

## **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 (Kottcr/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**

***Chief Executivel 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) (ITC 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)*