



Europass )  
Curriculum Vitae

### Personal information

First name(s) / Surname(s) CRIVELLI ANDREA  
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E-mail andreagino.crivelli@gmail.com  
Nationality Italian  
Date of birth October 30<sup>th</sup> 1949  
Gender Male

### Work experience

**Dates** 2011 - today  
Occupation or position held Consultant  
Main activities and responsibilities International Human Resources. Organization. Member of a Task Force issued by EC (DG Research) Establishment of a Pan European Pension scheme; Member of BoD RESAVER Consortium.  
Name and address of employer Various  
Type of business or sector Research  
**Dates** 2006-2011  
Occupation or position held HR Manager and General Services Coordinator  
Main activities and responsibilities Development and management of laboratory HR resources, establishment of procedures and management policies, labor relations  
Name and address of employer Sincrotrone Trieste S.c.p.A Basovizza Trieste Italy  
Type of business or sector Research  
**Dates** 2002-2006  
Occupation or position held Training and International HR manager  
Main activities and responsibilities Managing HR resources in the group allocated in foreign locations (both Italian and foreign); introduction of procedures and management policies. Setting training and implementation projects, business development, business, study and development of new products.  
Name and address of employer Rina Training Factory/Rina spa Genova Italy  
Type of business or sector Business Services  
**Dates** 2000-2002  
Occupation or position held HR Manager Quality Manager

Main activities and responsibilities	Introduction of a system of internal procedures in the field of human resources, new forms of work organization, introduction of quality system, Introduction of the MBO, review and evaluation of the entire system of job classification.
Name and address of employer	Consiel spa (Telecom Italia group) Rome and Milan Italy
Type of business or sector	Telecom and business services
<b>Dates</b>	1997-2000
Occupation or position held	HR International advisor
Main activities and responsibilities	Assistance and advice to companies on issues of HR management for both the Italian and for the international staff: Assessment and setting company policies, drafting of contracts for travel abroad, assistance in the field of taxation, social security, labor and employment laws. Expatriate staff.Management. Quality Manager of the company. Lectures on international personnel management, business management, contracts.
Name and address of employer	ECA Italia srl (ECA International Group) Rome London
Type of business or sector	Business services (international HR)
<b>Dates</b>	1992-1997
Occupation or position held	HR manager
Main activities and responsibilities	Introduction of new forms of work organization, introduction of quality system, MBO system is introduced for managers and executives. Review and evaluation of the overall job classification system and its implementation in the renewal of the National Collective Labor Contract.. Analysis of the different national situations and establishing a uniform system of personnel policies for the group Plibrico (10 location in Europe)
Name and address of employer	SANAC spa e gruppo PLIBRICO Genova Italy
Type of business or sector	Production and sale of refractory material
<b>Dates</b>	1989-1992
Occupation or position held	Responsible for foreign personnel and management executives and managers
Main activities and responsibilities	Steel production and sale
Name and address of employer	Ilva spa Genova Italy (and different location in Europe and USA)
Type of business or sector	Introduction of a new system of contracts and compensation policy for expatriates. Resolution of a dispute related to the previous policy of expatriation. Organizational analysis and personnel management and policy audit of the local staff of the Group companies in Europe and USA
<b>Dates</b>	1978-1989
Occupation or position held	Different positions to HR Manager
Main activities and responsibilities	Hr managing
Name and address of employer	Siderexport Spa Genova Italy (and different location in Europe and USA)
Type of business or sector	Steel sale
<b>Dates</b>	1974-1978
Occupation or position held	Different positions
Main activities and responsibilities	Legal advisor
Name and address of employer	Regione Piemonte
Type of business or sector	Local government

<b>Education and training</b>																					
Dates	1968-1972																				
Title of qualification awarded	Degree in Law																				
Principal subjects/occupational skills covered	Public, private, labor Law																				
Name and type of organisation providing education and training	Università di Genova Italy																				
<b>Personal skills and competences</b>																					
<b>Mother tongue</b>	<b>Italian</b>																				
<b>Other language(s)</b>																					
Self-assessment European level (*)																					
	<table border="1"> <thead> <tr> <th colspan="2">Understanding</th> <th colspan="2">Speaking</th> <th>Writing</th> </tr> <tr> <th>Listening</th> <th>Reading</th> <th>Spoken interaction</th> <th>Spoken production</th> <th></th> </tr> </thead> <tbody> <tr> <td><b>English</b></td> <td>B2</td> <td>C1</td> <td>B2</td> <td>B2</td> </tr> <tr> <td><b>French</b></td> <td>B2</td> <td>C2</td> <td>B2</td> <td>C1</td> </tr> </tbody> </table>	Understanding		Speaking		Writing	Listening	Reading	Spoken interaction	Spoken production		<b>English</b>	B2	C1	B2	B2	<b>French</b>	B2	C2	B2	C1
Understanding		Speaking		Writing																	
Listening	Reading	Spoken interaction	Spoken production																		
<b>English</b>	B2	C1	B2	B2																	
<b>French</b>	B2	C2	B2	C1																	
	(*) <a href="#">Common European Framework of Reference for Languages</a>																				
Social skills and competences	Ability to interact with groups and different cultures gained from the long experience of work																				
Organisational skills and competences	Ability to analyze, structure, optimize labor organizations gained through extensive work experience.																				
Technical skills and competences	Expertise in employment law nationally and internationally																				
Computer skills and competences	sufficient ability to use Office and e-mail systems																				
Driving licence	Italian driving licence "B"																				