance

1997-2002, University St. "Cyril and Methodius", Skopje

- Faculty of Economics – B.A. Business Administration / Management; GPA: 9.21/10.00

1993-1997, High School "Rade Jovcevski Korcagin", Skopje

- Mathematics and natural sciences; GPA: 4.84/5.00

EXPERIENCE

10/2017–

Head of Performance Management Europe TMA&TMPL

- Lead transparent and efficient cross functional steering for TMPL and TMA in Europe segment
- Responsibility for Planning, reporting and steering of all financials/KPIs for the corresponding subsidiaries
- Setup of Financial and business targets for NatCo & NatCo's management teams
- Prepare and coordinate regular NatCo Performance touchpoints, ensure quality of prepared materials and briefings for EU LT team
- Support Performance management unit with finance expertise and financial information which is needed for all relevant business decisions/or supports EU Leadership team decision making.
- Development & implementation of strategical concepts, reports, processes & measures for Performance management unit to optimize steering, efficiency and value creation in EU segment
- Ensuring transparency of financial development of EU segment towards Group Controlling including explanations needed for e.g. audit, investor relations or selected external partners
- Responsibility for coordination/ preparation of strategic planning process as part of Group mid-term planning process
- Responsibility for Corporate Governance of TMPL and TMA from HQ perspective (preparation of materials for Board meetings, supervisory boards or other management board meetings)

08/2013–09/2017

Controlling Director (+Governance of Revenue Assurance, Billing and Fraud)

MAKEDONSKI TELEKOM, SKOPJE

- Manage overall planning process and impairment test; set budgets and targets
- Manage efficient cost control, tools for cost control and cost accounting system
- Oversee management reporting process (for DT, Magyar Telekom, BoD, etc)
- Manage business cases preparation and assessment process
- Responsible for revenue segments control
- Manage overall investment process and CAPEX control function
- Oversee part of Procure2Pay process; OPEX/CAPEX single item approval up to 250 kEUR

- Manage SAP modules (CO; ABC; IM; PS; Workflow)
- Steer all major financial indicators (OPEX; EBITDA; CAPEX; oFCF; Cash)
- Ensure ICS controls compliance
- Support Regulatory, Pricing, CAPEX committee, Sponsorship and Donations Committee
- Deliver quarterly conference calls with Magyar Telekom Investor Relations
- Continuous reorganization and streamlining of the department
- Signatory of non-procurement contracts <250 kEUR; contracts approver where CFO is signatory
- Occasionally substitute CFO
- Active involvement in all major DT Europe/ONE DT/PAN IP projects
- 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
- Responsible for Revenue assurance, Billing, Fraud detection/prevention processes; define control points; regulate and manage the process of provisioning quality in the billing and invoicing

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, and CAPEX, cash flow projections, financial ratios
- Participated in project for implementation and mapping of Heineken with local trial balance

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

- Contributed in developing Marketing strategy for KMB project implementation in Macedonia
- Actively promoted loans for small businesses (went door-to-door)
- Disbursed loans for micro/small businesses based on detailed financial analysis

DEVELOPMENT

- Growth mindset, EU management workshop – Bonn, 2017
- Organizational and functional challenges (Assesments systems) – Prague and Bonn, 2017, 2018
- Corporate Governance workshop - DT Legal, Bonn, 2017
- Storylining workshop (Steercom) - Bonn, 2017
- One-on-one coaching with Pepper de Callier (founder of Prague Leadership Institute) -2016/2017
- Strategic Management for Executives, prof. Patrick Reinmoeller – ERASMUS, Sep. 2016
- Empowering Leadership in Times of Change (Dr. Jana Costas) – Skopje 2015
- International Controlling Association Congress – Belgrade, 2015
- Group Coaching (Delegation and Empowerment), Rajka Markovic "Prava Formula" - Skopje 2014-2015
- Effective Collaboration @ DT Europe – Athens 2014
- DT Leadership Development Program LDP-3, 2012-2013
- Seminars on Data privacy; Insider trading; Conflict of interests
- Trainings on Presentation skills; Project management; Conflict management; Managing change
- Various seminars on economic policies and corporate governance; ISO implementation courses
- 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 (and learning)

PERSONAL INTERESTS

- Skiing; cycling; fitness; new technologies; cars