

Contact

www.linkedin.com/in/gianpieroTufilli
(LinkedIn)
www.zteitalia.it (Company)
www.zte.com.cn (Company)

Top Skills

Team building
Leadership
Industrial Relation

Languages

Inglese (Full Professional)

Certifications

Admission to “Albo degli Avvocati”

Publications

Lavorare nell'azienda liquida
utilizzando l'apofenia

Gianpiero Tufilli

HR Director ZTE Italia Group HR Deputy Director Western Europe
ZTE Corporation
Rome

Summary

- Master in a leading HR role in Multinational contest;
- Integration in multicultural environments;
- Industrial Relations;
- In-depth knowledge of Italian labor law;
- Budget and Cost Control;
- Change Management.

Experience

ZTE Corporation

3 years 7 months

HR DEPUTY DIRECTOR WESTERN EUROPE

December 2020 - Present (4 months)

Roma, Lazio, Italia

Head of Planning & Methodologies, Internal Control System and D.Lgs. 231/01 Compliance Italia Group

January 2019 - Present (2 years 3 months)

Italia

CHIEF HR and H&S OFFICE ZTE ITALIA GROUP

September 2017 - Present (3 years 7 months)

Roma

SICAMB/MARTIN BAKER

HR DIRECTOR

February 2013 - September 2017 (4 years 8 months)

Latina Area, Italy

- Head of Human Resources, Environmental-Health-Safety and General Services Department.
- Industrial Relations
- Cost control, Spending Review, Budgeting & Forecasting
- Responsible for Judicial & extrajudicial legal disputes management;
- Relationship with Public Body and Local Authority;

- Management of organizational and development plans
- Recruiting, Training, Communication
- Supervision on payroll activities (in outsourcing)
- Human Resources managed over 350. Staff: 9

Magneti Marelli

HR PLANT MANAGER

November 2011 - January 2013 (1 year 3 months)

Cassino (FR)

- Industrial Relations
- Management and application of Company restructuring plans based on the Italian Law (dismissal package, old-age pension, outplacement);
- Management and application procedures "CIGS-CIGO", "Mobilità" based on the Italian law in complex organization;
- Responsible for Judicial & extrajudicial legal disputes management;
- Relationship with Public Body and Local Authority;
- Management and application of H.R. Organizational and developments plans, at Company and Corporate level: Compensation, Performance Management, Change Management, Job Posting;
- Cost management, Planning & Forecasting
- Organization, Recruiting, Training, Communication
- Supervision on payroll activities (in outsourcing)
- Environmental Health and Safety
- Human Resources managed over 400. Staff: 5

Leonardo

4 years 4 months

HR MANAGER OPERATIONS

October 2009 - October 2011 (2 years 1 month)

Latina Area, Italy

- Italy responsibilities for areas: Production and Logistic;
- Management and application of Company restructuring plans based on the Italian Law (dismissal package, old-age pension, outplacement);
- Management and application procedures "CIGS-CIGO", "Mobilità" based on the Italian law in complex organization;
- Referent for processes recruiting, training, evaluation, application of company policies and for the application of collective agreement;
- Responsible for Judicial & extrajudicial legal disputes management;
- Relationship with Public Body and Local Authority;

- Management and application of H.R. Organizational and developments plans, at Company and Corporate level: Compensation, Performance Management, Change Management, Job Posting;
- Human Resources managed: over 1200

SITE HUMAN RESOURCES MANAGER

July 2007 - October 2011 (4 years 4 months)

Latina, Lazio, Italia

HR Manager Manufacturing Plant

Studio Legale Associato

LAWYER

October 2003 - June 2007 (3 years 9 months)

Campobasso

Law Firm Piparo - Calabrese

Education

China Europe International Business School (CEIBS)

Mini MBA, HR Management and Leadership · (October 2020 - January 2021)

Elis

Master HR ACADEMY, HR Management · (June 2007)

Università degli Studi del Molise

Perfezionamento DIRITTO DEL LAVORO · (2004)

Università degli Studi del Molise

Laurea in Giurisprudenza · (February 1998 - January 2003)

Liceo Classico Mario Pagano

· (September 1992 - January 1997)