

Marko Cegnar

Date of birth:

Nationality:

Gender:

Phone number:

Email:

Address:

WORK EXPERIENCE

1 November 2022 to present – Maribor, Slovenia

GENERAL MANAGER OF POŠTA SLOVENIJE, D. O. O.

- management of operations and representation of company
- responsibility for operations of the company as a whole and management of the Pošta Slovenije Group
- coordination of work of the Executive Management
- establishment of contacts with key customers
- responsibility for the operating results of the company and group
- shaping of the company's business policy, and strategy of the company and group
- shaping of the HR policy and supervision of the work of employees
- reporting to the company's supervisory body and to SDH, d. d.

1 June 2022 to 31 October 2022 – Portorož, Slovenia

DIRECTOR OF MARINA PORTOROŽ, D. D.

- responsibility for sales results and profitability
- responsibility for purchasing and negotiating with all suppliers
- responsibility for drafting of sales and marketing plan
- establishment of contacts with key customers
- supervision of the work and productivity of employees
- planning of HR policy
- shaping the company's business policy and strategy
- shaping of the pricing policy and discount system
- drafting of reports for the company's supervisory board

1 February 2022 to 31 May 2022 – Ljubljana, Slovenia

COMMERCIAL DIRECTOR OF BRIO D. O. O.

- comprehensive and independent management of projects
- marketing of the company's services and acquisition of new business
- consultancy in the areas of logistics, real estate and marketing

1 January 2022 to 31 January 2022 – Koper, Slovenia

ADVISOR TO THE MANAGEMENT BOARD OF INTEREUROPA, D. D.

1 December 2020 to 31 December 2021 – Koper, Slovenia

PRESIDENT OF THE MANAGEMENT BOARD OF INTEREUROPA, D. D.

- representation of the company and chairing of company's Management Board
 - responsibility for the following business areas: sales and operations (freight forwarding and logistics), human resources and general affairs, quality, safety, public relations and formal management of subsidiaries
 - coordination of the work of the members of the Management Board
 - coordination of work between members of the Management Board and the management staff of subsidiaries
 - management and supervision of operational units in Slovenia, Bosnia and Herzegovina, Serbia, North Macedonia, Montenegro, Albania, Ukraine, Croatia and Kosovo
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- responsibility for the coordinated planning and monitoring of business areas, both at the company and individual subsidiaries, and for proposing the company's policy in his area of activity
 - effective management of relationships with the group's strategic and key customers
 - development of new markets and products, and development of sales and marketing process at group level
 - supervision of the operations of the group's subsidiaries
 - Chairman of the Supervisory Board of Intereuropa RTC, d. d. in Bosnia and Herzegovina, and Chairman of the Board of Directors of Intereuropa in Kosovo and Zetatrans AD in Montenegro

2016 to 30 November 2020 – Ljubljana, Slovenia

MEMBER OF THE MANAGEMENT BOARD RESPONSIBLE FOR SALES AT INTEREUROPA, D. D.

- representation of the company and chairing of company's Management Board
- responsibility for the following business areas: sales and operations (freight forwarding and logistics), human resources and general affairs, security, quality assurance, public relations and formal management of subsidiaries
- coordination of the work of the members of the Management Board
- coordination of work between members of the Management Board and the management staff of subsidiaries
- management of the freight forwarding and logistics business area, and sales and marketing at Intereuropa, d. d. and group subsidiaries
- management and supervision of operational units in Slovenia, Bosnia and Herzegovina, Serbia, North Macedonia, Montenegro, Albania, Ukraine, Croatia and Kosovo
- responsibility for the coordinated planning and monitoring of business areas, both at the company and individual subsidiaries, and for proposing the company's policy in his area of activity
- effective management of relationships with the group's strategic and key customers
- marketing of the group's services and coordination between organisational units in this area
- development of new markets and products, and development of sales and marketing process at group level
- standardisation of sales terms and conditions, and representation of business units on the common market and before common customers
- standardisation of the partner network and the terms and conditions of transactions with partners and between the business units of group companies
- supervision of the operations of the group's subsidiaries

2012 to 2016 – Ljubljana, Slovenija

COMMERCIAL DIRECTOR OF DHL LOGISTIKA, D. O. O.

