GIULIA BELLET
CV per Commissione gara

WORK EXPERIENCE

 8/2019 – present
HR Head at Human Technopole – Research institute for Life Sciences (start-up). Reporting to Head of operations and to Scientific Director; part of the Leadership Team. Responsible for all HR activities and areas. Team currently managed: 5 FTEs.

- Recruiting (+300% in 1 year) and onboarding
- Policies definition and implementation
- Talent and performance management
- Employee engagement and Internal communication – Implementation of smart working approach
- Supervision of Administration and payroll team (CCNL Chimico – Farmaceutico and Dirigenti industria); HR Personnel budget; labour cost. Smart working policy and welfare plan
- C&B – Welfare plan
- Training
- Covid Committee member and HSE liaison

 7/2011 – 7/2019
HR Head Italy at Syngenta Italia S.p.a (about 300 employees in Italy + 100 seasonal workers; offices in Milan and **2 production plants** south Milan and Bologna; 2 legal Entities)

HR Head Territory South from 2019 **(Iberia**, **Greece – Adriatics** and **Turkey** – around 650 Employees;). Reporting to HR EAME Head; part of the South Europe Territory Committee Management.
Responsible for the Commercial Unit and all functions (R&D – P&S – Central Functions).
Coordination of the HR team (3 team members and 1 External Recruiter in Italy + 10 FTEs in the Territory South cluster).
Purpose of the role is working closely with an organisation's senior leaders in order to develop an HR agenda that closely supports the overall aims of the organisation.

Major areas of activities:

- **Business support and Change Management** expert in ICS project (new strategy); Biological Assessmnet transformation (R&D); new R&D company acquisition (PSB); Marketing and Field Force Effectviness.
- **People engagement** and **internal communication** (Culture, Values, Leadership model, Employee Value Proposition); Pulse Survey in 2017 and new lunch in spring 2018 an 2019
- **HR Outsourcing project**: externalization of HR processes to Cap Gemini with Global Standard Model. Now following local implementation of Workday as HR integrated System.
- **Organizational Development** (Performance Management and Talent development); Talent acquisition (Regional HR BP Lead for Syngenta Talent Acquisition with RPO)
- Local **Policies** definition and implementation (in respect with Global frame);
- **Compensation and Benefits**: Harmonization between two companies; Employees Shares Purchase Plan for employees launch; internal Job catalog introduction); definition and implementation of a local Welfare Plan (Legge Stabilità).
- Labor Law and litigations;
- **Relations with Unions** and Workcouncil ("Mobilità", social plans for 2 companies, around 120 employees involved in last years).
- Special projects: Merger of SYT Crop Protection and SYT Seeds; Businesses Carve out projects (Trasferimento Ramo azienda for Businesses). Acquisition of Produttori Sementi Bologna, (april 2014), R&D Breeding and production company (40 FTE);
- **Supervision of Administration** and **payroll team** (CCNL Chimico – Farmaceutico; Commercio; Agricoltura – Dirigenti industria); HR Personnel budget; labour cost. Smartworking policy and welfare plan
- Analytics and reporting
- **OdV Member**

In addition to my role, I was assigned to the POD team (CoE) at Global Level (Basel) as Change Lead for new Performance and Talent approach in 2017/2018.

 11/2006 – 06/2011

HR PLANT MANAGER at GlaxoSK – Famar Italia S.p.a. Pharamaceutical Production Plant (about 250 employees). Reporting to the BU Head; managing 3 people.

Search and Selection, Training and Development; All HR management activities; Compensation and Benefits; Labour Law and litigations; Relations with Trade Unions (Internal contract renewed, 3th shift implementation, "Mobilità", social plan); responsible for coordination of Administration e Payroll (CCNL Chimico – Farmaceutico); budget; labour cost; Organization (Job description, flow analysis, succession plan …). Special Projects in change management (Lean Manufacturing).

 9/01 – 11/2006

HR Specialist at **CALYON (**Crédit Agricole Groupe) Corporate and Investment Bank**.** Responsible for the following units: Capital Market, Equity Market, Staff functions (about 250 people). Reporting to HR Manager Italy and HR Headquarter Activities: Search and Selection, Training and Development, Expats (15 colleagues), Compensation and Benefit, Relations with Trade Unions, Labour Law and litigations, Peoplesoft owner, Focal point for implementation of local and interanational HR policies, Mergers (Private Banking to Fiduciaria; Private Banking to Banca Intesa – Crédit Agricole with Crédit Lyonnais. Merger between CAAM SGR and Nextra Sgr).

 9/1999-9/2001

HR Generalist for the **Crop Science and Staff Functions** (about 400 people) at **Bayer S.p.A**.:

Search and Selection, Training, Development, People Satisfaction Projects, Organization analysis, Job evaluation, Compensation and Benefits. Special projects for the **Diagnostics** and for the **Pharma Division**. 2 months in Leverkusen (D) for the HR Intranet Project.

 1/1997- 9/1999:

Consultant for **TMP** WorldWide (Search and selection), Milano. Key account for customers: *Mars Inc., Hewlett Packard, Oracle Italia, Johnson Wax.*

ACCADEMIC and PROFESSIONAL QUALIFICATION

 School *Liceo VIII*, Milano (Note: 50/60)

 Degree in Foreign Languages and Economics at *Università Cattolica* in Milano (Note: 110/110)

 Other: Master "**Human Resources: Hiring, Evaluation, Organisation**" at Università Cattolica in Milano (1998);

 Training attendance: "Hay-methode" and "B.E.I Interview" – Hay ; "Coaching and Leadership" GSO and Forton Group for ICF certification; "Italian Labour Law" Master Cegos; "Business Presentation" – MIDA; Time Management – MIDA; Ways of Change; Collaborates across Boundaries – Syngenta; Leading Change – Change first; OPEX metholodology at Syngenta; 1st level NPL Coach; Changefirst, People Centred Implementation

LANGUAGES

 Italian

 French: Very good working knowledge

 English: Good working knowledge

 German: Working knowledge – Winter semester 1995/1996 at University in Eichstätt –Erasmus student

IS SKILLS

 Workday/Peoplesoft/SAP/Taleo/Zucchetti/Recruitee