



Euro pass Curriculum Vitae



Personal information

Surname(s) / First name(s) **Raspor Andrej**

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Fax(es)

E-mail andrej.raspor@ceatm.org

Nationality Slovenian

Date of birth 29.11.1965

Gender male

Work experience

| | |
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| Dates | February 2014 - ongoing |
| Occupation or position held | Assistant Professor |
| Main activities and responsibilities | Lecturing Human Resource Management (HRM) and <i>Organizational Behavior</i> |
| Name and address of employer | DOBA Fakulteta Maribor, Prešernova ulica 1, 2000 Maribor |
| Type of business or sector | Research and education |
| Dates | April 2013 - ongoing |
| Occupation or position held | Director |
| Main activities and responsibilities | Responsible for the day-to day running of the business with a particular emphasis on sales and business development. Making sure that the business continues to grow by way of developing new clients whilst maintaining its existing customer base. |
| Name and address of employer | CEATM d.o.o., Dolga Poljana 57, 5271 Vipava (00386 51 313 221), SI Slovenia |
| Type of business or sector | Consulting and tourism |
| Dates | February 2011 - ongoing |
| Occupation or position held | Self-employed |
| Main activities and responsibilities | HRM (Reward System; Employee Surveys; Promoting Employees Wellbeing and Health & Safety at work Programme; Providing HR support); Casino and tourism (Tourist programs for Chinese tourists COTRI Licence; VLT gambling market study in Italy); Start-ups (The study of olive pulp); Seminars and lectures (Time management; Find a Job; Quality of service; Reducing the cost to business) Lectures: FUDŠ; DOBA; ERUDIO; FKPV; Glotta Nova |
| Name and address of employer | dr. Andrej Raspor s.p., Dolga Poljana 57, 5271 Vipava (00386 51 313 221), SI Slovenia |

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| Type of business or sector | Consulting |
| Dates | June 2007 - January 2011 |
| Occupation or position held | Project director |
| Main activities and responsibilities | Manufacture of sectoral strategies and action; Management Commission for costs; The organization offers for Chinese guests |
| Name and address of employer | HIT d.d., Nova Gorica Delpinova 7a 5000 Nova Gorica (00386 5 336 43 00), SI Slovenia |
| Type of business or sector | Hospitality and Gaming |
| Dates | February 2004 – June 2007 |
| Occupation or position held | HRM director |
| Main activities and responsibilities | Management of organizational units and support staff development (2,000 employees); Management consulting in the area of staff development for 5 subsidiaries and 2 affiliates ; Project management (SAP HR; Layout for the Head of School, gaming and hospitality schools) |
| Name and address of employer | HIT d.d., Nova Gorica Delpinova 7a 5000 Nova Gorica (00386 5 336 43 00), SI Slovenia |
| Type of business or sector | Hospitality and Gaming |
| Dates | January 2003 – January 2004 |
| Occupation or position held | Head of general affairs in the context of which belonged to the administrative building reception, mail-room and the safety and health at work and organizational projects |
| Main activities and responsibilities | |
| Name and address of employer | HIT d.d., Nova Gorica Delpinova 7a 5000 Nova Gorica (00386 5 336 43 00), SI Slovenia |
| Type of business or sector | Hospitality and Gaming |
| Dates | February 2002 – December 2002 |
| Occupation or position held | Project director |
| Main activities and responsibilities | Leadership and organizational development projects and other strategic tasks on behalf of government |
| Name and address of employer | HIT d.d., Nova Gorica Delpinova 7a 5000 Nova Gorica (00386 5 336 43 00), SI Slovenia |
| Type of business or sector | Hospitality and Gaming |
| Education and training | |
| Dates | 2007 – 2010 |
| Title of qualification awarded | PhD. in Social Sciences |
| Principal subjects/occupational skills covered | Title of the doctoral dissertation: Impact of Tipping on Workers' Motivation: Comparison Between the Hospitality and the Gaming Industry |
| Name and type of organisation providing education and training | University of Ljubljana, Faculty for Social Sciences Kardeljeva ploščad 5 1000 Ljubljana, SI Slovenia |
| Level in national or international classification | ISCED 6 or Klasius 18201 |
| Dates | 2003 – 2006 |
| Title of qualification awarded | MSc. in HRM |
| Principal subjects/occupational skills covered | Human Resource Development & Management, Career planning, Organizational Behaviour, Organizational Culture and Ethics, Organizational Theory, Reward Systems |
| Name and type of organisation providing education and training | University of Ljubljana, Faculty for Social Sciences Kardeljeva ploščad 5 1000 Ljubljana, SI Slovenia |
| Level in national or international classification | ISCED 6 or Klasius 18102 |
| Dates | 2001 – 2003 |
| Title of qualification awarded | Bachelor of Organizational Sciences |
| Principal subjects/occupational skills covered | Organization, marketing, production, human resource management, economics, and management |
| Name and type of organisation providing education and training | University of Maribor, Faculty of Organizational Sciences, Kidričeva cesta 55a, SI-4000 Kranj |

