


**PERSONAL INFORMATION****Gabriele Ghirelli**

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Sex Male | Date of birth 23/07/1970 | Nationality Italian

**DESIRED POSITION****CFO – Finance Director****CAREER OBJECTIVE**

Seeking an executive position that offers a platform to use and apply personal analytical skills, ability to identify and follow financial trends leading to the development of the company and professional growth.

The ideal position will provide a leading – edge work environment with the possibility of domestic or international travel, not excluding change in permanent residential status in Italy or abroad.

**EXPERIENCE OVERVIEW**

Appointed Finance Managing Director in April 2016 for a medium size manufacturing company (850 employees) based in South of Italy (Bari area). In charge of the Finance and controlling team of approx. 12 headcounts, overseeing all the plant finance and controlling organization including internal control and plant legal department.

Accomplished executive and finance controller with over 20 years' experience; proven results in management, cost reduction initiatives and in the implementation of SOX internal control procedures; highly motivated, energetic, with good communication skills; lead multinational and high profile projects; Finance Director for a medium size manufacturing company (850 employees) in South of Italy; Senior Financial Controller for a medium size automotive company (800 employees worldwide); Financial Director and General Manager in a worldwide company, specifically for international development projects; extensive experience in complex multicultural projects and their teams at international levels.

Possess strong client facing skills in the automotive industry and has strong experience in value stream mapping initiatives together with clients including Ford, Renault, Daimler and Iran Kodro. A good communicator, delivery focused, with the ability to bridge the gap between headquarters and plant operational management through policy deployment.

## WORK EXPERIENCE

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Dates 2016 – up to now  
Occupation or position held Finance Managing Director (Board of Directors member)  
Business or sector Automotive  
Name and address of employer GETRAG S.p.a., – a *Magna International company*, Via Dei Ciclamini Nr 4, Modugno (BA), Italy, 70054

*From April 2016 to the current responsibilities as Director of Finance, Controlling and IT, I am also responsible, jointly with the other two Directors, for the day-to-day running of the company with a particular emphasis on manufacturing cost reduction, making sure the business meets its budget targets.*

### Main activities and responsibilities

- Shared responsibilities with the other Directors for running the company daily operations;
- Developing and directing the achievement of the Manufacturing Dashboard (Safety, Quality, Delivery, Cost, People and Environmental);
- Identifying and leading the activities to achieve a YoY reduction of 5% net of economics in plant manufacturing cost;
- Developing 5 years business plans and leading the preparation of comprehensive business reports for headquarters Senior Management;
- Liaising with top officials of government departments for European and Italian grants applications and regulatory bodies (internal and external auditors);
- Keeping control of business expenditure, ensuring it's within agreed budgets;
- Managing multi-disciplined teams and resolving any conflicting priorities;
- Lead the implementation of SOX Controls.

### Achievements

- Negotiated with Regional government officials two separate grants application for 35 Mils Euros to support a Capital Expenditure program of 167 Mill Euros;
- 2017 Manufacturing cost Budget delivered and overachieved for 0,5 Mils Euros;
- Spearheaded efforts for SOX controls implementation;
- Captured a 15% reduction in inventory through consignment stock and vendor machines optimization;
- Achieved a ratio of indirect on total headcount of 28%.