- management of the company's commercial division
- responsibility for sales results and profitability
- responsibility for purchasing and negotiating with all suppliers
- responsibility for drafting of the sales and marketing plan and budget
- purchase negotiations for all input pricing terms and conditions
- establishment of contacts with key customers
- responsibility for seeking out and reaching agreements with new key and strategic customers
- management of the marketing department
- monitoring of the work and productivity of commercial staff
- planning of HR policy in commercial division
- participation in the shaping of the company's business policy
- shaping of the pricing policy and discount system
- drafting of reports for the company's principal and management staff

2009 to 2012 – Ljubljana, Slovenija

COMMERCIAL DIRECTOR (SALES, PROCUREMENT, MARKETING) OF ORBICO, D. O. O.

- management of the company's commercial division, purchasing, sales and the Direndaj retail network of ORBICO, d. o. o. (17 business units and 172 employees)
 - responsibility for purchasing and negotiating with all the company's suppliers
 - purchase negotiations with suppliers for all input prices of goods and raw materials
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- negotiations with principals for a marketing budget by merchandise category
 - responsibility for the purchase of fixed assets: purchase of vehicle fleet and related services
 - procurement and negotiations with IT equipment suppliers
 - procurement and negotiations for rents, fixed assets (centrally for all Direndaj retail outlets)
 - responsibility for and management of annual procurement negotiations for the provision of security services, and negotiations with carriers for the provision of logistics and distribution services
 - planning of and responsibility for the implementation of the annual sales plan (responsibility for annual sales of EUR 117 million)
 - management of the marketing department
 - introduction of new transactions to the point where they can be implemented immediately in a specific programme at the company
 - supervision of the work of commercial staff
 - planning of HR policy in commercial division
 - participation in the shaping of the company's business policy
 - shaping of the pricing policy and discount system
 - establishment of a plan of obligations of programme directors and responsibility for successful implementation
 - drafting of reports for principals and management staff of the company
 - participation in the resolution of HR issues
 - briefing of employees about regulations and instructions
 - monitoring and ensuring the legality of the company's work

2006 to 2009

SALES DIRECTOR AT ITB TOBAČNA GROSIST, D. O. O.

- management of the sales department and the cash & carry network (total of 8 retail and wholesale business units) of Tobačna Grosist, d. o. o. (entire sales department – 81 employees)
- participation in negotiations on the purchasing side and in the conclusion of contracts with customers and suppliers, responsibility for purchasing and negotiations with all suppliers of Tobačna Grosist
- negotiations with principals for a marketing budget by merchandise category
- responsibility for the procurement of fixed assets: purchase of vehicle fleet and related services, procurement and negotiations with IT equipment suppliers
- procurement and negotiations of rents, fixed assets (centralised for all C&C outlets)
- responsibility for and management of annual procurement negotiations for the provision of security services (C&C)
- planning of and responsibility for the implementation of the sales plan (responsibility for sales of EUR 50 million per year)
- organisation of agency network
- supervision of the work of field agents and KAM
- supervision of call centre work
- responsibility for after-sales activities
- cost control and planning – managing, motivating and training of employees
- marketing services for potential clients and responsibility for key accounts
- responsibility for attracting and expanding import distribution programmes and new suppliers
- drafting of reports and analyses of sales results
- responsibility for upgrading internal computer solutions for sales

2005 to 2006

PROCURATOR AND DIRECTOR OF DEVELOPMENT AND SERVICES (PURCHASING, OPERATIONS AND PLANNING) AT ISS SERVISYSTEM, D. O. O.

