**Luca Filipetta**

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**True international H.R. professional with 15 years of working with senior management teams to manage organizational change for multinational organizations in Europe, Middle East and Africa.**

A commercially savvy, enthusiastic people manager with a demonstrable track record in the delivery of companies’ culture change, organizational design, training and development initiatives. Focused and strong leadership skills have enabled him to partner with C-suite executives and country leadership teams in developing and implementing strategic operational interventions that translate business needs and objectives into innovative and viable HR solutions.

*Career Highlights include:*

* **Formed Frank’s International HR Department** in the Middle East and Africa regions at Dubai Headquarters impacting 9 Country offices and multiple country operations, a head count of 1800ca employees delivering US$2.4B profit within 5 months.
* **Developed the HR department for Weatherford Saudi Arabia** implementing a new HR structure during a merger with a head count of 1500 Employees delivering US$1.0B profit
* **Implemented the HRIS system for Frank’s International globally.** Selected as PM to deliver SAP Success Factor globally impacting 5000 employees worldwide in a 12 months’ period for closeout.

*Expertise in:*

**⬝ Organizational Development ⬝ Project Management ⬝ Talent Management**

**⬝ Change Management ⬝ Processes Optimization ⬝ Succession Planning**

**⬝ Coaching and Mentoring ⬝ Performance Management Systems ⬝ Total Rewards**

H.R. Professional Experience

**Bartec Top Holding GmbH.** – Milan, ItalyJune 2016 – December 2016

*A multinational manufacturer in fire prevention in the oil & gas and pharmaceutical industry, employing 3000 people worldwide with 7 production sites.*

**HR Manager - Italy** *(Temp. Contract)*

Retained to develop and manage a new country HR function ensuring a smooth transition of a merger plan instituting 3 local companies into Bartec Group, impacting 400ca employees. Within the 3 companies HR was managed solely by Finance. As member of the country senior management team, streamlined total rewards, admin’ and the three companies HR processes of recruitment, training and development and talent management consequently ensuring cost savings. Resolving on daily basis employees conflict resolutions caused by the change management initiatives, by mediating directly with the Unions. Reported directly to the Managing Director.

**Frank’s International N.V.** – Dubai, UAE July 2014 – February 2016

*An Oil & Gas service multinational founded in 1939 with 5000 Employees worldwide and listed on the NY Stock Exchange.*

**Regional HR Manager - MEA**

Employed to lead the new HR function as a shared service center for the Middle East, Africa and South East Asia regions, during the transition of the Company from being privately held to be publicly traded on the NYSE. Formally HR was not existent and all matters were handled by Finance. Managed the implementation of all HR activities for all countries and site offices, totaling 1800ca employees in 9 countries, by creating all the processes, policies and procedures covering the full employee lifecycle in a 5-months period thus including: recruitment, total rewards, performance management and training & development. Next investigating any process gaps in new HR service model and proposed improvements to streamline all processes. Managed a team of 9 direct employees. Reported to the Executive Vice President and Group HR Director.

* **Directed the implantation of the new HRIS system as project manager globally.** Complete project life-cycle implementing all modules of Success Factor **and managing all seminars addressing regional and country senior management teams and country HR teams** to mentor on the system.
* **Ensured compliance with all state/national and international employment laws** surrounding the new company’s HR Shared service policies and procedures and the HRIS, and in applicable countries dealing directly with the Unions.
* **Analyzed the employee engagement survey data to understand trends in different employee populations.** Working with individual Countries Management to recognize the actions to address, stewarding high level regional action planning and reporting to Company and Group Leadership.

**Ras Gas Company Ltd.** – Doha, QatarSeptember 2013 – July 2014

*A joint venture between ExxonMobil, Shell and ConocoPhilips with Qatar Petroleum as the second biggest world manufacturer of liquefied natural gas.*

**HR Business Partner** *(Temp. Contract)*

Employed as the first Business Partner to the Chief Operation Officer (*current CEO*) and Chief SHE & Q Officer, for a total head count of 1400 Employees ca. Advisor in providing human capital management, performance improvement and organizational change perspectives to increase productivity, compliance and employee retention.

* **Organization Development.** Acted as HR project manager in the re-organization of the Operations and SHE & Q Departments during the application of the “Job Family”.
* **Succession Management and pipeline.** Designed and integrated, with the CoE, a succession plan to 2 CxOs. and 5 1st level Department Managers with a 5-year timeframe.
* **HR processes.** Facilitated all the meetings for the 2014 Performance Management Cycle with 100% compliance from both departments. Coached 2 CxOs. and multiple senior Managers in the SMART approach to goal setting.

**Weatherford International Ltd.** – Dammam, Saudi Arabia September 2012 – April 2013

*One of the largest Oil & Gas service multinational employing 65,000 Employees in more than 100 countries and listed on the NYSE and Paris Euronext.*

**HR Manager Saudi Arabia and Bahrain** *(Temp. Contract)*

Appointed to design and re-establish the entire HR function impacting 1,500 employees in Saudi Arabia and Bahrain, during a merger of two companies. I provided strategic HR leadership across all internal functions. Led a team of five direct employees. Reported Country GM.

