



# GIACOMO REATI

## HR SPECIALIST (TA FOCUS)

HR specialist with a legal foundation and advanced HR training, focused on building high-quality HQ teams across IT, HR, and Operations in complex, fast-moving environments. Combines rigorous, process-driven selection with clear stakeholder communication to reduce time-to-fill and raise offer acceptance while maintaining a strong candidate experience. Trusted partner to hiring managers and executives, seamlessly bridging recruiting execution with HR operations, from structured interviews to onboarding governance and access provisioning.



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Via Cechov, 37 - Milano Italy

### Language

- English Professional
- Italian native

### Soft Skills

- Communication and stakeholder influence
- Organization and time management
- Emotional intelligence and candidate experience focus
- Process-oriented reasoning and problem solving
- Negotiation and conflict resolution

### Certifications

- Hogan Assessments - Certified Evaluator

### Additional info

- Driving Licence B
- Sport & Football passionate
- Personal Finance Passionate

### Experience

#### **Talent Acquisition & Organization Partner** **Sicuritalia Group Holding Spa**

Milan, Italy

Jul. 2022 - Now

- Own end-to-end HQ hiring across IT, HR, and Operations: intake, JD/JPs, sourcing/screening, HR interviews, tech panel support, offer build and negotiation, letters of intent.
- Manage relationships with hiring managers and C-levels, translating business requirements into selection criteria and interview structures.
- Lead attraction and retention initiatives: internal Academies, Career Days, Continuous Feedback programs, employee surveys.
- Govern onboarding/offboarding including exit interviews and digital resignation support; coordinate IT kits and access tickets for new starters.
- Maintain org charts, handle in/out updates and structural changes; execute hiring stages in HRIS (ICIMIS) with data accuracy.

#### **Insurance Broker**

##### **Generali Italia Spa**

Abruzzo, Italy

Jun. 2020 - Dec. 2020

- Assessed prospects' needs and risk profiles; managed administrative practices and contract negotiation; performed cross-selling across the product portfolio.

### Education

*Bocconi University*

#### **Master in Organization and HR**

Jan. 2022 - Jan. 2023

*University of Macerata*

#### **University Degree in Law**

Grade: 105/110

Jan. 2015 - Oct. 2021