

# Professional resume

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### Summary

A highly experienced, dynamic and dedicated professional with strong understanding of business operations and organizational leadership skills in emerging markets environment. Offering a track record of business partnering and interacting with Boards, banks, investors, international financial organizations and governments, broad supply base of individual producers, building relationships for influence.

Hardworking, analytical, accountable and holding people accountable, planner, motivator. Oriented to formulating and taking active role in implementing strategies for growth. Strong in examining a business, identifying key levers and delivering results. Oriented to driving value through the effective use of customer data and analytics, improving business and marketing of company products.

On more than one occasion building organizational infrastructures from scratch, drafting strategies, policies and procedures, some of which are still being used, more than 15 years on.

As CEO lead a company through its business restructuring and transformation from a regional leader to global player, being recognized as one of the 30 most innovative companies in its trade.

Delivering results, part of the team that in a David versus Goliath effort negotiated an exit price of 164% of the initial price offered by the buyer.

Believer in life-long learning and continuous self-improvement.

## **Professional history**

2017 to date	General Manager, BiMilk Mlekara Bitola AD
2011 - 2017	<ul style="list-style-type: none"><li>● Managing Director, M6 Investments and Investment advisor of M6 Group (Nov 2011 – present)</li><li>● Member of Board of Directors, Ohridturist Ohrid, a hotel and catering company (resigned upon transferring to BiMilk)</li><li>● Member of the Supervisory Board, Tikves Winery (pending resignation due to transferring to BiMilk, awaiting Shareholders assembly)</li></ul>
2007 – 2011	CEO, Tikves Winery
2004 – 2007	Manager Coordinator, Wine Business Development, M6 Group
2002 – 2004	State Secretary, Ministry of Economy of the Republic of Macedonia
1998 – 2002	Head of Business Development, Macedonian Bank for Development Promotion
1994 – 1998	Project officer, Bank Rehabilitation Agency of the Republic of Macedonia

## **Education**

- B.Sc. in Economics – University of St. Cyril and Methodius in Skopje, Faculty of Economics (1993)

## **Professional upgrade**

- Numerous seminars, workshops and programs ranging from functional to strategic aspects of business, including FDIC of USA, KfW Germany, ONDD Belgium, Bled School of Management etc.
- Recently participated on a business model innovation workshop delivered by the Japan Innovation Network under the auspices of HIDA (Human resources International Development Agency of Japan).

## **Languages**

- Fluent in English, Balkan languages, some German

## **Responsibilities and value added in more detail**

### **General Manager, BiMilk Mlekara Bitola AD November 2017 to date**

BiMilk is part of Imlek Group of companies and is the largest dairy producer in the Republic of Macedonia, having turnover in excess of 30 million EUR and a network of more than 1.500 farms and milk producers.

Roles and responsibilities include general management of the Company, execution of Group and company strategy, business and profit goals. Focus on organic growth through business innovation and optimizing core commercial capabilities in sales, pricing, and marketing.

### **Managing Director, M6 Investments Financial and business Advisor, M6 Group 2011 – 2017**

M6 Investments is the analytical and strategic development arm of M6 Group, providing detailed and in-depth business analysis, advice and transaction management related with potential investment opportunities for the Group. Responsibilities also included strategic supervision of companies including wineries, distribution companies, real estate and hotels and several other investments.

Some of the projects and acquisitions included:

- Partnering with a leading global hotel brand for Ohrid Palace hotel in Ohrid.
- Selling equity interest in Bulgaria to a global fast food company, at 164% of the initial offered price by the buyer.
- Exit of EBRD from its equity stake in Tikves winery, at terms favorable to the Group
- Acquisition of a winery in Macedonia, to be transformed into Domain Lepovo, a premium wine producer with a designated origin
- Successful negotiations of a business lease of a former leading beer producer in Serbia, currently in business distress conditions, but with a strong turnaround potential. Currently part of the core team in charge of the business setup and development.