* **Orchestrated successfully the merger of two Weatherford companies in Saudi Arabia** by educating/coaching managers on new policies, diversity and inclusion strategies, facilitating dialogue, and overseeing conflict/dispute resolution.
* **Transformed local HR department into a fully operational organization** by decentralizing HR management from Regional HR office in Dubai, restructuring all functional areas, and reestablishing local leadership.
* **Drove talent recruitment, retention, and advancement** by championing diversity and cross-cultural inclusion initiatives, instituting international HR best practices, and developing compelling, market-competitive compensation and benefits programs.
* **Workforce transition planning** by carefully planning and executing the new workforce plan and redundancy plan.

**Bateman Litwin N.V.** – Al-Khobar, Saudi Arabia January 2008 – September 2012

*A supplier of technology, engineering in the oil & gas industry, employing 10000 Present in 40 countries, and listed on the London Stock exchange.*

**HR Manager Italy and Saudi Arabia**

Instituted the HR infrastructure to support country operation. Led an HR department of five employees to supporting 1,200 local employees, interfacing with HR Corporate to develop and implement country policies and procedures aligned with HR Corporate requirements. Reported to General Manager.

* **Established the HR function** in Saudi Arabia with salary ranges for all positions, benefits, payroll systems for expatriate and local employees, recruitment, hiring, and onboarding protocols, and administrative procedures for visa and payroll processing.

**ENI GROUP**  January 2002 - January 2008

*An Oil & Gas company, operating in 79 countries with 75,000 employees; listed on both the Milan and NYSE stock exchanges.*

***Saipem SpA*** *– Ensenada, Mexico November 2005 – January 2008*

**HR Manager Mexico**

Promoted to charter the projects in Mexico and establish a fully functioning HR for a head count of 800 employees.

* **Established human resources function** for three separate construction sites complete with local and expatriate pay rates, workforce planning, and local staff recruitment.

***Geolog International SpA*** *– Milan, Italy* *January 2002 – November 2005*

**HR Generalist – Western Europe and North Africa**

Partnered with Operations Department to coordinate the scheduling of resources and administration for 880 employees.

**Additional Experience:**

HR Administrator – Marketing Incentive Leisure, Italy (1998-2002)

formal Education

* **Bryant University** – Smithfield, Rhode Island, USA ; from 1993 to 1997

***Bachelor of Science in Business Administration –*** *Concentrations: HR Management and International Studies*

* **Sir James Henderson British School** – Milan, Italy ; from 1988 to 1993

***A’Levels*** *and* ***GCSEs***

COURSES & Training

* **CIPD** – Ongoing

***Level 7 Advanced Diploma in HR Management***

* **IBEC** – Dublin, Ireland ; January 2017

***Foundations in Employment Law***

Language Skills

***English***: Bilingual, perfect written and spoken knowledge: gained from two years living in UK (’86-’88) and 7 years of secondary studies in British Schools (’86-’93) and 4 years living in USA, during my university studies (’93-’97). ***Spanish***: Fluent written and spoken knowledge: gained from living and working two years in Mexico (’06-’08). ***Italian***: Mother tongue.

computer Skills

MS Office (Word, Excel, PowerPoint, Visio, Project) ⬩ Oracle PeopleSoft ⬩ SAP R/3 HR Module ⬩ Success Factor ⬩ Oracle PeopleSoft

Other information

* Guest speaker at the Middle East Oil & Gas Conference 2013 presenting “Talent Development and Knowledge Sharing.”
* Served as Leading Aircraftman in the Italian National Airforce during 1997-1998.
* Enjoy running, yoga and fitness.

AREAS of expertise

**Total Rewards:**  Alignment of compensation and business plans - Market surveys - Salary structuring and administration - Incentive pay plans - Benefit programs - Non-insurance related benefits - Benefits administration systems - Benefits providers assessment and selection**.**

**Organization & Changes:** Organizational design and development - Mergers & Acquisitions - HR forecasting - Strategic planning and realignment - HRIS implementation - Performance management systems - Succession Plans.

**Project Management: -** Smart goals setting - Methodology - Subject matter expertise - PM tools - Leadership skills coaching & mentoring - Gantt Chart - Stakeholder analysis.

**Training & Leadership:** Needs assessment and gap analysis - Executive coaching and management training - Skills training programs - Performance - Development programs - 360º assessment and feedback.

**Workforce Compliance:** HR audits - Policy and work instruction development, documentation and dissemination - climate surveys - Conflict resolution - Formal investigation - Discrimination investigation and resolution - Outplacement and career transition services - Recordkeeping requirements

**Recruitment & Placement:** Competency identification - Employment sourcing - Recruitment programs - Employee - assessment tools and validation - Employment interview - Reference checks - On-boarding programs.