

# Curriculum Vitae – Pavle Zimbakov

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## Personal info

Surname / First name | **Zimbakov Pavle**

**Job Info** | **Clear View Business Training Center**

Job Address | TC Skopjanka 19/6. 1000, Skopje, Macedonia

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E-mail | [pavle@clearview.com.mk](mailto:pavle@clearview.com.mk)

Nationality | Macedonian

Home Address | Str. Skoavska 62-b, 1000, Skopje, Macedonia

Home Telephone | + 389 (2) 2 65 76 76

Private

E-mail:

[p.zimbakov@gmail.com](mailto:p.zimbakov@gmail.com)

Date of birth | August 10th 1976

Gender | male

## Work experience

### Dates

Macedonian Human Resources Association | April 2010 – present

### Occupation or position held

Member of Executive Board

### Type of business or sector

Non Government Association for HR professionals

Dates | **Clear View BTC** | November 2007 – present

Occupation or position held | **Managing Director**

Main activities and responsibilities | Managing the company from all points of view. Organizing trainings, selling services, trainings that company offers, and organizing sales force. Creating new sales programs and upgrading the present programs. Negotiations with trainers as outsourcing force for the company. Doing trainings for Sales, Team Building and Body Language.

**Management Trainer,  
Official Sales and Communication Skills Trainer**

Doing trainings for client companies. Doing trainings for sales, presentation and communication skills and Team Building Activities.

Type of business or sector | Business Training Center

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<p>Dates</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p> <p>Type of business or sector</p>	<p><b>(AVON Cosmetics)</b>      January 2005 - October 2006</p>
	<p><b>Area Sales Manager</b></p> <p>Creating Sales force sales coordinators) for a region, training sales coordinators how to sell the products of the company and also how to sell earning opportunity to their sales force (sales representatives)</p> <p>Cosmetics company, Sales</p> <p><b>Sales Trainer</b></p> <p>Doing internal sales trainings. Trainer for presentation and communication skills and Team Building Activities.</p>
<p>Dates</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p> <p>Type of business or sector</p>	<p><b>Service Provider "Macedonia On Line"</b>      September 2003 - December 2004</p>
	<p><b>Executive Sales Director</b></p> <p>Creating sales team for a local office in Skopje and also to create a sales teams for other 15 branches all around Macedonia</p> <p>Service Provider, Sales</p>
<p>Dates</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p> <p>Type of business or sector</p>	<p><b>Internet Service Provider "On Net"</b>      April 2002 - August 2003</p>
	<p><b>Sales Representative</b></p> <p>Making contacts with potential clients, sealing companies products and building and growing the image of the company</p> <p>Internet Service Provider, Sales</p>
<p>Dates</p> <p>Occupation or position held</p> <p>Main activities and responsibilities</p> <p>Type of business or sector</p>	<p><b>DATA BANK</b>      January 2001 – April 2002</p>
	<p><b>Sales Representative</b></p> <p>Making contacts with potential clients, sealing companies products</p> <p>Creating Business Data Contacts and presenting data's in Business Catalogue (hard copy) and also presenting data's on internet</p>

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## Education & training

Dates	<b>August 30<sup>th</sup> 2009 - September 4<sup>th</sup> 2009</b>
Title of qualification awarded	<b>License for official consultant of IIOSS Japan for Macedonian language</b> for giving organizational consultancy and reading results from Organizational and Management Profilers (tools for diagnosing the Age and Health of the organization) <b>Exclusive license for Macedonian Language</b>
Name and type of organization providing education and training	<b>IIOSS Japan</b>

Dates	November 2006 - active
Title of qualification awarded	<b>MA of Human Resources</b>
Name and type of organization providing education and training	<b>Institute of Social and political-juristically researches</b>

Dates	October 1997 – October 2000
Title of qualification awarded	<b>Graduated pedagogues</b>
Name and type of organization providing education and training	<b>Pedagogy faculty</b>

## Personal skills and competences

Hard worker, Team Player, Excellent communication skills, Easy working under pressure, Excellent negotiation skills, Excellent Sales Skills, Team Builder Skills, Team Lider

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**Mother tongue**  
**Other language**  
 Self-assessment  
*European level (\*)Low*  
*(\*\*)Good*  
*(\*\*\*) Very Good*  
*(\*\*\*\*) Excellent*

**Language**

**Macedonian**

**English, Bulgarian, Serbian, Croatian, Polish & Russian**

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
English	****	English	****	English	****	English	****	English	****
Bulgarian	****	Bulgarian	***	Bulgarian	***	Bulgarian	***	Bulgarian	**
Serbian	****	Serbian	****	Serbian	****	Serbian	****	Serbian	****
Croatian	****	Croatian	****	Croatian	****	Croatian	****	Croatian	****
Polish	***	Polish	*	Polish	**	Polish	*	Polish	*
Russian	**	Russian	*	Russian	*	Russian	*	Russian	*

### Projects, Seminars and Trainings

September, 2006, Strumica, Macedonia "**Educating Consumers, Creating New Citizens**", organized by "**Project Are US**" from Tallinn, Estonia and INGO "**Wheel Of Progress**" from Skopje, Macedonia as a host organization, and granted by **Council of Europe**

August, 2006, Skopje, Macedonia "**Basic Animation Tools For Practical Use In Youth Work**" organized by INGO "**Wheel Of Progress**" from Skopje, Macedonia, zdruzenie "**CIRKOKROG**" from Ljubljana, Slovenia and "**Projects Are Us**" from Tallinn, Estonia, granted by **National European Agency of Slovenia**

