

PERSONAL DATA

Stefania Bertone

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CURRICULUM VITAE

from February 1 st , 2020 at today	RBM, Ivrea, Italy an affiliate of Merck KGaA
Branch	Pharmaceutical Industry
Job	Site Head <ul style="list-style-type: none">✓ Manage manufacturing facilities including the supervision of approximately 200 staff✓ Promote a culture of safety, quality and compliance, and achieve continuous improvement through Operational Excellence initiatives.✓ Develop & monitor financial plans (expenses, capital, absorption) with proactive management of variances to ensure business profitability.✓ Drive the execution of business strategy including the justification and execution of capital projects for new/replacement equipment and facilities✓ Create and track metrics demonstrating successful site operations✓ Ensure oversight from Quality group to trend and improve quality KPIs✓ Identify and mitigate risks in manufacturing that could adversely impact project outcomes and timely delivery of product to customers✓ Ensure the structure and staffing levels are adequate to meet site objectives including optimizing work schedules and resource shift patterns✓ Attract, develop, motivate and retain skilled talent✓ Provide strong avenue of communication for employees maintaining a foundation of respect and dignity✓ Ability to work independently when developing and executing plans to meet objectives✓ Participate in customer and regulatory audits as needed✓ Represent company externally eg. institution, Government, local authorities✓ Relations with Labor Unions management
from 2010 at January 31 st , 2020	RBM, Ivrea, Italy an affiliate of Merck KGaA
Branch	Pharmaceutical Industry
Job	Human Resources Business Partner <ul style="list-style-type: none">✓ Responsible for developing, implementing and maintaining Group Human Resources operations and policies/programs✓ Headcount forecasting and tracking, recruitment / staffing (including expatriates), performance management, development/training, compliance to labor regulations, C&B✓ Represent company externally eg. careers fairs, dealing with recruitment agencies, etc.

	✓ Relations with Labor Unions management
from 2006 at 2010	RBM S.p.A., Merck Serono Colletterto Giacosa, TO
Job	HR Generalist, Human Resources <ul style="list-style-type: none"> ✓ Assure optimized HR support for Line Managers ✓ Responsible for developing, implementing and maintaining Human Resources operations and policies/programs ✓ Headcount forecasting and tracking, recruitment / staffing (including international transfers), performance management, training, compliance to labor regulations, C&B ✓ Provide advice for line managers on HR matters (especially for performance management) and help in people planning (eg future staffing and training needs) ✓ Represent company externally eg careers fairs, dealing with recruitment agencies, etc.
from 2005 at 2006	RBM S.p.A., Colletterto Giacosa (TO) –SERONO Group
Job	Head of General Warehouse and Accountant <ul style="list-style-type: none"> ✓ General accounting, balance sheet and management of general warehouse
from 1998 at 2005	Industria Farmaceutica Serono S.p.A. – Drug Delivery Systems, Colletterto Giacosa (TO)
Job	Head of Planning, Organization and General Affairs Managerial Assistant (from March 1998 to July 2002) <ul style="list-style-type: none"> ✓ Planning (projects, cost and resource controlling) ✓ Administrative/accounting management, purchasing service ✓ Handling of safety and maintenance issues ✓ Personnel management and assistance to management ✓ Management of QA documentation/reporting
from 1996 at 1998	R.B.M. - Istituto di Ricerche Biomediche “Antoine Marxer” S.p.A., Colletterto Giacosa (TO)
Job	Receptionist/Secretariat <ul style="list-style-type: none"> ✓ Reception duties, secretary of the HR department and support to General Manager's secretarial staff.

Previous:**June – September 1995**

Tutor/Supervisor

Trythall English Language Centre, Salisbury - Great Britain

Supervision of students' leisure activities

Teaching English to 5-10-year-olds

August 1992 – November 1997

Assistant/courses planner

Ares - Saronno Training Center Management School, Loranze Alto (TO)

Assistant to the training center manager

Organization of seminars, congresses, meetings, travel and logistics

October 1990 – June 1991

Temporary teacher - secondary vocational training school

I.S.A.P. Centro di Formazione Professionale, Ivrea (TO)

January 1989 – May 1989

Computer laboratory assistant (temporary)

I.T.I.S. "C. Olivetti", Ivrea (TO)


September 1988 – December 1988

Temporary teacher - computer science and systems

I.T.I.S. "C. Olivetti", Ivrea (TO)

PERSONAL DETAILS

Place / date of birth	XXXXXXXXXX 20/11/1988
Education	June 2007- March 2008 Master Personnel Management LIUC, Castellanza (VA) April 2003 Master Degree in Science of Organization and Administration 93/100, Turin University July 1998 Computer Science diploma Istituto Tecnico Industriale "C. Olivetti" di Ivrea (TO)
TECHNICAL AND MANAGERIAL COMPETENCIES	Developing People Customer Orientation Result Orientation Teamwork Strategic Orientation Organizational Development Employee Relations Problem-solving skills Business acumen Financial skills

TECHNICAL AND MANAGERIAL TRAINING	<p>April 2008 – Cegos Human Resources Council “Think at the future of training for the training of the future”, Milan</p> <p>June 2007 – ASSOCHANGE National Conference “Learn to Change”, Turin</p> <p>May 2007 – Conference “Mobbing Issues, Effects and Solutions” – C.I.S.E.G., Milan</p> <p>June 2006 – ASSOCHANGE National Conference “Change Management”, LIUC Castellanza (VA)</p> <p>October 2004 - “World Business Forum” Congress, Milan</p> <p>March 2002 - “Project Management” course at the Management Centre Europe, Bruxelles</p> <p>October 2001</p> <p>Seminar “EURO: annual statements, taxation and business relations” organized by the Turin Order of Business Consultants.</p> <p>Course “The impact of the Euro on the treasury and on financial management” organized by the Canavese Industrial Association</p> <p>June – September 1995</p> <p>English Language Course (High Advanced Level)</p> <p>Trythall English Language Centre, Salisbury - Great Britain</p> <p>January – April 1994</p> <p>June - September 1993</p> <p>English Language Course (High Advanced Level)</p> <p>University of California San Diego</p>
Languages	<p>Italian: mother tongue</p> <p>English: very good</p> <p>TOEFL - University of California San Diego (mark 543/660)</p> <p>French: written and spoken basic</p> <p>Russian: written and spoken basic</p>
PROFESSIONAL AFFILIATIONS and MEMBERSHIPS	

April 23rd, 2020

Stephanie Benone