

Europass Curriculum Vitae

Personal information

Surname(s) / First name(s) **Piccinno Antonio**

Address

Telephone(s)

Fax(es)

E-mail(s)

Nationality

Date of birth

From January 2020 to

Occupation or position held

Pirelli & C SPA

Main activities and responsibilities

Head of HR Technical Functions Pirelli and HR Director Italy
Pirelli & C SPA, Viale Piero e Alberto Pirelli, Milan Italy

From January 2018 to December 2019

Occupation or position held

Pirelli Tyre Russia & Nordics, HRO Region Director

Main activities and responsibilities

- Kirov Tyre plant Transformation Project
- Voronezh Tyre plant efficiency
- Excellence in Safty
- Smart Manufactory
- Flexible factory
- Industrial Relations coordinator
- New collective agreement
- Commercial Accademy
- New PM sistem
- My Voice
- HQ costs efficiency
- Cooperation with Local universities and professional schools
- Nordics Dackia Equity reorganization

Name and address of employer

Pirelli Tyre Russia, 7, Spasopeskovsky per., Moscow 121099 Russia

October 2016 – December 2017

Pirelli UK Tyres Limited HR Director

- Factory reorganization, from commodity to Hi Value production
- New commercial country structure
- Pay talk agreement
- Reorganization OE
- My Voice survey
- Cost efficiencies
- HR new structure

Name and address of employer

Pirelli Tyres Limited, Derby Road, Burton upon Trent UK

Occupation or position held October 2014 – September 2016

Main activities and responsibilities

Pirelli Tyre MEAI, HRO Region Director

- Support the strategies and policies of the MEAI Region;
- Commercial Organization Review(Truck & Car Separation) (TR);
- New Truck Commercial Way Training and Truck Assessment (TR);
- Go to market project (EG);
- New Pirelli Industrial, MEAI separation Consumer – Industrial;
- HR IS Projects;
- Plan for academies and SOM (EG);
- Change Management Project (EG);
- Industrial Relations coordinator;
- Collective Agreement:& Implementing of the promotion system (EG);
- Collective Agreement (TR);
- New Branch Saudi Arabia, North Africa;
- DuPont Project "Excellence in Safety Program;
- My Voice;
- Sustainability

Name and address of employer

Pirelli Tyre SpA, Viale Piero e Alberto Pirelli, Milano

September 2013 – September 2014

Occupation or position held

Pirelli Tyre Russia & Nordics, HRO Region Director

Main activities and responsibilities

- Support the strategies and policies of the Russian Region;
- New Operation Plan 2014 (HC, Labor Cost & HR Administrative Cost);
- Re-organization of Commercial Department;
- Review organizational structure for Kirov and Voronezh Tyre plants;
- Launch of Commercial Academy;
- Launch of School of Management;
- Academies training courses;
- Launch of Cooperation with Local universities and professional schools;
- Starting build grading system for WC & BC;
- Global HRIS + NEW PAYROLL SYSTEM SET_UP;
- My voice;

Name and address of employer

Pirelli Tyre Russia, 7, Spasopeskovsky per., Moscow 121099 Russia

April 2009 –August 2013

Occupation or position held **Pirelli Tyres Romania HRO Country Director : Tyres - Slatina, Cord – Slatina, Pirelli Echo Technology Targu Jiu**

Main activities and responsibilities

- Plans all the HR Activities;
- Organizes HR Department;
- Coordinates the recruiting team;
- Coordinates training and develops specific programs;
- Develops and facilitates the network relations with the most representative companies, Romania entrepreneurs association;
- Leads the internal communication system;
- Accountable for the development, implementation and administration of the company's HR policies in order to support HR objectives;
- Oversees the effective implementation and administration of personnel policies and practices;
- Co-ordinates the negotiations and participates in the negotiation with Trade Unions;
- Settles the remuneration systems (salaries);
- CSR and EO Manager.

