

**Anton Gakhov**

**Инструктор-эксперт**

## **Биография**

With a career rooted in Psychology and Education since 2004, I've journeyed from an HR and Training Professional to the founder and manager of an EdTech company. I've gained diverse experience in organizational and social psychology, overseeing comprehensive training programs, managing CSR projects, and implementing Learning Management Systems.

I've been instrumental in developing and maintaining pay grades, job grade systems, and HR budgets. Furthermore, I've facilitated strategic HRM solutions for downstream and midstream assets and contributed to HR process automation.

As the head of an EdTech company, I'm leading the revolution in training and development, emphasizing innovative training products and cutting-edge technologies. Currently, my focus lies in optimizing educational processes for improved ROI, modernizing training centers, and implementing impactful coaching and leadership development programs. My mission is to empower individuals to reach their full potential, fostering a culture of continuous learning, and driving positive global change.

With a wealth of experience in the energy sector, I've had the opportunity to contribute to projects with industry leaders such as BP, Equinor, PetroChina, Lukoil, and ENOC. My career journey is built on a solid foundation of academic achievements, holding degrees in Psychology, Education, and Business Administration. I've consistently applied a strategic and innovative approach to complex challenges, focusing on simplifying processes and delivering impactful solutions.

Today, I'm channeling this expertise into the EdTech domain, where my focus lies on bridging technology with education, driving forward-thinking initiatives, and fostering strategic innovation. My goal remains clear: to create smarter learning solutions that enhance individual growth, streamline educational processes, and deliver measurable results.

## **Профессиональный опыт**

### **Декабрь 2015-По настоящее время - Director - Tecedu, UAE**

- General management and business development
- Разработка учебных программ
- Обучение персонала
- Проведение проверки знаний/ассесмент

### **Сентябрь 2013-Октябрь 2015 - Senior Training Advisor - BP Iraq, Iraq**

- Rumaila Academy general management, training and coaching
- Разработка учебных программ
- Обучение персонала
- Проведение проверки знаний/ассесмент

**Октябрь 2012-Сентябрь 2014 - Training Advisor - Dragon Oil Turkmenistan Ltd, Turkmenistan**

- General management of the corporate Centre of Excellence, training and coaching
- Разработка учебных программ
- Обучение персонала
- Проведение проверки знаний/ассесмент

**Декабрь 2009-Сентябрь 2012 - Learning and development manager - Lukoil Mid-East Ltd, UAE**

- General management of learning and development department, training and coaching
- Разработка учебных программ
- Обучение персонала
- Проведение проверки знаний/ассесмент

**Май 2008-Май 2010 - Learning and development team lead - Lukoil Uzbekistan Operating Company, Uzbekistan**

- General management of learning and development department, training and coaching
- Разработка учебных программ
- Обучение персонала
- Проведение проверки знаний/ассесмент

**Сентябрь 2006-Май 2008 - Lead learning and development coordinator - Lukoil Overseas Holding Ltd, Russia**

- Global HR reserve coordinator, LMS and digital projects in HR lead coordinator

**Сентябрь 2004-Сентябрь 2006 - HR generalist - LUKOIL HQ, Russia**

- HR general issues coordinator for East and West European Downstream and Midstream projects (HR policies, budgets, rotations, etc.)

**Образование и квалификации**

<b>Вид</b>	<b>Имя</b>
1999 - 2004, Магистр	Tomsk State University, Psychology
2011 - 2013, Магистр	University of Manchester, Business Administration

**Язык: Русский, Английский**