

DAVIDE TORRONI

Davide Torroni

Date of birth: Omissis

Available to relocate

PROFESSIONAL EXPERIENCE:

October 2018- present: DATALOGIC spa.

Jun 2021 – Present: EMEAI Regional HR Director. Reporting directly to the CHRO and managing a team of 19 people.

Main responsibilities:

- HR responsibility for all the functions in the region: R&D, Operations, Manufacturing, Sales, After sales, Corporate Functions,...
- Payroll
- Legal and Compliancy
- HC and Labour cost global management for all the functions: consolidation (budget and forecast) and reporting
- Global recruiting and hiring (internally and with head-hunters or recruiting firms)
- Management of salary review process
- Retention activities for specific people
- Terminations
- Due diligence for M&A

Industrial Relations:

- Industrial Relations Italy and Europe
- Union relations
- Collective agreement
- Conflict Management
- Relations with Confindustria and external attorney
- Covid Management

October 2018 – Jun 2021: SR Global HR Business Partner R&D, Operations and Product Marketing (Italy, USA, Brazil, China, Vietnam, Slovakia, Hungary). Reporting directly to the CHRO and managing a team of 7 people. On Interim Base Head of HR Americas from May 2019 to February 2020.

Inter-functional responsibilities:

- HC and Labour cost global management to support the business to achieve the company target (WC, BC, Temporary and Agencies), consolidation (budget and forecast) and reporting
- Succession Plan
- Global recruiting and hiring (internally and with head-hunters or recruiting firms)
- Management of salary review process
- Retention activities for specific people
- Terminations
- One-on-One and team coaching and training management
- COVID Management Worldwide: social tools, re-organization...
- Due diligence for M&A

OPERATIONS – special projects: (1300 HC, 350 WC + 950 BC)

- Re- organization purchasing department and Italian plant's structure
- Brazil plant closure
- Social tools on BC and white collars in Slovak, Italy (CIGO), Vietnam
- Early retirement plan in USA
- Full business case elaboration for HR topics to validate new plants or closures

R&D (550HC)

- Change Management and Re-organization
- Internal development project
- Open Innovation project and relations with Universities

USA HR Director (Interim) (HC: 600)

- Full responsibilities of all the HR activities for all the region: payroll, recruiting, training, legal,...
- M&A

Jun 2012 - October 2018: FERRARI spa.

May 2018- October 2018: HR Manager R&D Department - F1

- Management of all HR Activities for R&D Department
- Implementation and Management of Salary Review process
- Recruiting (national and international levels)
- Retention plan and stability agreement
- Analysis of working costs and related fiscal reports (budget & forecast)

- Individual and team coaching

May 2015- April 2018: HR Manager R&D Department – GT car

- Manage HC and Labour cost worldwide (WC, BC, Temporary and Agencies)
- Consolidate Personnel cost (budget and forecast) and reporting
- Guarantee Organization efficiency and development (Reorganization plan of Vehicle department)
- Manage recruiting activities worldwide
- Implementation and overseeing salary review process globally
- Retention activities for specific people (know-how)
- Terminations
- One-on-one and team coaching
- Project Manager of Consultancy Management compliance

June 2012-April 2015: Recruiting Manager

- National and International recruiting for HQ, Industrial Area and Race Department
- Designed and implemented the new Graduate Programme (and its structure)
- Design/evaluation/evolution of assessment tools
- Hiring and development assessment
- Coaching
- Recruiting plan for the new Maserati Engine V6 plant (hired 160 BC, and implemented then onboarding and training structure)
- Head-hunter and Agency management, and scouting new partners world wide
- Employer Branding

2010-2012: HAYS srl: Head Hunter.

- CV screening
- Candidate Interviews
- Headhunting
- Commercial development for prospective clients

FREELANCE ACTIVITIES:

2008 -Present: Freelance Psychotherapist and trainer for groups and individuals, coach:

- Psychotherapist in Public Local Health Services Ulss (Social Services Agency) n.13 and Secondary School '8 Marzo Lorenz' in Mirano (Venice): Individual and family counselling
- Career Consultation, Orientation
- Team Coaching (Coop Service)
- Training for new sales team (Cassa Della Marca)
- Sales/Marketing Techniques & communication Skills
- Head of Centro studi in "Cooperativa il Lievito"
- Seminary "The world of madness in sociocultural contexts and scientific theories," Assistant Professor of clinical psychology – University of Padova

EDUCATIONAL TRAINING: UNDERGRADUATE & GRADUATE:

- 2015-2017: Initiated PhD program "Marco Biagi Foundation" – incomplete
- 2013: Member of psychotherapist professional registry
- 2012: Masters in Cognitive-Interactive Psychotherapy "Psicopraxis"
- 2009: State Exam – Member of psychologist registry Veneto Region
- 2007: Masters degree in "Clinical Psychology" from University of Padua
- 2007: Bachelor's degree in Clinical Psychology from University of Padua
- 2001: High school diploma with bi-lingual emphasis (English/German) from "G. Bruno Scientific High School," Mestre, Venice.

LANGUAGE SKILLS:

- English: Fluent
- German: Scholastic level

SCIENTIFIC PUBLICATIONS:

- Collaboration on “Foreigners and drugs. From body care to the spoken word in the prison system.” By L. Mariotti and G.P. Turchi. Armando Publishers, 2007, Rome.
- Collaboration in “Paradigmatic turning point in illegal substance use” by G.P. Turchi et al., Aracne Publishers 2005, Rome
- Co-author of “How values change: a comparison of roles and the meaning of family among Sicilians in Marsala and Sicilian immigrants in Australia.” (Faccio, Licari, Dondoni, Torroni)

IT SKILLS:

- Word
- Excel
- PPT
- Internet-explorer

Autorizzo l'uso ed il trattamento dei miei dati personali ai sensi del D. Lgs. 196/03.