Name and address of employer Pirelli Tyres Romania. Street Draganesti. no.35, Slatina, Olt (Romania)

Type of business or sector Tires production

April 2007 - April 2009

Occupation or position held **Ideal Standard, Ceramic and Wellness HR Manager**

Main activities and responsibilities

- HR Department coordinator for the Bathing and Wellness factories.
- Leading the internal communication system.
- HR activities planning and organizational development;
- Unions relationships coordinator;
- Responsible of the indirect people reduction plan
- Lean manufacturing reorganization
- Vice-president of Industrial Association and Ceramic Companies Representative in Pordenone;

Name and address of employer Ideal Standard, Ceramic and Wellness - Pordenone, Italy

Type of business or sector Chemical Industry

January 2001 - April 2007

Occupation or position held **AlpiEagles, HR Manager**

Main activities and responsibilities

- Public Relations Responsible;
- Founder and manager of the COAV Flight Assistant School;
- HR team coordinator;
- Unions relationships coordinator;
- Planning HR activities and the organizational development;
- Founder of the Handling Services in the airport, start-up and development up to 200 employees.
- Responsible for increasing the number of airplanes from 6 to 10;
- Recruiting team coordinator.

Name and address of employer Alpieagles SPA, Airlines Company Venice

Type of business or sector Transports Industry

July 1995 - January 2001

Occupation or position held **Filati Montello Group, HR Manager**
Main activities and responsibilities - Coordinator of the Work Health and Safety Department;
- Unions relationships coordinator;
- Coordinator of the 5 HR teams of 5 factories of the company;
- Planning HR activities and organizational development;
- HR Department organization;
- Recruiting team coordinator;
- Merger with the most important company on the textile Italian market.
- The group was sold to a bigger company.

Name and address of employer Filati Montello Spa, Italy
Type of business or sector Fashion and Textile Industry

January 1986 - July 1995

Occupation or position held Administrative clerk
Main activities and responsibilities Mail services - relative activities
Name and address of employer Poste Italiane

Education and training

2019
Title of qualification awarded Master in Labour and Social Security Law
Principal subjects/occupational skills covered Ca' Foscari University Venice

1998
Title of qualification awarded Degree in Italian Literature
Principal subjects / occupational skills covered Italian Literature
History
Communication
Philosophy
Name and type of organisation providing education and training Ca' Foscari, Venice

1985
Title of qualification awarded Technician on Electrical and Electrotechnical Industry
Principal subjects / occupational skills covered Electrical and Electrotechnical technologies
Mechanical and Technical

Principal subjects / occupational skills covered Career Development Training, Compensation system, Industrial Relations and Labour law update,

Leading Pirelli People, Value Based management, Lead Pirelli People Beyond, Advance People Management for LEAN, Leading Your Potential, Strong and motivated Teams, HR Labour Cost, HR Workshop, Pirelli Way, Pirelli Performance Manager, Anticorruption Training, Driving the change, Pirelli Competition Law course, Sustainability Manager, Collaborative Negotiation, MAPS.

Personal skills and competences

Mother tongue(s) **Italian**

Other language(s)

Self-assessment <i>European level (*)</i>	Understanding		Speaking		Writing	
	Listening	Reading	Spoken interaction	Spoken production		
English	B2 Independent user	B2 Independent user	B2 Independent user	B2 Independent user	B2 Independent user	B2 Independent user
French	A2 Basic user	A2 Basic user	A2 Basic user	A2 Basic user	A2 Basic user	A2 Basic user
Romanian	A2 Basic user	A2 Basic user	A2 Basic user	A2 Basic user	A2 Basic user	A2 Basic user

(*) [Common European Framework of Reference \(CEF\) level](#)

Social skills and competences

- Extremely organised person;
- Good abilities for synthetic and global views over concrete situations;
- End-oriented work capacity;
- Problem-solving attitude ;
- Responsibility, Self-respect and self-reliance;
- Strong referential values of fairness, equity and dignity;
- Ability to establish and maintain good working relations with people of different national and cultural backgrounds.

Organisational skills and competences Very good organizer, analysis and synthesis ability, coordinating assisting, organising and planning, team leader, ability to make decisions and to motivate the team members.

Technical skills and competences SAP, Payroll in INAZ, People Soft

Computer skills and competences Proficient with Outlook Express, MS Office(Word, Excell, Power Point).

Artistic skills and competences Passionate about photography, literature and poetry.

Driving licence(s) B

Autorizzo il trattamento dei miei dati personali contenuti nel mio curriculum vitae ai sensi dell'art. 13 del D. Lgs. 196/2003 e dell'art. 13 GDPR 679/16.

15.01.2020

Antonio Piccinno