



Remo Tagliacozzo

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SUMMARY:

I am a manager with a solid experience of 28 years gained both in the administrative, financial and control fields and in the organizational-managerial and governance fields. I have worked in multinational, and private and public Italian contexts. Flexible, proactive, with analytical and leadership skills, strongly focused on results by combining innovation and people's well-being.

Expert in: Administration, Finance, Control, Project Quality and Risk Management, Corporate Governance, General Counsel and Compliance, Executive Management, Coaching and Team Building

PROFESSIONAL EXPERIENCE

- Sept 2023-today **Ferservizi Ltd (a 100% FS Ltd group- Italian Government)**
Board of Auditors.
- May 2023- today **Multiservizi Caerite Ltd (a 100% Municipality of Cerveteri – Rome Capital City in house company.**
Chief of Executive (CEO)
- Organizational Review, Climate Survey and Change Plan for pharmacies, environment, lighting;
 - Revision of the service contract with implementation of the full cost model.
- Feb 2022 – today : **Acquario Romano Ltd- Roma (a 100% Ordine degli Architetti di Roma e Prov in house company)**
Chief of Executive (CEO)
- Revision of the service contract with implementation of the direct cost model, with average savings of 15% and expansion of assignments of 45% and revenues of 200% compared to the three-year period 2017-2019 before Covid;
- Nov 2022 – today : **Eupaxx Inc Benefit Company S.A**
Member of the board (one-tier-system of governance)
- Set 2017 – Jan 2022 : **Zetema Progetto Cultura Ltd. - Roma**(a 100% ROMA CAPITALE in - house company)
Chief of Executive (CEO)
- Organizational Review, Climate Survey and Change Plan (Kotter/adkar) Implementation of integrated quality system;
 - Revision of the service contract with implementation of the full cost model, with average savings of 5-7% and expansion of assignments of 25% compared to the three-year period 2017-2019;
 - Reduction in absenteeism rate from 12% to 7% with productivity recovery, Smart working at 20%. Start-up performance evaluation system;
 - Corporate computerization with CRM systems, archive and IT protocol, E.procurement and E.learning platforms. for services and internal training. Launch of the ERP and BIM Management System;

- Digitization of content delivered via web / social with an increase from 150-180% of the historical average fruition before 2020;
- Start of digitization MIC Card (120 thousand average copies) and Roma Pass (675 thousand average copies);
- Online and face-to-face training for all staff (about 1000 employees) on soft and hard skills of 26 thousand hours (+360% compared to the previous three years), fully funded;
- Assessment of Change and Innovation management for executives and middle managers in the six-second model;
- Business process analysis reengineering staff and output areas on the 2021-2023 Business Plan with a focus on 4 strategic objectives: Customer, Innovation, Internal Well-being, Sustainability;
- First Integrated Report for cultural companies and launch of the balanced scorecard strategy/actions report system;
- Balance sheet in profit for the years 2017, 2018, 2019 and 2020. In 2020, action recovery of the loss of commercial revenues due to pandemic of 85% equal to -4.5M (Forecast data of 30.03.2020) without recourse to social shock absorbers;

June 2009 – July 2017 : **CIRA Inc, Italian Aerospace Research Center, Capua (CE) - ASI, Italian Space Agency**

Head of Corporate Affairs & Corporate Governance

Secretary of the Board of Directors and of the Shareholders' Meeting

Compliance Officer and member of the Supervisory Body (Legislative Decree 231/01)

- Staffing to the General Manager and Board of Director for the drafting of Guidelines and subsequent drafting of the PRORA Three-Year Plan (Aerospace Research Program ex DM305/98) and Annual Budget Plan;
- Accounting report analysis from business units: budget progress, cash flow statement, cash flow statement. Team leader supporting DG for preparation of financial statements;
- Advice and assistance to the General Manager on issues related to corporate management and strategic documents (ministerial reports, Court of Auditors report);

Apr 2008 -Dec2008 : **REPLY Inc**– Roma. Business Unit del Gruppo Reply Consulting S.r.l

Chief Financial Officer (CFO) Temporary Manager

- Customer support for Cost Control and Configuration, Risk Management and Performance KPIs;
- Support to companies in the phase of entry into the Italian electronic stock market (MTA);

Jan 2005 – Apr 2008: **Lombardia Informatica Inc** - Milano

Management Consultant (Staff Chairman)

- Reorganizing team management; managing, organizational and control model creation (quality systems, organizing model D.lgs231/01, balanced scorecard)

Oct 2003–Apr 2008: **TER Inc**– Roma, Milano, Pescara

Dec 2006- Apr 2008: *Chief Executive Officer (CEO)*

- Implementation of the company's industrial accounting model with BPR (business process reengineering) of the organizational processes and the new information system (management Zucchetti);
- Analysis and optimization of business processes, to increase their effectiveness and efficiency;
- Recalculation of the margins of services, increase in mark-up by 5 points;
- Doubling of revenues from € 1.2 million to € 3 million in 2 years and staff increase by 40%, turnover below 3%;