July, 2006, Ohrid, Macedonia, "**Zone Manager Global Training**" (UNIT 3 & UNIT 4) organized by AVON Cosmetics Global

March 2006, Krushevo, Macedonia "**Zone Manager Global Training**" (UNIT 1 & UNIT 2), organized by AVON Cosmetics Global

February 2005, Sofia, Bulgaria "**Induction Training for Area Sales Managers**", organized by AVON Cosmetics Global

July, 2004, Skopje, Macedonia "**OFFICE MANAGEMENT**" organized by **Education And Training Center of Pivara Skopje, (Member of European Business Education)**

September, 2002, Rila, Bulgaria, "**MEDIATION SKILLS**", organized by **SCI-CR**

October 2001, Oswencim (Auschwitz), Poland "**HOW TO WORK TOGETHER AND BUILD A TEAM - PART II**", organized by **EYE Network** and **EYE Poland (EYE - European Youth Exchange)**, granted by **Council Of Europe**

August 2001, Oswencim (Auschwitz), Poland, "**HOW TO WORK TOGETHER AND BUILD A TEAM**", organized by **EYE Network** and **EYE Poland**, granted by **Council Of Europe**

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## Organized and delivered projects, seminars and trainings

December 2010, Skopje, Macedonia – “Management training, How to work in teams and how to delegate? Internal Communication!” based on Adizes Methodology for National Bank of Republic Macedonia (15 second level managers)

December 2010, Skopje, Macedonia – Workshop (70 Employees)

November / December 2010, Skopje, Macedonia – “**Advanced Sales and Communication Skills**” training for Sport Life (70 Employees)

September 2010, Skopje, Macedonia – “**Sales and communication skills**” training for Glori GB (4 Employees)

February 2010, Skopje, Macedonia – “**Sales, communications and team work**” training for Dom Design, real estate company. (15 Employees)

December 2009 / January 2010, Veles, Macedonia – **Advanced sales techniques “Up & Cross Sales”** training for T-Home and T-Mobile Macedonia, The biggest telecommunication company in Macedonia (250 Employees)

October 2009, Skopje, Macedonia – “**Advanced communication skills and how to work as a team**” training for Re Medika, Health center, (20 Employees)

July / August 2009, Skopje, Stip, Kumanovo, Tetovo, Macedonia – “**Communication skills and Customer care**” training for CableTel, Cable and telecommunication operator, (360 Employees)

March 2009, Skopje, Macedonia – “**Basic Sales and Sales skills**” training for FEYDOM, furniture company, (9 Employees)

February 2009, Skopje, Macedonia – “**Sales and Team work**” training for SOLOPROM, (16 Employees)

February 2009, Skopje, Macedonia – “**Sales and Sales Techniques**” training for Macedonian Chamber of Commerce, (7 Employees)

January 2009, Mavrovo, Macedonia – “**Advanced Sales Techniques for TOP Management**”, for CableTel, Cable and telecommunication operator, (29 Employees, management team)

2008, Skopje, Macedonia – “**Basic sales and sales skills**” 7 open one day trainings for participants from different companies

September, 2006, Strumica, Macedonia "Educating Consumers, Creating New Citizens", organized by "Project Are US" from Tallinn, Estonia and INGO "Wheel Of Progress" from Skopje, Macedonia as a host organization, and granted by Council of Europe

August, 2006, Skopje, Macedonia "Basic Animation Tools For Practical Use In Youth Work" organized by INGO "Wheel Of Progress" from Skopje, Macedonia, zdruzenie "CIRKOKROG" from Ljubljana, Slovenia and "Projects Are Us" from Tallinn, Estonia, granted by National European Agency of Slovenia

September, 2002, Rila, Bulgaria, "MEDIATION SKILLS", organized by SCI-CR

October 2001, Oswencim (Auschwitz), Poland "HOW TO WORK TOGETHER AND BUILD A TEAM - PART II", organized by EYE Network and EYE Poland (EYE - European Youth Exchange), granted by Council Of Europe

August 2001, Oswencim (Auschwitz), Poland, "HOW TO WORK TOGETHER AND BUILD A TEAM", organized by EYE Network and EYE Poland, granted by Council Of Europe

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Organizational skills and competences

Team player, team builder, team leader, excellent communication skills, excellent negotiation skills, excellent sales skills.

Computer skills and competences

Excellent knowledge of: **Windows, MS Office (Word, Excel, Power Point, Internet)**  
Basic knowledge of **Photoshop, In Design**

**Other skills and competences**

April 2009 – Present - Member of Macedonian HR Association

Since 2009 – Present - Member of the Macedonian Chamber of consultants and trainers

April 2003 – Present - Trainer for Sales, Team Building Activities, Communication Skills and Presentation skills.

(Covering theory of the topics combined with a practice, including group interaction and activities, always following the world trends of the and always creating new activities)

My motivation in doing trainings is:

**Never next group of participants will be the same as last one!!!**

According to the previous, it is not possible for me to do the two same trainings. Participants are different also their needs. I just want to cover participants' needs.

April, 2002, - Present - **President of INGO "Wheel Of Progress"**

January 2001 - January 2002, **Member of NGO "EYE Macedonia"**

September 1983 - September 1996, member of **Scout Organization "JADRAN"**, Skopje, Macedonia

Driving license

**category "B" (since 1995)**