

## CURRICULUM VITAE

### Mr. Filip Ivanovski

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Date of birth: **19.12.1971**  
Place of birth: Skopje

#### General Profile

<b>Areas of expertise:</b>	Operations Management Waste Management Sales Management
<b>Experience level:</b>	12 years - Operations Management, Sales Management, Packaging Waste Management 6 years – Production Processes Development & Maintenance 6 months – Development products
<b>Educational level:</b>	PhD in Economics MBA in General Management Bachelor's Degree in Mechanical Engineering

### Employment History

**December 2010- on**

**Managing Director  
PAKOMAK DOO**

#### **Packaging Waste Management Company**

- Controlling Operations, Sales and Customer care service of the company according the Law on Packaging and Packaging waste requirements
- Responsible for preparing and fulfillment of Business Plans of the company
- Planning and Budgeting for the company
- Development business relations with the company clients and governmental institutions (Factories, Communities, Public Institutions, Waste Operatorts)
- Defining strategic goals of the company and managing their fulfillment
- HR Management within the company
- Managing Financial activities of the company
- Represents the company in international organizations

**October 2004 - December 2010**

**Executive Director  
GORSKA VODA (Water Bottling Company)**

- Responsible for designing Marketing & Sales, Operations and overall Business Strategy
- Responsible for preparing and fulfillment of Business Plans of the company
- Budgeting
- Supervising Finance of the company and cash-flow
- Development entry strategies for new products and new markets
- Defining strategic goals of the company and managing their fulfillment
- HR Management within the company (over 90 employees)
- Training of technical & commercial staff
- Managing export markets and foreign customers

**October 2002 - October 2004**

**Technical Manager  
SLOVIN JUGOKOKTA, AD (ORANGINA bottler)**

- Responsible for implementation of Maintenance Systems & Policies
- Responsible for equipment efficiency and process improvement of Production lines and Utilities
- Introduction of new technologies

- Development entry strategies for new products (ORANGINA)
- Spare Parts Management
- HR Management in Technical Department
- Training of technical staff
- Maintenance budget management

**September 1997 – October 2002**

**Engineer in Technical Department  
PIVARA Skopje, AD (Heineken Brewery)**

- Responsible for implementation of Maintenance Systems & Policies
- Responsible for equipment efficiency/process improvement of Production lines for Coca-Cola
- Responsible for preparing and implementing procedures for ISO 9002 certification in the Technical Department
- Responsible for implementation of The Coca-Cola Quality System in Technical Department
- Involved in Utilities Development Projects with Heineken Technical Services (HTS)
- Involved in Environmental Projects (Waste Water Treatment Plant, Energy saving) with HTS
- Involved in Training Projects for operators and technical staff in the company

**March 1997 - September 1997**

**Development Engineer  
SEF - Skopje**

- Development of security devices for doors and windows
- Market introduction of License products

### **Additional Engagements**

**January 2014- Today**

**University American College  
Skopje**

- Assistant Professor in **Sales Management** and **Operations Management**

**February 2007- December 2013**

**University American College  
Skopje**

- Assistant Lecturer in **Sales Management** and **Operations Management**

**December 2003 – August 2006**

**Member of Steering Committee  
Agency for Support of  
Entrepreneurship of R. Macedonia**

- Consulting Government regarding needs and issues related with SME businesses
- Implementing Governmental Policy for support of SME's and Entrepreneurship
- Coordinating funds for support of SME's

**January 2003 – August 2006**

**Member of Governmental  
IT Committee**

- Consulting Government regarding ICT issues in relation with SME businesses
- Developing IT National Strategy and creating positive environment for e-Macedonia

