

CURRICULUM VITAE OF DARIO GERVASIO



SUMMARY:

After having obtained the **Lawyer title** in the 2013 at the Court of Appeal of Naples, I decided to take up the legal activities to support companies.

For this reason, I did the Master in Hr Management to obtain the necessary skills to get in touch with the Human Resources world.

After starting as an intern, I held the role of HR Manager Assistant, role that allowed me to well know the whole world of personnel management. I started to manage the Unions relationships and participate to the union discussions.

In the role of HR Manager, I had the opportunity to manage the HR department both for the soft aspects (recruiting, development and training), and for the hard part (administration, personnel management and trade union relations).

In the latter part of my experience, I embarked on **redundancy plans on three industrial plants started in the 2013 and finished in the 2018, with a consequent closure of the three plants.**

I proceeded to the dismissal of about 200 employees, following the entire process from the announcement phase at the union table to the closure of employment relationships (opening Cigs, Cigo, solidarity contracts etc.).

The restructuring plans, together with the business plan and the commercial actions, implemented in the same period, have allowed the company to recover in terms of savings, returning to profit.

EDUCATION:

October 2013: *Lawyer title achievement at the Court of Appeal of Naples.*

From 2009 – to 2014 I attended the following specialization courses:

- Ipsosa Scuola di formazione: **Management of Corporate Conflicts and Labor Relations**
- Ipsosa Scuola di formazione: **Management of labor relations in the corporate crisis**
- Stogea S.r.L. – Bologna: **Human Resource Management**
- University of Naples Federico II: ***Postgraduate Course in Administration and Finance of Local Authorities***
- University of Naples Federico II: **Graduate school for the legal professions**

16th October 2007

University of Naples Federico II: **Master's degree in Law**

Marks: 107/110

17th Ottobre 2005

University of Naples Federico II: **Degree in Legal Sciences**

Marks 100/110

PROFESSIONAL EXPERIENCE:

Form March 2020

Il sottoscritto è a conoscenza che, ai sensi dell'art. 26 della legge 15/68, le dichiarazioni mendaci, la falsità negli atti e l'uso di atti falsi sono puniti ai sensi del codice penale e delle leggi speciali. Inoltre, il sottoscritto autorizza al trattamento dei dati personale, secondo quanto previsto dal Regolamento Europeo 679/2016 GDPR

La Perla Global Management UK – Bologna 350 employees

HR Manager Italy.

- Organizational analysis and assessment of the needs of the various business areas of competence;
- Management of the personnel recruitment process in line with the needs expressed by the individual areas
- Planning and activation of personnel training and refresher courses.
- Development and improvement of procedures relating to personnel;
- Development and improvement of procedures relating to personnel management;
- Management of trade union relations.
- Person in charge of personnel administration, management of contractual and disciplinary issues;
- Preparation of the annual budget, productivity analysis, cost monitoring and reference KPIs;

From January 2012 to February 2020

ALIAxis ITALIA S.p.A – Zola Predosa Bologna 630 employees

HR Manager.

- Organizational analysis and assessment of the needs of the various business areas of competence.
- Management of the personnel recruitment process in line with the needs expressed by the individual areas.
- Planning and activation of personnel training and refresher courses.
- Development and improvement of procedures relating to personnel management to be applied in the various plants.
- Management of trade union relations.
- Person in charge of personnel administration, management of contractual and disciplinary issues.
- Preparation of the annual budget, productivity analysis, cost monitoring and reference KPIs.
- Management of the corporate restructuring plan (from trade union discussions to the termination of employment relationships with the personnel concerned) which led to the closure of 3 factories for a total of more than 200 abandoned people.

From January 2011 to December 2011

Servizi Ospedalieri S.p.A – Ferrara

Assistant HR

- Contracts (hiring, contractual changes, terminations).
- Litigation (promotion of the dispute, management of the process and payment of any sanctions).
- Personnel management (by way of example: regulatory analysis and related consultancy both within the office and to employees, management of meal vouchers, severance pay advances, etc.).
- Industrial relations (support to the HR Manager in managing the union table, opening and managing redundancy and collective dismissal procedures).

From April 2010 to December 2010

Servizi Ospedalieri S.p.A – Ferrara

Internship

- Personnel management
- Industrial and trade union relations
- Litigations management.

From November 2007 To October 2009

Legal Firm Grammegna - Naples

Lawer traineeship

Civil, Administrative, Commercial and Labor Law.

INFORMATION TECHNOLOGY KNOWLEDGES:

Knowledge of the Windows operating system and Office applications.

In particular, given the activity carried out and the activities managed daily, I have gained a good knowledge of Excel.

Frequent use of IE and Outlook.

Knowledge and use of the SAP HR environment management system.

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Knowledge and use of the Zucchetti management system.

FOREIGN LANGUEGES:

ENGLISH: Good

DRIVING LICENCE: B

Bologna, 06/03/2022

Dario Gervasio