- Loans from 600 thousand to 2 millions without issuing guarantees, through credit consortia and policies;
- Oct2003 -Dec 2006:** *Chief Financial Officer (CFO)*
- Management and supervision of accounting, administrative, fiscal, financial activities;
 - Management of budgeting, forecasting and management reporting activities up to the preparation of the financial statements;
 - Management of the entire financial cycle;
- Oct 2005-Dec 2011** *Charged professor - La Sapienza University of Rome - Faculty of Economics*
 From 1997: Labour and Social Security Law University Course
 From 2013: Economics and Business Management University Course
- Apr 1997 -Oct 2003:** ***SIEMENS Health Solutions Inc*** (ex Shared Medical System Inc) (TTC health services), Rome Milan, Erlangen(Ge) , Philadelphia(USA)
- June 2002 - Oct 2003:** *Chief Financial Officer e Compliance Officer (Dlgs.231/2001)*
- Management of accounting, administrative, fiscal, financial activities up to the preparation of the financial statements;
 - Doubling of credit lines and letters of patronage, savings of 30% interest expense;
 - B.U Siemens was the first to have its own organizational model. Savings on the assigned spending budget and compliance with the deadlines;
- June2001 –June2002:** *Quality & Risk Manager*
- Active collaboration with the Quality and Risk Manager of the Corporate on the creation and management of Quality Systems and business risks even on complex development projects (e.g. Aurora WEB).
 - First European QMS according to the standard UNI EN ISO 9001_2000;
- Apr 1997 – June 2001:** *Controller*
- Management of budgeting, forecasting and management reporting activities;
 - Creation of an industrial accounting system in line with corporate directives;
- Jan 1992 – March 1997:*****Banco di Napoli then AGOS SIM Gruppo Popolare di Lodi- Rome, Naples***
Promoter of financial services (registration in the National Register)
- Sep 2016 - now** *Lecturer at Master in Human Resources Management and Industrial Policies at La Sapienza University Faculty of Economics (Latin office)*
 Seminar Job Orientation - Degree Course in Economics, Finance and Business Law, Business Organization, Change Plans, Team Building and Coaching Techniques
 Legislative Decree 231 from the business applications of the model to case studies
- Oct 2020- now** *Member of the Steering Committee management for Tourism Enterprises (MIT) - University of Naples "Parthenope"*
- Oct 2017- now** *Member of the Federculture Executive Board Rome*
- July 2021- now** *Member of the Steering Committee of the Master's Degree Course in Design and Management of Tourist Services*
University of Campania "Luigi Vanvitelli "Department of Political Science "Jean Monnet"

EDUCATION

- 2019 *PhD in Industrial and Management Engineering.*
Faculty of Engineering Sapienza Rome. School of Education in Science and Technology for Industrial Innovation
- 2007 *Executive Master in Business Administration (MBA)*
VII edition accredited ASFOR Profingest Business School - Alma Graduate School – University of Bologna.
- 1997 *Degree in Economics and Business*
University "La Sapienza", Rome

MASTERS and TRAINING COURSES

- 2016 *Higher Education Course in Anti-Money Laundering*
Sapienza University of Rome, Faculty of Engineering.
- 2016 *Master Business Coaching and NLP*
"Licensed NLP Coach" certified by the Society of NLP-NLP ITALY Coaching School
- 2014 *Diploma in Control and Internal Auditing*
Italian Internal Auditing Association
- 2013 *Orders management of and value creation*
Prof. Stefano Sandri University of Roma TRE
- 2012 *High specialization course in Corporate Law, Corporate Governance*
Alma Laboris-Naples
- 2005 *Course in Business Organization*
B.P.R LUISS School of Management – Rome
- 2004 *Quality Management System Evaluator*
IMQ – Milan
- 2003 *Course Planning, Accounting and Control*
Siemens- LUISS University Rome
- 2001-2003 *Courses of Quality, Project e Risk Management*
Siemens SA – Erlangen (Germany)

QUALIFICATIONS and CERTIFICATIONS

- 2016 *"Licensed NLP Coach" rilasciata dalla Society of NLP-NLP ITALY Coaching School*
Master business coaching and NLP (neuro linguistic programming)
- 1994 *Qualification to the Profession of Promoter of Financial Services with registration*
- 2020 *Association of Chartered Accountants of Tivoli (ROME) Italy number 581/A*
Register of Auditors, number . 184941 by Ministry of Economy and Finance Italy

LANGUAGE SKILLS

English: fluent
French: good

OTHER PROFESSIONAL ASSIGNMENTS :

Executive director in small and medium-sized companies (CEO):
Jun 1998-Dec 2001: *CEO, then Chairman of the Board of Directors*
BIT Media –Software and Services –Ltd (later Inc) Rome –Milan

Oct 2004-Dec 2005: *CEO*
I.Q Ltd Rome and Milan

June 2004-Dec 2011: *Member of the Board and Compliance Officer ex D.lgs231/01*
NetSystem.com LtdRoma

Oct 2004-Dec 2005: *Member of the Board of Directors*
MIR Inc – Rome-Milan- ITC RFID technology sector

I myself authorize treating my personal data under GDPR UE/2016/679 and the general national norms under D.Lgs. 196/2003)