

Contact

www.linkedin.com/in/carlamaria-tiburtini-a0799b3 (LinkedIn)

Top Skills

Personnel Management
Change Management
Human Resources

Languages

English
French
German

Certifications

#Ripartire Nuove organizzazioni per nuove persone
Open Badge Global Inclusion 2020

Carlamaria Tiburtini

Senior HRBP Commercial, Programs & Communication, Finance, Legal & Compliance and Inclusion & Diversity Leader @Avio Aero (She/Her)

Turin

Summary

Inclusion&Diversity is more a mission rather than a job spec for me...I was born with a natural inclination to everything and anyone who was different than me and I personally worked on myself that to transform my passion into a profession. I am part of Parks BoD, VP for Aidp Inclusion, part of Stem4ValoreD as I do believe that being actively part of the ecosystem is crucial to have a sustainable effective and efficient inside-out approach. Being an experienced Human Resources Person serving international multinational companies throughout my professional career, gave me the opportunity to work in complex and stressful situation that made me increasing my professional skills in defining and implementing heavy and complex organizational structures as well as the opportunity to grow in my I&D journey so to positively impact the working and social environment.

Naturally keen for human relationships, good negotiation skills, pragmatic, decision maker, positive thinking, interested in human Souls, Heart and Brain and going "beyond the physical envelope". Fluently speak English, French and German, passionate about sports especially endurance ones as I think it helps increasing resilience, balanced approach and team building; Adore cooking for my Family and those I love most and never tired of reading paper books in particular

Experience

Avio Aero - a GE Aviation Business

Senior HRBP, Programs, Sales, Communication, Finance, Legal, Compliance Inclusion Leader

July 2018 - Present (3 years 10 months)

Turin Area, Italy

-Inclusion&Diversity Leader for Italy, Poland and Check Republic. I implemented a well structured governance across 8 sites and 3 countries

to align all Employees on Company Inclusion Priorities working on a matrix organization so to impact Company performances (I&D Council). Sitting also in Aviation Inclusion Council representing Europe and leading the Aviation HR Inclusion Council with the main objective of giving HR community the right tools to guide their customer at best in their inclusion journey

- Senior HR Business Partner for the front line of the business supporting the Avio Aero HR Leader to Model and

reinforce behaviors that best reflect Avio Aero cultural aspirations, purpose and beliefs

- Align HR processes, organizational structure and systems to deliver Company's strategy, progress

desired culture and attract, retain and develop talent

- Provide HR leadership/guidance to specific projects key to execute the strategy of the functions

supported

- Balance compliance and local labor/regulations with business priorities

- Support and coach others to best possible solutions

- Identify trends, anticipate outcomes and make data-based decisions

- Participate to initiatives and projects that will contribute to enabling the business strategy

Utas Italy former Microtecnica (3 times property changes))

HR Director

August 2006 - March 2018 (11 years 8 months)

Turin

HR Director with full responsibility for the 3 production sites of Turin (headquarter), Luserna San Giovanni, and Brugherio:

› HR Due Diligence

› Industrial Relations

› Organization & Development, Training & Recruitment, (also at international level)

› Payroll budgeting and cash flow linked to payroll costs

› Internal and external communications

› Payroll and time & attendance

› General services: reception, armed guards, canteen, site security, etc.

› Management of the occupational medicine specialist and 3 sick bays

› Information Technology Manager

L'Oréal

Human Resources Director

October 1997 - July 2006 (8 years 10 months)

HR Director for the Settimo Torinese production site

- › Industrial Relations
- › Training & Recruitment
- › Organization & Development
- › Internal Communications

Lehman Brothers

Sales Analyst

January 1991 - September 1997 (6 years 9 months)

Education

SDA Bocconi

· (1993 - 1994)

Liceo linguistico De Filippi San Carlo di Arona

S.S.I.T. Scuola Superiore per Interpreti e Traduttori

Bachelor's Degree in Foreign Languages