Borce Siljanoski

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e-mail:
mobile: (



PERSONAL INFORMATION

- Date and place of birth: (
- Driving license: B category
- 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 T-Mobile Poland & Magenta Telekom Austria

- Lead transparent and efficient cross functional steering for TMPL and Magenta
- Translated complex financial/commercial problems into effective and simple decision-making proposals
- Setup of Financial and business targets for NatCo & NatCo's management teams
- Acted as sparring partner to C-Level > challenged Natco performance, with focus to achieve growth and hit the annual targets
- Overtook, then simplified and automated target management process for EU Segment
- Successfully negotiated target achievements for EU Segment+Natcos with Group Controlling
- Managed end2end Natco visits strategic discussion between EU and Natco Management Teams
- Acted as business partner to Roaming Broker Unit for EU Segment successfully supported and guided EU decision making with regards to Roaming business implications during Covid crisis
- Has taken cross functional responsibility for EU Cash capex successfully steered on target level
- Lead a team of 4 employees
- Lead efficient Corporate Governance of TMPL and Magenta from HQ perspective

09/2021-

Audit Committee Chairman/Supervisory Board Member, Magenta Telekom Austria

09/2018-

Non-Executive member of the Board of Directors of Makedonski Telekom AD Skopje

08/2013-09/2017

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

MAKEDONSKI TELEKOM, SKOPJE

- Oversaw controlling function in Maktel and successfully steered financial and commercial indicators (Revenue EUR 170m; EBITDA EUR 70m)
- Managed continuous cost reduction proposals and actions (Indirect Cost budget of EUR 52m)
- Oversaw management reporting process (for DT, Magyar Telekom, BoD, etc)
- Managed business cases preparation and assessment, investment process and CAPEX control function
- Oversaw part of Procure2Pay process; OPEX/CAPEX single item approval up to 250 kEUR

- Managed SAP modules (CO; ABC; IM; PS; Workflow)
- Delivered quarterly conference calls with Magyar Telekom Investor Relations
- Managed Revenue assurance, Billing, Fraud detection/prevention function without major incidents
- Signed non-procurement contracts <250 kEUR
- Occasionally substituted CFO
- Continuously reorganized and streamlined the department; lead team of 20+ employees
- 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

09/2008-08/2013 Assistant Director for Business Plant

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, CAPEX, cash flow projections, financial ratios

05/2002-12/2002

Loan Officer (Credit analyst)

KMB Credit line for micro/small business development (KfW, EBRD, IFC), "Tutunska Bank" Skopje

 Contributed to developing Marketing strategy for KMB project in Macedonia; actively promoted loans for small businesses (went door-to-door); disbursed loans for small businesses based on financial analysis

DEVELOPMENT

- Breaking the glass ceiling, Nigel Hughes Bonn, Nov 2021
- Leading in the (Hybrid) new normal Bonn, Dec 2020
- Coaching with Conrad Lehninger (focus: managing multiple stakeholders with (potentially) conflicting interests; manage perception and create impact) – 2019-2020, Cologne
- Growth mindset, EU management workshop Bonn, 2017
- Corporate Governance training DT Legal, Bonn, 2017
- Storylining workshop (Steercom) Bonn, 2017
- Coaching with Pepper de Callier (founder of Prague Leadership Institute) -2016/2017
- Strategic Management for Executives, prof. Patrick Reinmoeller ERASMUS, Sep. 2016
- Effective Collaboration @ DT Europe Athens 2014
- DT Leadership Development Program LDP-3, 2012-2013

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

PERSONAL INTERESTS

Skiing; cycling; running; new technologies; cars