



MIGLENA OUZOUNOVA-TSEKOVA

HR DIRECTOR

MOBILTEL EAD, PART OF TELEKOM AUSTRIA GROUP

Professional profile:

Consistent professional development in the area of HR since 2000. Responsible for the full scope of the HR function activities - operational and strategic. Developed and implemented an integrated approach towards HR scope of tasks and responsibilities based on the employee lifecycle. Managed to position the function on a strategic level in the organization, as partner to the business.

Main achievements are in the area of employee engagement, organizational design, talent and career management, leadership development, employee wellbeing, internal communications - all in the course of HR structural and content transformation and organizational development through mergers and acquisitions.

Work experience:

Current job role is Human Resources Director at the Bulgarian telecom company – MobilTel EAD, part of Telekom Austria Group. Has been in the position since 2007, and in the company since 2002.

Has managed to build and develop new practices for people management nurturing high level of engagement in the organization. The HR team has been recognized throughout the years with a number of awards from professional and business organizations – Bulgarian HR Association, Bulgarian Business Leaders Forum, Bulgarian Charities Aid Foundation, etc. for best HR policies and practices.

Prior to the telecom industry, work history goes back to banking (2000, HVB Biochim Bank, currently Unicredit Bulbank) and project management (1997, PHARE Twinning Program with ABN AMRO Bank, International Consultancy).

Memberships:

Member of the Management Board of the Bulgarian HR Association (BAPM) - 2008

Deputy Chairperson of the Certification Committee of BAPM - 2013

Education and professional qualifications:

Strategic HR Management - School of Industrial and Labor Relations, Cornell University, USA

Master of Business Administration - Erasmus University, Rotterdam

Master of Arts in English and American Studies at Sofia University, *Sveti Kliment Ohridski*

Specialization in Mass Communications - Sofia University, *Sveti Kliment Ohridski*