Curriculum vitae

Personal information

Name	**Martin Kocmanovski**
Address	Bul.Koco Racin 14-4/10, 1000 Skopje, Republic of Macedonia
Telephone	071340696
e-mail	mkocmanovski@gmail.com
Nationality	(EU) and Macedonian
Date of birth	15.02.1980

Education

September 2007 – June 2009
MBA-Master of Economics in E-Business management
Sorbonne, University Pantheon, Paris, France,

October 1998 - October 2004
University "Ss.Cyril and Methodius", Faculty of Electronics and telecommunications, Skopje
Dipl-ing of Electrical Engineering-Department of Electronics & Telecommunications

September 1994 - June 1998
"Rade Jovcevski - Korcagin"- Mathematical gymnasium, Skopje
High School Degree

Experience

January 2010 – to date
TINEX MT, Skopje – Largest Supermarket chain in Macedonia
COO - Chief Operating Officer
January 2010 – December 2013
Business Development Manager

Responsibilities:
Operations, Project and Process implementation
- Ongoing analysis and optimization of the work-flow processes ,creation of improved process design, technical requirements for ERP and reporting upgrades, guaranteeing quality value end-product and most efficient and cost effective model meeting all company departments
- Optimization on SCM or in near future Demand chain management through Implementation of Gold Supply chain management software and processes of new Central warehouse (10.000 square meters as it would be the biggest in Macedonia) through operational and organizational change management (expected ROI on 7 mil Euros in 5 years, optimizing inventory, workforce, and just in time delivery to markets according to the customer demand)
- Automation and Energy efficiency programs- BMS Siemens implementation Project initiator and implementer (Annually 30-35% cutting costs for electricity) Familiar with Siemens BMS automation, monitoring and control systems.
- Implementation of JDA (leading) Category management software, (profitability per shelf/square meter) (increasing profitability margin of additional 2,2% from first year), process definition and adaptation across departments
- Focus on customer, deep analysis on customer behavior, needs and satisfaction. Implementation of personalized CRM and BI (already implemented partnership loyalty program with the largest mobile operator T-Mobile (impact of new 0.26% revenues through loyalty points collected through partners network)

Financial and analytical involvement
- Strategically driving business development towards Sales targets (resulting in annual 1-2 % growth) and Profit generating innovations, Net profit margin (annually 1-2% growth), Customer satisfaction and corporate responsibility.
- Involved in budgeting, financial controlling, effective cost cutting, cash flow and inventory control (Total results of 3-5% cutting costs per year)
- Responsible for new location investment planning, business plan analysis, and presenting to board and ownership members for acceptance
- Annual negotiations with suppliers for positioning, marketing support and yearly bonuses (0,5-1% yearly additional profit margin)
- Creation of investment/debt policy, negotiations with banks and investors (cut of 2,5% points on average interest rate)
- Analysis – competitor analysis, market positioning, marketing and product campaign evaluation
- Consultancy and auditing teams lead (PWC Croatia, Solventa Slovenia, Retcon Slovenia)

May 2012– May 2013 as additional part time involvement
Member of Auditing Committee of Stopanska Bank, Bitola

May 2007 – January 2010
Vip Operator (Mobilkom Austria Group) Skopje – Mobile Operator
Team leader - Product Marketing Department (R&D)– Business & Terminal,
May 2007-Sep 2008
Senior Product Manager – Product Marketing Department
Member of Project Steering committee – Marketing strategy responsible

Responsibilities:
- Involvement in implementation of Postpaid &Prepaid systems, Voice/Data systems, Product development of VAS (Value added services) – data, internet, BlackBerry, sms/mms, roaming through technical requirements for IT department
- Procurement of the entire Terminal (Phone) portfolio, responsible for inventory KPI's, cash flow analysis, and subsidy budgeting
- Responsible for Business portfolio creation (postpaid tariffs and business innovations, M2M, fleet management), achieving sustainable profitability and increasing ARPU through business case design, product lifecycle, coordination with sales, customer care and telesales department
- SAP knowledge and experience
- Analysis of customer behavior, market research and promotional approach, planning marketing campaigns for launch and product lifecycles
- Marketing strategy, analysis, development, benchmark and market positioning Briefings and campaign inputs with marketing agencies and selection of communication channels
- Project Manager for implementation of BlackBerry solution for first time in Macedonia

March 2007 – May 2007

ITS ISKRATEL (SIEMENS Group) Skopje
Software and system engineer
Projects:
- Maintaining O&M TMN applications for NGN(Si3000) Siemens platforms
- Programming creating applications in Java for Si2000(TDM and IPswitching)
- Testing and quality assurance of new Java applications done on NGN(Si3000) platform

September 2006 – February 2007
Vertigo Visual Skopje – Production and Postproduction for marketing agencies
Project coordinator - Telecommunication
Projects: Editing of Video and Photo marketing material, production and audio portfolios for telecom clients

June 2006 – August 2006 Practical traineeship
ERICSSON Nikola Tesla, Zagreb, Croatia
Project:
- Testing and creating applications in Java in SDS studio on IMS platform (VAS) in simulated 3G network

May2005 - May 2006
Hyder Consulting Bristol, United Kingdom
Junior Telecom Consultant at Hyder Consulting, Bristol, United Kingdom in the following areas:
- TETRA implementation
- Information and communication technology (ICT) for security assurance in complex multi-entity support
- GSM, GSMR, Voice and data networks

