

Contact

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com

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Top Skills

Goal Oriented

Negotiation

Employment Law

Stefano Naratone

HR Business Partner at LU-VE Group
Milan, Lombardy, Italy

Summary

Human Resources (HR) Expert specialized in:

- Industrial Relations / Trade Union Organizations negotiations;
- Implementation of complex HR projects for multinational companies;

- Relations with Institutions/ Authorities / Universities;

- Interpretation of Labour & Social Security legal discipline;

I developed my professional skills in different environments, both in terms of market and size.

I'm a versatile Manager oriented to achieve results and opportunities, able to build and develop effective teams by combining analytical skills and executive and entrepreneurial skills.

Easily engages in complex or multicultural situations, my values: continuous development of Business and People, Constancy and Empathy.

Experience

LU-VE Group

HR Business Partner

December 2020 - Present (1 year 9 months)

Uboldo, Lombardy, Italy

Kimberly-Clark

Human Resources Business Partner

February 2019 - January 2021 (2 years)

HR Management

Industrial relations management

Employee management

Recruiting, training and development management for the mill

Headcount and salaries budget/forecast management

F2A FIS ANTEX

International Delivery Manager

January 2014 - October 2018 (4 years 10 months)

Specialties:

- Project Management - Multicountry HR Services such as: HRM, Payroll, Cost-Control, Budgeting, Legal, Expatriates management (more than 20 countries in different continents);
- building and governance of international networks;
- Partner Selection and General Agreement definition;
- SLA (Service Level Agreements) definition/ Service Model integration;
- IT tools/platform integration;
- Auditing/compliance;
- Invoicing cycle, budgeting, cost control.

Confindustria Alessandria

Head of Industrial Relations, Welfare and Labour Market Office
October 2009 - December 2013 (4 years 3 months)

Specialties:

- Industrial & Trade Unions Relations;
- Negotiation/Interpretation of Collective Agreements;
- Interpretation of Labour law, & Social Security legal discipline;
- Company reorganizations projects (different sectors/size);
- Relations with Institutions, Authorities, Universities

Strategic considerations on the possibilities and risks of industrial conflicts

Ce.S.I. srl Centro Servizi per l'Industria

Managing Director

April 2011 - June 2012 (1 year 3 months)

Service Provider Company of Confindustria Alessandria

Human Resources consulting industry –Training and development; Payroll processing; Lifelong learning and Employment strategies

Assolombarda

Labour Market and Industrial Relations expert

November 2004 - November 2009 (5 years 1 month)

Specialties:

- Representation of employers to Institutions, Public Administration and Trade Unions;
- Provision of legal advice, drafts, actions and contracts;
- Teaching activities relating to employment and labour law;

- Assistance on all aspects of labour law and management relating to workplace;
- 2008/2009 – member of “Provincial Commission on Labour-market policies” (Milan) and “Immigration policies Council” (Prefettura di Milano, Interior Ministry)

Education

MIP-Politecnico Di Milano

Executive MBA, Business/Managerial Economics · (2007 - 2009)

Università degli Studi di Pavia

Laurea in Giurisprudenza (Law degree), Law

Shanghai Tongji University

“Doing Business in China” Exchange Program - MIP Politecnico di Milano – School of Management, Business/Managerial Economics · (2008 - 2008)

Confindustria Training Systems (SFC - Sistemi Formativi Confindustria)

· (2013)