## WORK EXPERIENCE

<p>Dates</p> <p>Occupation or position held</p> <p>Business or sector</p> <p>Name and address of employer</p>	<p>2011 – up to now</p> <p>Director of Finance, Controlling and IT (appointed member of the Board of Director from April 2006)</p> <p>Automotive</p> <p>GETRAG S.p.a., <i>a Magna International company</i>, Via Dei Ciclamini Nr 4, Modugno (BA), Italy, 70054</p>
<p>Main activities and responsibilities</p>	<p><i>Functionally and disciplinary responsible for the plant finance and controlling team on site; overseeing all the plant finance organization and functions such as Accounting, Tax, Planning, Controlling, Reporting, Legal and Credit Management and Internal Control.</i></p> <ul style="list-style-type: none"> <li>▪ Member of the senior plant management team;</li> <li>▪ Duties operating costs and investment analysis;</li> <li>▪ Plant Manufacturing Cost Reporting (Actual, Forecast, dashboard, KPIs);</li> <li>▪ Plant Manufacturing Cost Planning (Budget, Business Plan);</li> <li>▪ Variance and Performance analysis; road-maps set up and follow up;</li> <li>▪ Cost analysis (cost per unit, labour cost, fringe benefit);</li> <li>▪ Perform financial studies and advice regarding investment choices;</li> <li>▪ CapEx reporting and forecast, depreciation and asset control;</li> <li>▪ Inventory (Budget and Reporting, control, accounting and valuation);</li> <li>▪ Lean Manufacturing and production management (support functional leaders with controlling expertise and tools);</li> <li>▪ Industrial material process management (support functional leaders with controlling expertise and tools);</li> <li>▪ Supervise internal control activity;</li> <li>▪ Accruals reserve process and warranty controlling;</li> <li>▪ Industrial engineering support (RTO, labor times, cycle times, absenteeism, labor performance, manufacturing performance, technology performance);</li> <li>▪ General ledger and accounting systems (SAP);</li> <li>▪ Audits (tax, accounts, year-end closing);</li> <li>▪ Payroll accounting and time tracking;</li> <li>▪ Payable process, receivable process, operating cash process, accruals and payable reserve process;</li> <li>▪ Support profit and material analysis;</li> </ul>
<p>Achievements</p>	<ul style="list-style-type: none"> <li>▪ Support yearly change in EBIT from -55 Million Euros to +19 Million Euros in one year (2012);</li> <li>▪ Achievement of a total manufacturing performance change for around 45 Million Euros;</li> <li>▪ Support a YoY manufacturing performance improvement of more than 4 % net of economics;</li> <li>▪ Inventory reduction from 59 Million Euros to 28 Million Euros in 3 years' time –volume effect isolated-;</li> <li>▪ Applied and obtained European grant for around 50 Million Euros, based on Business Plan Capital expenditures;</li> <li>▪ Accounting transition from German Gaps to IFRS and from IFRs to US GAAPs</li> </ul>

Dates	2010 – 2011
Occupation or position held	Financial Controller for OEM (Original Equipment Manufacturer) business and Group Controller for 13 branches: USA, Brazil, India, Iran, Pakistan, Poland, Romania, Holland, Venezuela, Thailand, Argentina, Uzbekistan, China.
Name and address of employer	Landi Renzo S.p.A. Via Nobel 2 Reggio Emilia
Main activities and responsibilities	<p><i>In this year as Senior Finance controller, I was financially responsible for 13 branches with a particular dedication to Middle East (Pakistan and Iran).</i></p> <ul style="list-style-type: none"><li>• Responsible for all financial aspects of 180 million Euro division including budgeting, forecasting, purchase price variance, standard cost analysis, annual rate development, foreign exchange, contract negotiation and review, period end reporting (cash management, banking, A/R, A/P, fixed assets, general ledger, taxes, payroll);</li><li>• Lead the company's efforts to create strong financial policies and procedures in all functional areas;</li><li>• Improved days aged receivables by 60 days;</li><li>• Project leader for the implementation of "80/20" principle or "Pareto's principle" for all branches with first significant results in simplification in different departments;</li><li>• Assure a smooth transition of the company from privately held to a worldwide organization;</li><li>• Manage the year-end financial audits;</li><li>• Controlling the budget, monitoring variances (price/volume/mix);</li><li>• Liaison with auditors, banks and other companies on behalf of the company;</li><li>• In charge of monthly accounting supervision and controlling;</li><li>• Monthly Consolidation and preparation of management forms and the monthly management of accounts in accordance with IAS/IFRS and US GAAPS (for US companies);</li><li>• Dealing with direct and indirect tax issues.</li></ul>

