

Maurizio Persano

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Professional Summary

During my career I had the chance to be actively involved in all the roles related to HRM, both in Multinational Companies operating in the High Tech field and in Manufacturing Companies with mass production and just in time deliveries.

Working experiences characterized by a strong operating approach, aimed at obtaining quick and measurable results even in strong unionized environments. Hard worker, well organized and able to manage projects simultaneously under deadline pressure.

Professional experience

Human Resources Manager

Liguria Digitale Sp.A.

2005 – present

Information & Communication Technology

www.liguriadigitale.it

State-owned company – 440 employees in Italy;

♣ **Recruitment, Selection & Training** Manage the recruitment process , including ensuring effective onboarding, in line with the budget, strategy and governance Drive the mapping of the training needs , define the appropriate training/development strategy for individuals and groups. Developed in house several financed training programs based on the planning and the accomplishment of training courses entirely funded by the European Social Fund and/or the Italian Institutions. Relation networking with schools and Universities.

♣ **Performance Management & Talent Management** Labor Law aspects and HR regulatory compliance, manpower enhancement through deployment of compensation policies and position assignments, rewarding systems (M.B.O.), performance evaluation plans, etc.. Leader of Talent Development, working closely with Senior Leaders, mentoring and supporting them in the fulfillment of their personal goals and those of their teams.

♣ **Compensation Management** Establishing and maintaining a firm's pay system, ensuring equitable pay rates and pay-for-performance plan.

♣ **Analysis and Organizational Development** Designing of Organizational Turnaround

♣ **Labor Relations** Daily handling of all related issues. Labor Contracts and dispute resolution.

♣ **Health & Safety** Employer's Delegate according to the Italian Decree No. 81/2008, known as the Code for the Health and Safety of Workers (Consolidated Act on health and safety at the workplace). Decisional and spending powers requested for carrying out all of the delegated functions.

♣ **Facility Management** coordination of demand and supply of facilities and services (real estate property, buildings, technical infrastructure, (HVAC), lighting, transportation, IT-services, furniture, Custodial, grounds, and other user-specific equipment and appliances)

Human Resources Development Manager

Bundy Refrigeration

Multinational Company - 175 employees in Italy (Bundy employs 2.000 people in 10 facilities throughout Europe and Latin America)

Accountable to the C.E.O. (British citizen based in Italy) - part time role based in Italy with global responsibilities. I managed several special tasks:

- ✓ A number of key employment contract amendments and updates
- ✓ HR support for the Denmark/Germany transfer project
- ✓ Recruitment and selection assistance
- ✓ Development of standard HR procedures across Bundy
- ✓ Best practices Health & Safety Procedures
- ✓ Employee education & training programs
- ✓ Responsible for implementation of several temporary and permanent lay-off schemes • HR support for the Italy/Turkey transfer project • Financed training

Human Resources Manager

TI Group Automotive Systems SpA

2001 – 2005

U.K. based Multinational Company - 900 employees in Italy

Accountable to the Managing Director in Italy and to the V.P. Human Resources International based in U.S.A., I managed the Automotive business Stream (3 plants), with responsibilities on:

♣ **Analysis and Organizational Development** Designing (including presentation and approval from the Board) of an Organizational Turnaround through the implementation of a Change Management Program in our Plants. Downsized manpower by more than 33% in 2002/2003 without social disruptions. Data room activities, as HR representative, acted with the senior team and connected to a very important take over opportunity.

♣ **Personnel Management** Designing and optimizing HR policies and procedures, for managers, white and blue collars: experienced in dealing with Labor Law aspects and HR regulatory compliance, manpower enhancement through deployment of compensation policies and position assignments, rewarding systems (M.B.O.), performance evaluation plans, etc.. Labor Contracts and dispute resolution. Labour Cost. Outsourcing of all payroll activities in Italy, previous designing of a common payroll data system for our plants.

♣ **Labor Relations** Daily handling of all related issues. Concept and implementation of several temporary and permanent lay-off schemes in high conflict environment.

♣ **Recruitment, Selection & Training** Recruiting and staffing at all levels and for several different contractual types. Designing and bringing into effect a new procedure (also at Quality System level) for training and development. Training activities co-financed by the European Social Fund.

♣ **Compensation Management** Establishing and maintaining a firm's pay system, ensuring equitable pay rates and pay-for- performance plan. All activities, ranging from high level concept aspects to every day needs, are performed with the aid of only two assistants in the payroll area.

Human Resources Manager

former Elsag S.p.A. - currently www.leonardocompany.com

1994 –2001

2500 employees in Italy

Accountable to the Group V.P. Human Resources I covered, with 4 assistants, the HR Manager responsibilities for several division of the mother company and for some controlled companies. Daily contacts and cooperation with the other HR Department functions for the implementation of their policies (recruitment & selection, training, compensation, organizational development, unions & employees relations, payroll). I also managed the start up, in the field of satellite mobile communication, of a Company in Rome. During these years I managed a manpower between 800 and 950 people, most with a University Degree.

Recruitment & Selection Manager

former Elsag S.p.A. - currently www.leonardocompany.com

1990 –1994

Accountable to the HR Manager and with two assistants I was responsible for the deployment of recruiting and selection plan (also managing all the discussions about salaries and working conditions and all the relations with our Labor Public Authorities involved in the hiring process). I was also responsible for welcoming new collaborators, ensuring their smooth and appropriate integration during their first three years into the Company, evaluating their performance and granting the application for every new comer of our policies. Relation networking with every kind of school, University and public training center in Italy.

Junior Consultant

Ferrero S.p.A. – Multinational Food Company

1988 –1989

Full time consultant with two assistants, responsible for the implementation of the firm's recruiting and selection plan, matching job applicants with job according with quality standards, quantity and scheduled times.

Maurizio Persano

birth place / birth date: Casale Monferrato (AL) - 22.02.62

High School Diploma specializing in humanistic subjects - Genova 1981

University Degree in Psychology 110/110 - Padova 1988 – major in Labor Psychology

Good written and spoken English. Business stays in USA, GB, Germany, Spain, Belgium.

Very good knowledge of Office Automation.

My entire professional career has been strengthened by the acquisition of technical – specialist and managerial skills that have allowed me to operate in a qualified way in the field of competence.

As RUP to art. 31 of Legislative Decree no. 50/2016 I followed several courses related to public contracts including, for relevance:

"The tasks of the RUP" - Studio Legale Viviani & Merani - 2020

"Agile PM" – Forma Mentis - 2021

"Anti-corruption, Procurement and operational risk assessment activities" – Academy Liguria Digitale - 2023