

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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giacomoreati@gmail.com

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

Addittional 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