Sanovbar Ayubova

07/02/1990

s.ayubova@leansolutions.com
pany

+992 98 7243313

Khujand, Tajikistan

Specialization

- Analysis and business diagnostics
- Business strategy development
- Organizational structure
- Optimization of business processes
- Regulation, policy and business automation
- Marketing and promotion
- Marketing researches
- Financial analysis
- HRD&HRM
- Advertising and promotion
- PR
- KPI development

WORK EXPERIENCE

Director and HRBP of LLC "AHKOMI SARISHTA"
Lean Solutions
2023 to present
www.leansolutions.co

Lean Solutions

- Consulting companies and private entrepreneurs on marketing, branding and promotion, strategy development, business processes optimization, change management, KPI development and HR management.

Consultant
2021 to 2023
www.topcontj.com

Top Consulting

- Consulting companies and private entrepreneurs on marketing, branding and promotion, strategy development, business processes optimization, change management, KPI development and HR management.

Project Manager of "Professional education and training of female students for work in the field of tourism and hospitality"
2018 to 2021

- Organization of tender procurements;
- Financial planning and implementation for project
- Preparation and submission of the financial reports on project
- Project implementation monitoring

Business mentor at "Technovation girls", project of "TechWomen"
2021

- Business plan teaching and accompaniment of IT Products

EDUCATION

Tajik State University of Law Business and Politics
Major: Political Science and International relations
2008-2014

Languages

Russian
Tajik
English
Uzbek

Computer skills

MS Word
MS Excel
MS Visio
MS Project
PowerPoint
Photoshop

COURSES

- Certified Lean Six Sigma Yellow belt.
- Participation in “Business Administration” seminar training by Varna University of Management Professor G. B. Whitfield
- Courses of Cyber Security and IT Essentials by CISCO

COMPLETED PROJECTS IN TOP CONSULTING

Company	Industry	Consulting Area
Tojfiliz	Construction fasteners	• Business Diagnostics • Strategy development • Marketing researches • Distribution development
БАРАКАТ Дар хонаи Шумо	Food products	• Business Diagnostics • HR Management & development • KPI development