- co-management of the company as procurator
 - planning of the development and implementation of new services
 - management of the procurement department and negotiations with all suppliers (of raw materials and machinery)
 - management of procurement planning department
 - organisation of work and processes, and the management and supervision of managers and specialists of target groups (32 managers; directly responsible for the work of 1,250 operational employees)
 - planning of financial operations
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- management of the procurement department for the entire company
 - annual negotiations with suppliers
 - cost planning and management of the procurement department
 - optimisation of operations and work processes
 - responsibility for all after-sales activities and communication with key customers
 - measurement of customer satisfaction in cooperation with the quality assurance department

1999 to 2005

HEAD OF SALES FOR SLOVENIA AT DHL EKSPRES, D. O. O.

- responsibility for work of the sales department and achievement of the objectives set by the company
- country-wide responsibility for key accounts, and responsibility for achieving sales targets, both for key accounts and the sales department as a whole
- management of field sales team, and responsibility for the smooth functioning of the department, and in-house education and training of team for the successful performance of tasks in a competitively demanding sector

1992 to 1999

KEY ACCOUNT MANAGER AT DHL EKSPRES, D. O. O.

- organisation of meetings
- sales planning by customer
- planning of sales activities
- responsibility for drafting offers for customers
- responsibility for the drafting and implementation of public tenders

EDUCATION AND TRAINING

MASTER'S DEGREE IN MANAGEMENT – International School for Social and Business Studies

Knowledge acquired in the fields of commercial law, crisis management, accounting, business economics, management, strategic management, marketing, finance, communication, foreign languages, financial management, business ethics and morals

Address: Celje, Slovenia

LANGUAGE SKILLS

Mother tongue(s): **SLOVENIAN**

Other languages:

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
ENGLISH	B2	B2	B2	B2	B1
CROATIAN	C2	C2	C2	C2	C1
SERBIAN	C2	C2	C2	C2	C1

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2 Proficient user

DIGITAL COMPETENCES

MS Office (Word, PowerPoint, Excel) | Windows | Use of computer and file management

ADDITIONAL INFORMATION

ORGANISATIONAL SKILLS

Organisational skills and competences: Management, planning, organisation and coordination of the work of individual areas. Monitoring the implementation of tasks and assessing the performance of teams and individuals. Guiding the work of individual business areas in accordance with defined strategies. Supervision and control of work processes, and proposals of changes and improvements. Representation of the company and maintenance of contacts with professional institutions, project management and participation in project teams. Work and tasks with special powers and responsibilities. Allocation of the company's professional tasks. Responsibility for HR potential and the development of resources to ensure effective work. Drafting of reports, analyses and other documentation. Preparation of material for meetings of the company's bodies. Issuing of written and oral opinions in area of work.

CURRICULUM VITAE

Ivana Vrviščar

Address:

Telephone:

Date of birth:

Nationality:

Email:

LinkedIn:

KEY PROFESSIONAL AREAS and CAREER ACHIEVEMENTS

- more than 25 years of experience in corporate and international environments, various industries, sales, operational development and efficiency, procurement, distribution and logistics, with an emphasis on the management and development of people, change management and business process optimisation and improvement
- the effective integration and reorganisation of sales, the optimisation and upgrading of processes, the merging of two cultures with the help of transformational leadership and development of people, in the context of the successful merger of two insurance companies in Slovenia
- the redesigning of a sales and distribution company with the aim of maximising sales results, the optimisation and efficiency of logistics processes, brand repositioning in the scope of the more efficient and increased scope of operations and the optimisation of operating costs, with a clear focus on customers and key stakeholders
- effective leadership that clearly follows the company's strategic objectives and development priorities, and motivates employees to follow and be committed and engaged
- profile of a transformational leader and crisis manager who assumes a leadership role at the company when the latter faces major changes and extremely challenging market conditions, where the focus is on the implementation and management of changes
- management and control of all types of business risks (strategic, operational, financial, HR, etc.) and communicating well with diverse stakeholders, and internal and external publics
- regular lecturer at Slovenian and regional professional conferences, and internal international events, member of organising committees and juror at conferences and educational events in the areas of sales, marketing and management

