



Alen Paunov

AI Integration & Adoption Strategist · AI Educator & Trainer

LATEST VERSION

alenpaunov.com/cv

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✦ SOFIA, BULGARIA · WORKING WORLDWIDE

I help companies and educators turn AI from hype into **real capability** – strategy that ships, teams that adopt it, and people who know how to use it well.

For 14+ years I have worked where education meets technology – directing programmes at Bulgaria's leading tech academies (SoftUni, ARC Academy, Sirma Academy), co-founding TeachMe, and personally teaching more than 12,500 learners. Since 2023 I have focused that experience on AI: designing integration strategies, leading adoption programmes and training teams to work with AI every day.

I am not a slide-deck consultant. I build production AI systems and AI-native products myself, which is why my roadmaps are realistic and my trainings are hands-on. A background in legal services gives me a practical lens on AI governance, responsible use and the EU AI Act.

12,500+

LEARNERS TAUGHT

14+

YEARS IN EDUCATION

350+

LIVE LESSONS

40+

MEDIA FEATURES

420+

NEWSLETTER READERS

01 CORE EXPERTISE

AI Integration STRATEGY → SYSTEMS

AI readiness audits, use-case discovery and prioritisation, and roadmaps that move AI from pilots into daily operations – LLM-powered workflows, agents, automations and internal tools connected to the systems a business already runs.

AI Adoption & Change PEOPLE → HABITS

Adoption programmes that put people first: clear use policies, champions and enablement plans, success metrics tied to business outcomes, and responsible-AI guidelines aligned with the EU AI Act.

Teaching & Enablement LITERACY → MASTERY

Workshops, courses and curricula for every level – from AI literacy and prompt fluency for leadership and non-technical teams, to building with LLM APIs and AI coding agents for engineers and educators.

02 EXPERIENCE

• AI Integration Strategist & Consultant

2023 – NOW

Independent · clients across business and education

- Guide organisations from AI curiosity to working capability: readiness audits, use-case mapping, prioritised adoption roadmaps.
- Design and deliver hands-on trainings for teams and leadership – everyday AI workflows, prompt and context engineering, building with LLM APIs.
- Help leaders set AI policy, governance and success metrics so adoption is judged by outcomes, not by the number of tools.

04 HOW I WORK

01 Audit

Where AI creates value today – processes, data, people and risk.

02 Roadmap

Prioritised use cases, quick wins and a realistic plan with clear KPIs.

03 Enable

Training, guidelines and champions so teams actually adopt it.

04 Build & measure

Integrations, agents and automations shipped and tracked against outcomes.

05 SKILLS & TOOLS

STRATEGY & ADOPTION

AI readiness audits

Use-case prioritisation

Roadmaps & KPIs

Change management

AI governance

EU AI Act

Product strategy

● Educational Director

2022 - 2026

Sirma Academy · Sirma Group

- Led award-winning, AI-first engineering education – curricula where learners work with AI assistants as part of the modern engineering workflow.
- Launched practical AI courses for professionals and career-changers (featured on Bloomberg TV Bulgaria, 2025).
- Lectured on Practical AI Tools, Java, Spring and Databases – teaching the “how” and “why” behind every concept.

● CEO & Co-founder

2020 - NOW

TeachMe · Teach Me AI Academy

- Built and scaled a platform connecting learners with the right teachers, bringing private tutoring into the open.
- Created beginner courses in programming (C#) and Microsoft Excel; delivered hundreds of live online lessons.
- Now building Teach Me AI Academy – a live-course learning platform with tracks, assessments, certificates and payments.

● Educational Director

2021 - 2022

ARC Academy · creative-tech education

- Directed game art, design and development education; launched ARC Online, the academy's online course line.

● Educational Director

2018 - 2021

SoftUni · Bulgaria's largest software university

- Helped develop and scale education programmes, including a new end-to-end software engineering programme.
- Trainer in programming and Excel automation for thousands of learners.

● Legal Services

6 YEARS

Earlier career

- A foundation in regulation, contracts and risk that now informs my work on AI governance and compliance.

AI ENGINEERING

LLM APIs – Claude, OpenAI

AI agents

Workflow automation

Prompt & context engineering

AI coding agents

MCP

TEACHING

Curriculum design

Workshops

Live & online delivery

Train-the-trainer

Public speaking

06 VOICE IN AI

- **AI Insider** – weekly LinkedIn newsletter on AI in practice for business and education; 420+ subscribers.
- **Media** – Bloomberg TV Bulgaria, BNR, Economy.bg, OFFnews, Investor.bg, Bulgaria ON AIR, TV Europa.
- **Talks & lectures** – practical AI, the future of work and careers in tech; 40+ media features and appearances.

07 LANGUAGES

- **Bulgarian** – native
- **English** – fluent, professional

Technology is the tool. **People are the point.**

FATHER · COOK · RELENTLESS READER

03 SELECTED AI BUILDS

Shipped hands-on with AI coding agents – proof that the strategy I recommend works in practice.

Domly

PROPTech SAAS · NEXT.JS ·
FIREBASE · STRIPE

Multi-tenant platform for building managers – residents, ledgers, levies, documents and assemblies in one mobile-first app.

Teach Me AI Academy

EDTECH LMS · REACT · NODE ·
FIREBASE

Learning platform for live courses: enrolment, professional tracks, assessments, certificates, payments and automated reminders.

AI Notebook

INTERACTIVE CURRICULUM ·
ALENPAUNOV.COM

A free, illustrated AI course in Bulgarian – six interactive lessons that explain how modern AI actually works.

AdScout

DATA TOOLING · PLAYWRIGHT

Browser-automation crawler that identifies which companies buy advertising directly from media sites, with a generated dashboard.