

## FAUSTO CIARCIA

### Personal Details

Obtain a challenging leadership position applying creative problem solving and lean management skills with a growing company to achieve optimum utilization of its resources and maximum profits. I see myself continuing my career within an international organization that will utilize my management, empowerment & administrative skills to benefit mutual growth and success.

### Contact details

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++ 39 06 39 74 67 07 - ++ 39 349 64 64 841

### Date of birth

13/09/1972

### Nationality

Italian

### Marital status

Married

### Children's date(s) of birth

1 daughter – 10/12/2007

### Work Experience

<p>March 2017 - now</p>	<p><b>Human Resources Director Italy</b>  <i>Rome Cavalieri, Hilton Milan, Hilton Molino Stucky, Hilton Como Lake, Sulià House Porto Rotondo Curio by Hilton, Aleph Rome Curio by Hilton - Roma Via A. Cadlolo n.101</i></p> <ul style="list-style-type: none"> <li>• Support for new hotel opening of Hilton Portfolio in Italy: TMs selection, recruitment process, Pre-Opening Budget definition, HR BPS implementation.</li> <li>• <i>Great Place to Work participation from 2016 to 2021 Coordinator for Italy</i> (involving 9 hotels, 1.500 TMs): 5<sup>th</sup> position in 2016, 1<sup>st</sup> position in 2017 &amp; 2019, 2<sup>nd</sup> position in 2018 &amp; 2020 - “Large Company” competition;</li> <li>• Manage &amp; Supervise a team of 1.700 team members (contracted in 6 different properties)</li> </ul>
<p>2015-2017</p>	<p><b>Cluster Human Resources Director</b>  <i>Rome Cavalieri, Hilton Milan, Hilton Molino Stucky - Roma Via A. Cadlolo n.101</i></p> <ul style="list-style-type: none"> <li>• Definition of a national succession plan and an integrated strategy focused on national talents between all Italian properties;</li> <li>• Application of an unique CLA at Italian level (changed CLA at Hilton Molino Stucky);</li> <li>• Growing of new HR generation in Italy (new HRM in Venice and Milan);</li> <li>• Definition &amp; Implementation of HR BPS applicable in all Italian properties;</li> <li>• HR Professional of the Year 2015 – <i>Europe HR Conference Warsaw</i>;</li> </ul>

# Hilton

2005 - 2014	<b>Director of Human Resources</b> <i>Rome Cavalieri, Waldorf Astoria Hotels &amp; Resorts, Roma Via A. Cadlolo n.101</i> <ul style="list-style-type: none"> <li>• Global Team Member Survey Regional Leader 2012 (coordinating 29 hotels from France, Malta, Cyprus, Italy, Spain, Luxemburg, Belgium, The Netherlands, Greece, Cyprus, France)</li> <li>• Taleo implementation Leader (International e-recruitment platform)</li> <li>• <i>Career@HiltonLive2013</i> W&amp;S Europe Region Leader (involving 27 managed hotels across W&amp;S Europe and 57 events)</li> </ul> Manage & Supervise a team of 500 team members (contracted & outsourced)
2001 - 2005	<b>Payroll &amp; HR Administration Supervisor</b> <i>Rome Cavalieri, Waldorf Astoria Hotels &amp; Resorts, Roma Via A. Cadlolo n.101</i> <ul style="list-style-type: none"> <li>• Paymaster &amp; Admin controller of 500 team members (contracted &amp; outsourced)</li> </ul>
2000 - 2001	<b>FB Cost Control Supervisor</b> <i>Rome Cavalieri, Waldorf Astoria Hotels &amp; Resorts, Roma Via A. Cadlolo n.101</i> <ul style="list-style-type: none"> <li>• Optimizing the manning ops within the F&amp;B and Banqueting depts.</li> </ul>
1999 - 2000	<b>Trainee c/o Finance Department</b> <i>Rome Cavalieri, Waldorf Astoria Hotels &amp; Resorts, Roma Via A. Cadlolo n.101</i> <ul style="list-style-type: none"> <li>• Understanding the accounting process and performing in all roles of the dept as regular team member</li> </ul>
1999 - 1999 ( <i>years</i> )	<b>Teacher</b> <i>Istituto Tecnico Commerciale Enrico Fermi, Velletri Corso Vittorio Emanuele</i> <ul style="list-style-type: none"> <li>• Mathematics &amp; Accounting</li> </ul>

## Key Skills/Area's of Expertise

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Languages	Italian	mother tongue
	English	fluent

Other key skills/area's of expertise	<ul style="list-style-type: none"> <li>- Managerial profile: assertive in interpersonal relationship, empathic, teamwork, target oriented, leadership</li> <li>- Proven public speaking skills, organizational skills, interdepartmental group coordination</li> <li>- Technical skills: Windows MS Office, TeamSystem (Payroll), Time &amp; Work (T&amp;A)</li> </ul>
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## Education & Qualifications

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2006	<b>Diploma – Certified Labour Consultant</b> <i>Ministero del Lavoro e della Previdenza Sociale – Direzione Regionale del Lavoro - Roma</i>
1991 - 1997	<b>Degree in Economics</b> <i>Università degli studi di Roma "La Sapienza"</i>

## Other Training, Development Programmes & Assessment Centers

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Development & Training	2008	<b><i>Top Gear – Hilton HR Development Program</i></b>
Assessment centers	( <i>month-year</i> ) ( <i>month-year</i> )	GM Assessment Centre 4D Assessment Centre



Additional Information

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Memberships

Interests & Hobbies

Travelling, sports, good reading, photography