PERSONAL QUALITIES AND COMPETENCES

- entrepreneurial mindset focused on efficiency and strategic business priorities
- empathetic leader who pursues objectives, as well as process efficiency and commitment of the team
- forward thinking, strong organisational skills and solution-oriented
- high levels of energy, flexibility and self-reliance
- strong negotiation and influencing skills
- ability to lead and provide guidance in a collaborative manner
- process optimisation and prioritisation skills
- systematic, decisive, strategic-minded and goal-oriented
- ability to communicate well and work effectively as part of a team
- establishment of positive and collaborative relationships with colleagues and external stakeholders
- well-developed project management skills with the ability to oversee multiple projects
- skills in mentoring and managing colleagues
- high level of personal integrity, responsibility and perseverance
- work with cross-functional and international teams in all business areas with the aim of achieving effective cooperation for supply chain needs
- customer-oriented ability to address customers' needs, taking into account internal company policies and team objectives

CAREER REVIEW:

GENERALI ZAVAROVALNICA, D. D.

November 2016 to present

Sales Director for the regular sales network

January 2020 to present

- leading and managing a group of 1,000 employees and external agents, with active involvement in the pre-merger processes (two years), and the establishment of the new organisation, ensuring synergistic effects, optimising operations and implementing and managing all changes and activities after the merger with Adriatic Slovenia
- design and implementation of a new structure for the sales organisation after the merger and introduction of a new remuneration model based on the synergies of positive integration (cost optimisation, the management and guidance of people, business process improvements, etc.) and an updated job systematisation, and introduction of a new work performance model and a management-by-objective system
- development and implementation of sales plans and activities to expand the customer base, and achievement of profitable growth and non-financial performance indicators
- active participation in the implementation of the NPS method for monitoring customer satisfaction and global contribution to the innovative use of the aforementioned model
- management and supervision of the operations of 55 branch offices with the aim of improving sales efficiency
- identification and management of business risks
- business process improvements and implementation of changes through effective optimisation of the sales department and the transformation of jobs, where an appropriate set of metrics and indicators is in place, and regularly monitored and improved
- sustainable introduction of new business policies and the use of digital tools for sales staff and customers
- effective negotiations with key suppliers and maintaining the optimal use of resources, including methods, processes, structure, equipment and personnel
- leading, guiding and supporting colleagues and the management team in the development of skills and achievement of objectives
- promotion of local and global cooperation between the teams of different departments and sectors, and within the matrix structure

Sales Director

November 2016 to December 2019

- management of a team of 150 employees and 100 exclusive agents
- management of the overall operational, sales, HR and financial performance and activities of the sales department
- reorganisation of the entire sales department, the upgrading of remuneration systems, and the simplification and optimisation of processes (at the company level)
- focus on the formulation, development and implementation of the sales strategy and the achievement of departmental and company-level objectives
- planning and implementation of processes and an organisational structure that supports the effective achievement of the sales department's mission and objectives, in line with the company's strategy
- improved effectiveness of sales activities, business processes and initiatives to increase customer satisfaction and promote the achievement of overall sales, profit and business objectives
- active member in global projects involving 50 international experts

KRAŠCOMMERCE, D. O. O., LJUBLJANA

December 2008 to October 2016

Director General

- management of and responsibility for operations as a whole, while managing various departments at one of the leading consumer goods companies in Slovenia
- responsibility for the achievement of all performance targets, and for increasing efficiency and productivity, and customer satisfaction
- achievement of growth in the company's revenues, in the context of a flat budget, for seven consecutive years, and above-average growth in market share on a declining overall market, resulting in the achievement of objectives and improved levels of customer and client satisfaction and cost reduction, with a reduction in costs per employee

- organisation, establishment of a strategy, creation and supervision of the overall management of supply chains, including the comprehensive warehousing and logistics process
- definition of purchasing and logistics processes with the aim of optimising costs and work
- drafting of procurement and logistics plans, analyses and other agreed reports
- management of risks in procurement and supply chains
- planning, organisation and management of internal logistics processes and warehouse work, and responsibility for the organisation of procurement and logistics documentation
- drafting and management of public tenders to identify new supply sources
- preparation for and conducting of negotiations with strategic suppliers, drafting of contracts, and monitoring of the implementation of agreed terms and conditions of business
- conducting of annual and regular negotiations with key clients and customers
- development of relationships with key business partners and the management of the entire procurement cycle, and the establishment and maintenance of links with manufacturers, retailers, wholesalers and suppliers
- organisation and monitoring of the supply and distribution of goods
- management, mentoring and development of colleagues.