| Level in national or international classification | ISCED 5A or Klasius 17002 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| Dates | 1997 – 2001 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Title of qualification awarded | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Principal subjects/occupational skills covered | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Name and type of organisation providing education and training | University of Maribor, Faculty of Organizational Sciences, Kidričeva cesta 55a, SI-4000 Kranj | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Level in national or international classification | ISCED 5B or. Klasius 162002 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Dates | 1995 – 1997 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Title of qualification awarded | Mechanical technician | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Principal subjects/occupational skills covered | Mechanic, energy sector, mathematics | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Name and type of organisation providing education and training | Univerzum, Grošljeva ulica 4, SI-1000 Ljubljana | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Level in national or international classification | ISCED 3A or Klasius 15001 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Personal skills and competences | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Mother tongue(s) | Slovenian | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Other language(s) | English, Italian, Croatian, Serbian, Montenegro | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Self-assessment <i>European level</i> (*) | <table border="1"> <thead> <tr> <th colspan="4">Understanding</th> <th colspan="4">Speaking</th> <th colspan="2">Writing</th> </tr> <tr> <th colspan="2">Listening</th> <th colspan="2">Reading</th> <th colspan="2">Spoken interaction</th> <th colspan="2">Spoken production</th> <th colspan="2"></th> </tr> </thead> <tbody> <tr> <td>B1</td><td>Independent user</td> <td>B2</td><td>Independent user</td> <td>B1</td><td>Independent user</td> <td>B1</td><td>Independent user</td> <td>B1</td><td>Independent user</td> </tr> <tr> <td>B2</td><td>Independent user</td> <td>B2</td><td>Independent user</td> <td>B2</td><td>Independent user</td> <td>B2</td><td>Independent user</td> <td>A2</td><td>Basic user</td> </tr> <tr> <td>C1</td><td>Proficient user</td> <td>C1</td><td>Proficient user</td> <td>C1</td><td>Proficient user</td> <td>C1</td><td>Proficient user</td> <td>B2</td><td>Independent user</td> </tr> <tr> <td>C1</td><td>Proficient user</td> <td>B1</td><td>Independent user</td> <td>C1</td><td>Proficient user</td> <td>C1</td><td>Proficient user</td> <td>A2</td><td>Basic user</td> </tr> <tr> <td>C1</td><td>Proficient user</td> <td>C1</td><td>Proficient user</td> <td>C1</td><td>Proficient user</td> <td>C1</td><td>Proficient user</td> <td>B2</td><td>Independent user</td> </tr> </tbody> </table> | Understanding | | | | Speaking | | | | Writing | | Listening | | Reading | | Spoken interaction | | Spoken production | | | | B1 | Independent user | B2 | Independent user | B1 | Independent user | B1 | Independent user | B1 | Independent user | B2 | Independent user | B2 | Independent user | B2 | Independent user | B2 | Independent user | A2 | Basic user | C1 | Proficient user | C1 | Proficient user | C1 | Proficient user | C1 | Proficient user | B2 | Independent user | C1 | Proficient user | B1 | Independent user | C1 | Proficient user | C1 | Proficient user | A2 | Basic user | C1 | Proficient user | C1 | Proficient user | C1 | Proficient user | C1 | Proficient user | B2 | Independent user |
| Understanding | | | | Speaking | | | | Writing | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Listening | | Reading | | Spoken interaction | | Spoken production | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| B1 | Independent user | B2 | Independent user | B1 | Independent user | B1 | Independent user | B1 | Independent user | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| B2 | Independent user | B2 | Independent user | B2 | Independent user | B2 | Independent user | A2 | Basic user | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| C1 | Proficient user | C1 | Proficient user | C1 | Proficient user | C1 | Proficient user | B2 | Independent user | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| C1 | Proficient user | B1 | Independent user | C1 | Proficient user | C1 | Proficient user | A2 | Basic user | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| C1 | Proficient user | C1 | Proficient user | C1 | Proficient user | C1 | Proficient user | B2 | Independent user | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | (*) <i>Common European Framework of Reference for Languages</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Social skills and competences | Communication and language skills to speak in public; A sense of teamwork and ability to operate in a team; | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Organisational skills and competences | Good at management and organizational activities; Capable of motivating co-workers for achieving planned results and leading projects; Managed small / micro profit and non-profit companies or teams (2001 - ongoing) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Technical skills and competences | Have excellent analytical skills, capability to extract essence, very good forecasting skills, creativity, thoroughness and ability to find workable, realistic solutions; Have sound understanding of mechanical systems and operations; Knowledge of the organization and operation of hotel gaming industry, and service quality standards and processes; | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Computer skills and competences | Competent in MS Office (Word, Excel, Outlook, Access), Wiki and internet | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Other skills and competences | Author of more than 60 research papers and consulting projects Author of more than 40 professional articles and conference proceedings http://cobiss4.izum.si/scripts/cobiss?id=2112307820119577 Senior Lecturer of Management Assistant Professor of Sociology of organizations Passion for green living | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Driving licence | Driving licence of A, B, C, G, H **category**