June 2004 – May 2005 Internship
COSMOFON (One) –National mobile operator
- Analyses and development of system for collection of statistical data, post - processing - LTS (LONG Term Statistics) on OSS **–** Operating Support System Ericsson
- Normal engineer's shift at NMC department at Alarm and performance centre – Ericsson Fault and Alarm management.
- Daily monitoring and control activities on TMN – Telecommunication Management Network

June 2003 – August 2003 Practical traineeship
EDP – Electric Distribution Company of Portugal, Coimbra, Portugal
- Planning and maintenance of SDH and PDH transport layer
- Projects concerning optical fibers, measurements of Radio Networks

Seminars and thesis	**Master thesis:** - **Strategy, how to gain competitive advantage utilizing the new e-business technologies and applying telecommunication experience in other industries** - **Diploma thesis "Migrations from GSM to 3G (UMTS) systems"** - Seminar theses -Telecommunication Networks – "Mobile Networks in Macedonia, GSM, Status quo and further implementation of 3G and 4G" - **Adizes TopLeaf management module 1 and 2**

- **Project management Take off 1&2 curse at Primas Consulting Unternehmensberatung GmbH, Austria**
- **CEED Top Class Management selection and training**
- **Communication, Presentation skills, Team work and Time management training at Gentis training centar, Zagreb**

Organizational, social skills and competences	• Managerial attitude, independent personality with capacity to coordinate and liaise with all important stakeholders. • Strong mathematical and analytical skills • Good communication and negotiation skills; people management and ability to establish and maintain good working relations with colleagues • Organized person, goal-oriented work capacity, problem-solving attitude • Design and development of methods and tools to facilitate effective team work • Responsibility, self-respect and self-reliance • Positive and optimistic approach to activities, people, events • Lead and participate in team with success and harmony • Acknowledge the importance of building shared understanding about common objectives and strategy spread through all task holders • Create a climate willing to motivation, mobilization and collaboration towards meeting objectives
Technical skills and languages	• **Operating Systems -** UNIX, LINUX,MS WINDOWS, • **Application Programming** – JAVA, C++, UNIX Shell Scripts, Pascal • **Web Programming** – HTML&CSS, XML, Macromedia Dreamweaver, Mambo • **Automation**- strong technical understanding of Siemens BMS automation, monitoring, control and implementation of Energy efficiency programs • **Other technica**l -, **SAP experience, BO-Business objects**, TCP/IP, RRD tool, VHDL, MATLAB, AutoCAD • Speaking and writing fluent English, and basic understanding of German language (currently learning)
Leadership and initiative	• **2004-2005, National Secretary of IAESTE Macedonia** (International Association for Exchange of Students of Technical Experience); • **14 years professional skiing** (4 years a member of the A team of the National ski team of Macedonia)
References	1. *Kostas Theodosiadis, CEO Tinex MT, Skopje , Macedonia; mailto:kostas@tinex.com.mk* 2. *Jelena Aralica and Toni Lovric, Head of Product Marketing,* Vip Operator-Mobilkom Austria Group, Skopje, Macedonia; j.aralica@vipnet.hr, t.lovric@vipnet.hr 3. *Aleksandar Ladinski, Research and Development Chief,* Iskratel (SIEMENS), Skopje, Macedonia e-mail: ladinski@iskratel.com.mk 4. **Jovica Panovski**, Head of Vertigo Visual e-mail: j.panovski@vertigo.com.mk 5. *Sasa Desic, Research and development chief executive,* ERICSSON Nikola Tesla, Zagreb, Croatia, e-mail: sasa.desic@ericsson.com 6. *Chris Venemore*, Telecoms Consultancy Manager, Hyder Consulting Bristol, UK, e-mail: *Chris.Venemore@hyderconsulting.com*

RÉPUBLIQUE FRANÇAISE

Ministère de l'enseignement supérieur et de la recherche

UNIVERSITÉ PARIS 1 – PANTHÉON – SORBONNE

MASTER

Vu le code de l'éducation ;

Vu le décret n° 84–573 du 5 juillet 1984 modifié relatif aux diplômes nationaux de l'enseignement supérieur ;

Vu le décret n° 99–747 du 30 août 1999 modifié relatif à la création du grade de master ;

Vu le décret n° 2002–481 du 8 avril 2002 relatif au grades et titres universitaires et aux diplômes nationaux ;

Vu l'arrêté du 25 avril 2002 relatif au diplôme de master ;

Vu l'arrêté ministériel du 13 septembre 2006 relatif à l'habilitation de l'Université Paris 1 – Panthéon – Sorbonne à délivrer des diplômes nationaux ;

Vu les pièces justificatives produites par M. MARTIN KOCMANOVSKI, né le 15 février 1980 à SKOPJE (EX REPUBLIQUE YOUGOSLAVE DE MACEDOINE), en vue de son inscription au master ;

Vu les procès–verbaux du jury attestant que l'intéressé a satisfait au contrôle des connaissances et des aptitudes et au stage prévus par les textes réglementaires ;

Le diplôme de **MASTER** GESTION, à finalité PROFESSIONNELLE, Mention MANAGEMENT DES ORGANISATIONS, spécialité MANAGEMENT INTERNATIONAL

est délivré à **M. MARTIN KOCMANOVSKI**

au titre de l'année universitaire 2007–2008

et confère **le grade de master,**

pour en jouir avec les droits et prérogatives qui y sont attachés.

Fait à Paris, le 26 mai 2010

Le titulaire

Le Président

Le Recteur d'Académie,
Chancelier des universités

N° PARI 8475466

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M. Jean–Claude COLLIARD

M. Patrick GERARD