

PAOLO CROVATO

Global HR Director with ~20 years of People & Organization experience

Solid experience covering organizational design, talent management, workforce planning & cost control • Strong sense of business and decision-making attitude • Ability to envision engaging HR strategies on a global scale, including digital transformation • Proven leadership by example, coaching skills and growth mindset • Ability to deal with ambiguity and complexity, high pressure and constantly changing scenarios •

WORK EXPERIENCE

YOOX
NET-A-PORTER
GROUP

HR Director YOOX, OFS, Regions & Operations

2021 to date

YNAP (Richemont Group) – Milan / Bologna, Italy

People & Organization responsibility, over four main global functions spread over six geographies (Italy, UK, USA, Middle East, APAC, Japan), ~2.500 employees. Reporting to YNAP Group HRD. Permanent member of the HR Leadership Team, 15+ people managed. Develop, promote and implement people strategy in line with company objectives. Diagnose and lead P&O drivers to improve business performance and strengthen. Ensure organizational assessment together with talent management programmes.

DIESEL

DIESEL (OTB Group) – Breganze/Milan, Italy

Group HR Director

2018 to 2021

Global People & Organization responsibility, over Group HQ (Italy) and 4 regions (Europe, USA, China, Japan), 4.500 employees. Reporting to Diesel Group CEO and OTB Group HR Director. Permanent member of the Diesel Group Executive Team and OTB HR Leadership Team, 50+ people managed worldwide. Design and implementation of mid/long term HR strategies, based on business plans and objectives. Organizational assessment, design and development. Large-scale reorganization projects and change management initiatives.

European HR Director - Milan, Italy

2017 to 2018

HR leadership over 14 countries, reporting to Europe CEO and Diesel Group HR Director, 20+ people managed across all countries. Focus on local Head Offices (350 empl.) and Store people (1.500 empl.). Partnership with business leaders to define effective P&O strategies supporting Wholesale, Retail and eCommerce channels growth in each country and across the EU Region.

Several HR roles, up to HR Manager Global HQs

2005 to 2017


HR&OD responsibility over 4 legal entities (750 empl.), including all Product Lines, Distribution Channels and Staff Functions (Operations, AFC, ICT). Sizing & staffing assessment, performance management, talent management, grading & global levelling. Recruitment, training & development, compensation & benefits. Budget & forecast on personnel costs. Labor standards assurance.

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WORK EXPERIENCE (continued)

	HR Professional De Eccher Group– Udine, Italy	2003 - 2005
	Staffing and recruiting for Moscow, Kiev, Dubai, Miami, Vancouver Head Offices. Manpower planning for Italian and foreign sites. Group HR reporting. Budget & reporting analysis (HTC, FTE, personnel costs, benefits, by function/country/site). Personnel costs and local treatments analysis.	
	HR Manager Assistant (intern) Barilla Alimentare SpA – Parma, Italy	2003
	Support on HR Management System Integration. Recruitment activities with focus on new graduates' assessment. Performance evaluation, training activities introducing new HR processes and lean organization deployment. National and collective bargaining, industrial relations.	

EDUCATION

	Master in HR Management GEMA Business School - Rome	2022
	Business Economics SDA Bocconi - Milan	2022
	Master's Degree, Communication Sciences Trieste University	1996 - 2022

OTHERS

Languages

Italian native, fluent English, basic French

Interests

Negotiation, tech trends, contemporary arts, sports (tennis, road cycling, football)

Family

Married with Vania and father of Ginevra (9) and Vittoria (6)

Other

Available for international mobility