PODRAVKA, D. O. O., LJUBLJANA

December 2004 to November 2008

Head of Sales

- planning, organisation, management and supervision of all activities in the sales department
- active communication with business partners (agreements, contracts, etc.)
- setting of annual plans and profitability targets through implementation of marketing strategies
- analysis of trends and results that formed the basis for the setting of sales targets through forecasting and the development of annual sales quotas for different channels
- projection of expected sales volumes and profit for existing and new products, with a detailed action plan of sales activities.

INTEREUROPA, d. d., LJUBLJANA UPS branch

November 2002 to April 2004

Sales Specialist – Project manager in the area of process and service improvement

- service and process improvement – implementation of standards by principal, and improvement of customer experience and optimisation of delivery and parcel service processes
- sales and marketing support, while supervising and managing the activities of the sales team
- coordination of service providers and improvement of services for customers
- continuous communication with principals in the UK, analysis of market and competition, and assistance in the drafting of sales plans and reports

INTEREUROPA SAJAM, d. o. o., Zagreb

December 2000 to June 2002

Key accounts manager

- assistant to the general director in the planning, organisation and management of marketing and sales activities
- member of the process optimisation and service improvement team
- establishment of a customer management model, a sales monitoring system work method, and organisation of the sales team
- key account management, and development and implementation of marketing activities with business customers (B2B), searching for new customers, and conducting of meetings with potential customers
- communications with principals
- monitoring and analysis of the competition, and handling offers and contracts

ZAMA, d. o. o., Zagreb

April 1999 to November 2000

Marketing manager and assistant to the company's director

- student work – organisation of marketing activities based on market research, investment planning, sponsorship management, public relations and the procurement process; customer and supplier relations management, and management of all the company's contracts and recruitment

CROATIADRVO, D. O. O., KRIŽ**June 1992 to March 1999****Commercialist / accountant**

- management of accounting, procurement and payment transactions; responsibility for personal records of company's employees, drafting of annual reports and tenders, and cooperation with suppliers and customers

EDUCATION AND QUALIFICATIONS:**Bachelor's degree in economics, Faculty of Economics, Zagreb, October 1999**

- major: domestic and international trade

Secondary School of Mathematics and Informatics, Ivanić Grad, July 1992

- major: mathematics, computer science and English

KNOWLEDGE OF LANGUAGES:


- Croatian – mother tongue
- Slovenian – fluent
- English – fluent
- Spanish – conversational
- Italian – basic

OTHER AREAS OF INTEREST AND ACTIVITIES:**CONFERENCES – INVITED GUEST, JUROR AND LECTURER:**

- Slovenian Sales Conference organised by the newspaper Finance – speaker
- PODIM start-up conference – speaker
- DIGGIT and SEMPL marketing conference – guest speaker
- "Vzajemna" Academy and sales conference of Fructal, d. d. – How to empower people, build a strong team and introduce a sales method across an organisation – guest speaker
- "Sales Summit" – speaker and member of organising committee
- "Outstanding" – award for outdoor advertising; advertising award juror
- Marketing Association of Slovenia – speaker
- DMS "Marketing Excellence" – marketing award juror
- Numerous lectures, educational events and participation in roundtables in the Generali Group at home and abroad

PROFESSIONAL TRAINING AND EDUCATION:

