

PERSONAL INFORMATION



Date of Birth: March 23rd 1970

Nationality: Italian

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SHORT DESCRIPTION:

20+ years' experience in Human Resources. Strongly result oriented, facing changes as opportunities to expand experiences and skills, always researching the continuous processes improvement. Passionate about the enhancement of human capital, facilitating the conditions of the context for the full potential expression of people, in order to contribute creating value for the company

PROFESSIONAL EXPERIENCE

March 2021 – Today

Leonardo S.p.a.

An Aerospace, Defence and Security company

January 2025 – Today

HR Director Space Division and Telespazio Board Member

Main responsibilities

- ensure the Division's human resources management, through the safeguarding and development of critical skills to support business evolution
- define and implement the organizational structure and related job evaluation system
- ensure the Recruiting and internal mobility process
- ensure the development and enhancement of human resources through an effective people review process and a targeted training paths
- ensure an effective compensation process, including variable incentive systems
- guarantee territorial uniformity in the management of labor relations
- guarantee ensure the management of relations with Territorial and Plant Trade Unions;
- provide relevant inputs for the purposes of planning and controlling Labor Costs
- ensure the management of labor dispute litigation, as well as lines of defense and behavior

January 2022 – January 2025

Head of Executives Management & HR Representative for Participated Companies & JVs and Telespazio S.p.a. Board Member

Main responsibilities

- Ensure the HR processes related to Leonardo Executives (eg: mobility, compensation, appointment, people review, benefits, development initiatives, incentive to leave, etc....)
- Interface with trade unions for matter on executives
- Ensure a fruitful cooperation with the Human Resources managers of the Leonardo's strategic Participated Companies & JVs, in order to contribute to strengthen the Leonardo governance throughout synergies and exchanges of the best practices with specific focus on the following matters: remuneration and incentive policies, efficiency, restructuring and succession plans, organization and processes, managerial development and appointment for key roles and job mobility

March 2021 – December 2021

Chief People, Organization and Transformation Office Representative for Equity Investments and JVs

Main responsibilities

- Ensure a fruitful cooperation with the Human Resources managers of the Leonardo's strategic Participated Companies & JVs, in order to contribute to strengthen the Leonardo governance throughout synergies and exchanges of the best practices with specific focus on the following matters: remuneration and incentive policies, efficiency, restructuring and succession plans, organization and processes, managerial development and appointment for key roles and job mobility

October 2013 – February 2021

e-geos S.p.a. An ASI/Telespazio SpA company

Head of Human Resources and Organization

Main responsibilities

- define and implement the organizational structure and the competency management system, in line with company strategies
- ensure an effective management of HR processes (recruiting, management, compensation, development, training, etc.)
- ensure the governance of the industrial relation in order to favour a fruitful cooperation
- define company procedures, in line with the company processes, in cooperation with Quality
- settle and manage the labour litigation activities, in order to minimise the impact for the company
- ensure the compliance with respect to Health, Safety and Environment legislation

- as Data Protection Officer, support and advice the CEO and all the management regarding the compliance with Data Protection Legislation
- monitor the labour cost budget, in line with the Group guideline
- ensure HR administrative activities

June 1990 – September 2013

Telespazio S.p.A.
A Leonardo/Thales company

June 2005 - September 2013
Main responsibilities

Head of HR Development

- define the international policies in order to ensure intra-group mobility and professional path at transnational level
- identify and develop talents
- define development path (for manager and professional)
- define and implement the appraisal system
- define the compensation policies
- assure the governance of the development processes at transnational level
- define and manage the company competence management system
- manage the incentive system (including the executive MBO)

December 1999 – May 2005
Main responsibilities

HR Manager

- ensure an effective internal mobility
- support the management and the line in the human resources management (eg. Incentive system, compensation)
- define and manage the secondment international contracts
- define and manage the short and long term travel conditions

June 1990 – November 1999

HR Administration specialist

- payroll, travel, etc

Education

Master degree in Political Science
Sapienza University

Other certification

- Coach certification (ICF)
- Assessor (SHL, Egon Zehnder, Korn Ferry)

Languages

Italian - mother tongue
English - advanced
Spanish - basic

Some significant project

- Trade unions negotiation for the Emergency service re-organizations (rapid mapping) - H24 service
- Significant reduction of the risk fund for the labour litigations
- Definition and implementation of:
 - Telespazio Performance Appraisal
 - Assessment
 - 360° feedback
- *Development projects for middle manager, post assessment, coaching, etc.*

Other interests

Painting, reading, tennis

Personal Data

You are authorized to manage these data according to the Leg. Decree 196/2003 – as later amended - and in compliance with the GDPR 679/2016 for the aim of this process