

# ROBERTO CACCIATORE

Global People & Culture Development Manager | Senior HR Manager  
| Talent Acquisition & Management | Life & Corporate Coach | AIEF  
Financial Educator

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## — Professional Profile —

Dynamic and accomplished HR leader with 20 years of experience in multinational organizations. Proven track record in talent acquisition, development and HR management, with strong expertise as a Business Partner and Coach for Senior Management Teams. Skilled in implementing comprehensive HR policies, managing change management and cultural developments programs, leading complex HRIS implementations and digital transformation projects. Expert in Italian Labour Law, strong interest and practical expertise in AI applications.

## EDUCATION & CERTIFICATIONS

- **June 2025:** Digital HR – Impact and practical application of AI (Umanafirma)
- **December 2023:** Master in Financial Coaching (iManager)
- **August 2023:** Financial Educator AIEF (certification by Law 4/2013)
- **March 2017:** Life & Corporate Coaching (School of Humanistic Life & Corporate Coaching)
- **November 2013:** Master in Labour Law (Ca' Foscari - University of Venice)
- **March 2011:** Bachelors in Political Science (Alma Mater Studiorum - University of Bologna)
- **February 2009:** Executive Master - HR management (Il Sole 24 Ore Business School)

## SKILLS

**LANGUAGES:** English (professional proficiency B2), French (basic knowledge A1)

**IT:** advanced user of MS Office suite, web browsers. Good knowledge of HRIS (Zucchetti, Salesforce, Workday, Cornerstone). Expert user of AI tools and prompting (ChatGPT, Copilot, Claude, Perplexity, Gemini).

## PROFESSIONAL EXPERIENCE

Fidia Farmaceutici S.p.A. | Padova, Italy | 2019 – today

**Global People & Culture Development Manager**



- Lead the Center of Excellence for Talent Acquisition, Talent Management and Organizational Development across 16 countries and 1,700+ employees (800+ new hired over 6 years; 92% candidate satisfaction index).
- Responsibilities include full-cycle recruitment, talent management, employer branding, people development, Corporate Academy and training programs, DE&I project management,

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ESG committee (certification UNI PdR 125:2022; ranked 2° Italy's best employers for women in Italy in 2025; +500k interprofessional funds recovered).

- Complex HRIS, LMS implementations and digital transformation projects (Zucchetti, Salesforce, Workday, Cornerstone).
- Pioneered cultural development projects and managed change initiatives to align with global business goals.

Piquadro S.p.A. | Bologna – Milano, Italy | 2018 – 2019



**HR Manager**

- Oversaw all HR functions for the Piquadro, Lancel, and The Bridge Group, at both corporate and retail levels, in Italy and abroad (700+ employees)
- Managed key areas: labour law, budget, union relations, recruiting and talent development.

Compar S.p.A. (Bata) | Padova, Italy | 2012 – 2018



**HR Manager**

- Supervised all HR operations for 280 Bata and AW Lab stores (1,900+ employees).
- Led a profound corporate reorganization, developing redundancy plans that resulted in 60 store closures and affecting over 240 employees.
- Reduced retail labour costs in Italy by 3% (\$1.5 million) over two years.
- Supported the GM of AW Lab in the expansion plan across Europe and Asia by leading the organizational design process.

IKEA Italia Retail S.r.l | Milano, Italy | 2009 – 2012



**HR Specialist**

- Supported the HR Manager in the development and organisation of HQ personnel (300+ executives and middle managers), supervising talent acquisition, training, internal communication, employer branding and managing budget and staff costs.

SIT Group S.p.A | Padova, Italy | 2008 – 2009



**HR Specialist**

- Provided HR expertise for a multinational company with 1,700+ employees, leading development projects and communication plans.

Manpower S.p.A | Padova, Italy | 2006 – 2008



**Recruiter**

- Conducted research and selection for qualified personnel in the banking, finance, and insurance sectors.

Vodafone N.V. | Padova, Italy | 2002 – 2006



**Customer Care Representative**

Sheraton Hotel & Conference Center | Padova, Italy | 1996 – 2002



**On-call worker**

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