- "International Exponential Journey: Leaders of Today and Tomorrow", Generali Leadership Academy; Singularity University, USA
- "Get the right inspiration", Leadership Skills Academy, CEE Leadership Programme; IEDC, Bled
- "Leading the Lifetime Partner Transformation Programme", London Business School, London
- Coaching skills for leaders; Glotta Nova, Ljubljana
- "Net Promoter Score (NPS)" Programme: a method for measuring customer satisfaction and loyalty; United Kingdom, The Why Moment
- "Mergers and Acquisitions" (M&A); Generali M&A Skills Academy
- S.P.I.N., Sales Skills Academy, Zagreb
- Mercuri International; Strategic Management Competencies and Key Account Management Competencies, Ljubljana
- Media training; Leon Magdalenc, Ljubljana
- Participation in the Detective Candidate Professional Training Programme; CPU Ljubljana, December 2021 (80 hours of training in detective work and entitlement, legal order and the judicial system, and the ZKP, KZ-1, ZUP, ZP-1 and ZDR-1, with an emphasis on disciplinary offences, the basics of public administration, criminalistic methods and tactics, communication skills, etc.)

	Slavko Ovčina		
	Date of birth:	Nationality:	Gender:
	Telephone number:	Email:	
	Address:		

WORK EXPERIENCE

24 AUGUST 2017 TO PRESENT – Brnik-Aerodrom, Slovenia

DIRECTOR OF IT AND PROCESSES, CIO AT ISKRA MEHANIZMI, D. O. O.

Sectors:

- Automotive industry (APQP, IATF, VDA)
- Medical devices (FDA, MDR, ISO 13485)
- Production
- Logistics
- Smart homes

Responsibilities:

- Resources (HR and equipment)
- Strategy
- Planning
- Business process reengineering (sales, procurement, production, quality, logistics, HR)
- Negotiations
- Implementation
- Development of operations
- Digital transformation
- Information security
- Software development
- Project management

Address: Lipnica, Slovenia

1 OCTOBER 2017 TO APRIL 2019

MEMBER OF THE SUPERVISORY BOARD (TECHNICAL COMMITTEE) OF TELEKOM, D. D.

Address: Ljubljana, Slovenia

1 FEBRUARY 2017 TO 23 AUGUST 2017

DIRECTOR OF IT, CIO AT SAVATECH, D. O. O. (MEMBER OF TRELLEBORG GROUP)

Sectors:

- Automotive industry
- Rubber industry
- Production
- Logistics

Responsibilities:

- Resources (HR and equipment)
- Strategy
- Planning
- Negotiations
- Implementation

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- Digital transformation
 - Information security
 - Project management

Address: Kranj, Slovenia

1 MAY 2014 TO 31 JANUARY 2017

ZIT - MEMBER OF THE BOARD OF DIRECTORS OF THE CHAMBER OF COMMERCE AND INDUSTRY OF SLOVENIA

Address: Ljubljana, Slovenia

1 JANUARY 2012 TO 31 JANUARY 2017

HEAD OF APPLIED BUSINESS CONSULTING AT S&T SLOVENIJA, D. D.

Responsibilities:

- Planning, organisation and management
- Resources (internal/external, HR and infrastructure)
- Digital transformation
- Portfolio development
- Project management
- Implementation

Business Applications Department – Teams:

- SAP
- Infor (Baan) (2012)
- Microsoft Dynamics AX (2012–2013)
- Sectors:
- Automotive industry
- Financial sector
- Food industry
- Energy sector
- Logistics
- Telecommunications
- Production (for inventory, based on orders, etc.)

Address: Ljubljana, Slovenia

2 FEBRUARY 2007 TO 31 DECEMBER 2011

SAP FI, HRM CONSULTANT AT S&T SLOVENIJA, D. D.

- Business consulting and implementation of ERP solutions – processes: HR, finance & accounting, controlling
- ABAP software development (NetWeaver)
- Architecture of software solutions
- Project management
- Infrastructure for SAP environment (AIX/DB2, HP-UX/Oracle, Windows/MS SQL) – basic administration

Address: Ljubljana, Slovenia

3 APRIL 2005 TO 1 FEBRUARY 2007

FI CONSULTANT – BANKING AT S&T SLOVENIJA, D. D.