### **CEO, Tikves Winery 2007 – 2011**

A special assignment to carry out the business restructuring of the Company, setting the grounds for its transition to profitability. During that period, the Company went through deep organizational, technological and business process reform.

Business results:

- The Company improved its market position, reaching 10% market share in terms of volume, and 14% in terms of value, on a key regional market, almost double than before.
- Expanded its geographical footprint by making its first ever exports to China, USA and some new EU destinations.
- Completely restructured its grape purchasing practices, developed strong supply base and sustainable partnerships with key suppliers, including individual farmers and large producers.
- In 2008 Tikves was recognized by the Wine Innovation Forum (Paris) as one of the top 30 innovative wine companies globally and in 2012 as one of the top 100 global emerging brands by Marketing and Advertising Global.
- In 2010 attracted Mr. Philippe Cambie, a leading French wine consultant to provide winemaking guidance and sign his name on flagship products of the Company.
- Carried out workforce redundancy programs without a single day of strikes or protest

In spite of the global financial crisis of 2008:

- EBIT doubled in the period 2007-2010, with a EBIT ratio being in line with its international peers of similar size;
- Average revenues per liter of sold product grew by more than 200%.
- In December of 2008, successfully completed an equity investment by European Bank for Reconstruction and Development (EBRD).

### **Manager Coordinator – Wine Business Development, M6 Group 2004 - 2007**

Before the acquisition by the M6 Group, Tikves Winery was a financially and technologically distressed company. The roles and responsibilities of the Coordinator included:

- Company screening and detailed business examination, identification of key areas for intervention and pillars of future growth.
- Translation of the strategy into business and action plans.
- Provision of financial facilities for the technological restructuring and modernization of the winery - all done successfully.

### **State Secretary, Ministry of Economy of the Republic of Macedonia 2002-2004**

Joined on invitation by the Minister of Economy, looking for a dedicated and hardworking professional, with understanding of the needs of the private sector, especially small and medium sized enterprises. Challenge accepted as an opportunity

to make change and wider contribution to the improvement of the business environment in my Country.

During the 16 months as State Secretary:

- Set up legal and institutional framework for private sector development with strong focus on SMEs, including definition of national priorities within the framework of European Charter for Small Companies.
- Established the National Agency for promotion of Entrepreneurship, the National Competitiveness and Entrepreneurship Counsel.
- Design of several other projects for institutional development and capacity building recognized and supported by the EU and international donor organizations, with financial contribution of more than EUR 10 million through the European Agency for Reconstruction.
- Reorganization of the Ministry civil servant base according to the EU requirements.

**Head of Business Development,  
Macedonian Bank for Development Promotion  
1998-2002**

- Among the first three people to start the development of a completely new organization.
- Responsibilities included development of policies and procedures for loan evaluation, approval, disbursement and control.
- Evaluation of on-landing banks
- Structuring credit lines to support investments and development of small and medium sized enterprises (including a 15 million EUR credit line from the German KfW, 12,4 million EUR credit line from the Government of Italy).
- Part of the team that introduced the Export Credit Insurance products in the Republic of Macedonia.

**Other activities**

Active across the Balkans in promoting business development and co-operation and trade. Roles include or have included:

- Chairman of the Finance Committee of the Macedonian Chamber of Commerce
- Member of the Presidency of the Permanent Court of Arbitration, Macedonian Chamber of Commerce.
- Assistant to the Economic Advisor of the Prime Minister of the Republic of Macedonia.
- Secretary General of National Competitiveness and Entrepreneurship of Macedonia.
- Representative in the Investment Compact – an OECD project for enterprise development in Southeast Europe.

- Advisor for the establishment of micro-finance program for publishers, Open Society Institute Macedonia.

### **Other interests**

Member of Rotary International, Rotary Club Stone Bridge Skopje, Past President for 2014 – 2015.