

Jorge Giuntoli – Curriculum Vitae

HR Leader – General Manager with a solid experience in training, coaching and development of managers and executives.

Recent career history

General Manager
CREA S.C.S. ONLUS
afterwards
TheSIS Group Srl
Milano
April 2014 - Present

- Company operating in the healthcare market. In charge of the whole processes and activities of the HR & Administration area.

HR Director
Hitachi Data Systems
Milano
September 2009
March 2014

- Multinational Company in the Data-Storage market.
HR Director Benelux & Southern Europe (Italy, Spain, Netherlands, Belgium and Israel). From 2011 HR Director Southern Europe & EMEA Services (Italy, Spain, Israel, Switzerland and the Services organization in all the EMEA countries).
 - Led all the Human Resources practices and objectives to ensure high performance culture and emphasize empowerment, quality, productivity and high standards, goal attainment, recruitment and ongoing development of a superior workforce;
 - Implemented services, policies and programs, assisting and advising company Managers;
 - Managed and coordinated the HR local service providers who were in charge of the payroll and administrative activities of the country;
 - Managed legal issues with the support of local lawyers; recruitment activities; employee relations; compensation and benefits;
 - Managed employees performance appraisal; training needs locally and development plans implementations including 360 assessments with the respective feedback and coaching activities for managers and executives.Main achievements:
 - Improved organization and employment contracts in many countries, producing savings for about 15% of the original costs;
 - Improved employees and managers competencies and teamwork, impacting positively the company productivity.
 - Italian branch nominated Best Place to Work in 2014

HR Manager
3 Italia – H3G Spa
Milano
December 2000
October 2008

- HR Manager in 3 Italia (H3G Spa), multinational telecommunication company.
 - Managed all the activities related to the definition and organization of **people development**:
 - * Personnel **recruiting** for all the company areas;
 - * Set up a **Training** plan, Organized managerial and tailor-made courses all over the country for all the company branches;
 - * Set up a development plan;
 - * Managed company projects and personalized plans with assessments, training courses, and coaching to managers.
 - Managed **compensation & benefits** area.
 - Managed the elaboration of **reward** policies, competence evaluation **system** implementation (MBO system) and incentive plans.
 - Managed the **internal communication** area: defined policies, implemented the Intranet and its contents structure, carried out **climate investigations**, and implemented the corporate TV.
 - Managed the **budget** of all areas under my responsibility.Main achievements:
 - Hired with the team 1.200 people in one year;
 - Organized the "Happiness Director" research;
 - Built the "3 University" for key people.

Education

Psychology Degree

- Universidad Nacional de Rosario (Argentina) 1984-1989

Psychology Teaching Degree

- Universidad Nacional de Rosario (Argentina) 1988-1989

Social Psychology

- Psychosocial studies Institue Rosario (Argentina) 1985-1988

Accountancy

- Nacional Commerce School – Argentina - 1980

In compliance with the European law Reg.UE.679/2016, I authorize the management of the enclosed personal data

COMPETENCES:

- Bilingual Spanish Italian
- English: fluent
- French: good
- Portuguese: basic

- Extensive operational knowledge of computers.
- Excellent knowledge of Microsoft Office.