- User requirements, software development
- PL/SQL procedure development and database administration (DB2, Informix, MS SQL)
- SW application architecture
- Project management

Address: Ljubljana, Slovenia

2 OCTOBER 2000 TO 15 OCTOBER 2001

ASSISTANT BRANCH MANAGER AT GORENJSKA BANKA, D. D.

Address: Kranj, Slovenia

1 JUNE 1999 TO 1 OCTOBER 2000

BANKING ADVISER AT GORENJSKA BANKA, D. D.

Address: Kranj, Slovenia

EDUCATION AND TRAINING

1 OCTOBER 2001 TO SEPTEMBER 2005, Kranj, Slovenia

BACHELOR OF SCIENCE (BSc.) in INFORMATION SCIENCES, Faculty of Organisational Sciences in Kranj

First-cycle professional higher education programme

Address: Kranj, Slovenia | **Field of study:** Information and Communication Technologies (ICT), other |

EQF level: 6

1 OCTOBER 2017 TO PRESENT – Kranj, Slovenia

Master's study programme: organisation and management of information systems

In progress.

Address: Kranj, Slovenia | **EQF level:** 7

LANGUAGE SKILLS

Mother tongue(s): **SLOVENIAN**

Other languages:

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
ENGLISH	C2	C2	C2	C2	C2
GERMAN	A2	A2	A2	A2	A2
CROATIAN	C2	C2	C2	C2	C2
SERBIAN	C2	C2	C2	C2	C2

Levels: A1/A2: Basic user - B1/B2: Independent user - C1/C2 Proficient user

DIGITAL COMPETENCES

Microsoft Office, Microsoft Word, Microsoft Excel, Outlook, Facebook, Google | SAP – SAP ERP | Lotus Notes | Microsoft office Office 365 | Active Directory | Operating Systems (Windows, Linux) | IT Troubleshooting | LAN network configuration | Networking (TCP/IP, LAN/WLAN, Wi-Fi, VPN, DHCP, port forwarding, switching, routing) | IT and Networking | Firewall and networks segments protection | Network technology | Computing security | Computer troubleshooting and repair | UI5 | Microsoft .NET Programming (CSharp) | MES (Manufacturing Execution System) | SCM | HRM | Quality Control | Business Development and Business Strategies | DevOps | CNS systems | Internet of Things (IoT) knowledge | AI/ML

ADDITIONAL INFORMATION

ORGANISATIONAL SKILLS

Organisational skills

- Leadership skills acquired and developed while playing professional basketball.
- During my business career, I was quickly allocated management roles because of my recognised leadership skills. I have been in such roles for most of my career.
- For the last 10 to 12 years I have been managing teams of 7–25 people full time and as many as 100+ on various projects.

COMMUNICATION AND INTERPERSONAL SKILLS

Communication and interpersonal skills: Very good communication skills, which are in part the result of (in order):

- team athlete (basketball);
- all professional positions, which required excellent communication skills (consultant, project manager, team leader, director, supervisory board member, board of directors member, etc.); and
- various training courses during my career.

JOB-RELATED SKILLS

Job-related skills

- excellent knowledge of business processes (various sectors)
 - Majority of career spent as consultant for the implementation and optimisation of various processes (production, logistics, finance, HR)
 - Most exposed industries: energy, food, automotive, logistics, finance, medical devices
- very broad knowledge of various ICT systems and technologies (ERP, CRM, PLM, BPM, SRM, DMS, servers, networks, etc.)
- sound understanding of and experience with SW development on different platforms (agile methods)
- excellent understanding of and insight into licensing policies and pricing for different SW vendors (Microsoft, SAP, Infor, Oracle, Cisco, IBM)
- very broad knowledge of different infrastructure solutions, and integration with application solutions and architectures
- very extensive experience with Microsoft 365 – implementation
- ITIL, ISO27001, ISO13485, FDA, TISAX
- experienced certified mentor