Dates	2006 – 2010
Occupation or position held	Multi-Plant General Manager (France and Germany)
Name and address of employer	Eurotec Srl, Via Pontaccio 10, Milano – an <i>ITW</i> company
Main activities and responsibilities	<p><i>From July 2006 to the previous responsibilities as Finance Director, I was also appointed General Manager for the Business Units in France and in Germany responsible for the day-to-day running of the business units.</i></p> <ul style="list-style-type: none"><li>• Create annual operating business plans that support strategic decisions set by the European Vice-President and correlate with annual operating budgets; submit annual plans to Headquarters for approval;</li><li>• Develop and monitor strategies for ensuring the long-term profitability of the organizations;</li><li>• Oversee the operations of organization and manage its compliance with legal and regulatory requirements;</li><li>• Create and maintain procedure for implementing plans approved by Corporate;</li><li>• Collaborate with Headquarters to define and articulate the organization's vision and to develop strategies to achieve it;</li><li>• Hire and manage the human resources of the organisation according to the authorised policies and procedures;</li><li>• Ensure that staff practises all appropriate accounting procedures in compliance with US GAAP;</li></ul>
Achievements	<ul style="list-style-type: none"><li>• Developed YoY revenue growth of 8% and increased share of market in the strategic segment of Institutions and Ho.Re.Ca (Hotels, Restaurants, Cafeteria);</li><li>• Grew financial performance from below 5% to over 12% ROS through renewed focus on pricing, cost containment/reductions, sourcing, and organizational restructuring;</li><li>• Facilitated and guided business unit in formulating new vision and strategic direction that successfully repositioned the division as a one of main competitor in the Algerian strategic segment of Institutions;</li><li>• Led management team in identifying and correcting critical problems in supply chain; reduced and streamlined overhead expenses, strengthened product gross margins, overhauled and improved operating processes and systems;</li><li>• Master scheduling for improved linearity, delivery reliability, and inventory reduction.</li></ul>

<p>Dates</p> <p>Occupation or position held</p> <p>Business or sector</p> <p>Name and address of employer</p>	<p>2002 – 2010</p> <p>Finance Director</p> <p>Food Equipment Manufacturer</p> <p>Eurotec Srl, Via Pontaccio 10, Milano – an <i>ITW company</i></p>
<p>Main activities and responsibilities</p>	<ul style="list-style-type: none"> <li>• Prepare all aspects of Balance Sheet, Income statement, Cash flow in compliance with local GAAPS and with US GAAPS to headquarters located in Chicago;</li> <li>• Prepare reports for assets landing, financial ratios, bank transaction posting, net sales, royalties, commissions, tax returns;</li> <li>• Foundation and set up of branches in France and Germany;</li> <li>• Communicate and reconcile general ledgers with international subsidiaries;</li> <li>• Supervise accounting department staff including 10 employees, in A/R, A/P and credit department;</li> <li>• Provide monthly inventory cost analysis, cash flow analysis and comparative analysis for financials;</li> <li>• Reconcile ledgers in a timely fashion to ensure timely financials;</li> <li>• Managing of restructuring plans, including Reduction in Forces (RIF).</li> </ul>
<p>Achievements</p>	<ul style="list-style-type: none"> <li>• Developed and implemented new cash management and forecasting process that reduced DSO by over 30%;</li> <li>• Implemented new processes that improved timeliness and accuracy of monthly, quarterly and year end internal, external reporting;</li> <li>• Implemented quarterly forecasting process and reduced time to prepare companies annual budget by over 2 months;</li> <li>• Developed and implemented monthly business reports and reviews with Business Segments and European Managers, resulting in improved business performance;</li> <li>• Promoted to General Manager for branch in France (February 2006) and in Germany (August 2006);</li> <li>• Promoted to a Group Controller for all Italian subsidiaries (September 2004).</li> </ul>
<p>Dates</p> <p>Occupation or position held</p> <p>Name and address of employer</p>	<p>1993 – 2002</p> <p>Financial Controller</p> <p>Euroelettra S.p.a., Via Cantu 1, 42100, RE, Italy</p>
<p>Main activities and responsibilities</p>	<ul style="list-style-type: none"> <li>• Implement suitable procedures and controls;</li> <li>• Establish an efficient accounting system to facilitate timely financial reporting;</li> <li>• Ensure the correct audit of transactions and procedures, according to guidelines;</li> <li>• Supervise budgeting, payroll, invoicing, accounting and financial tracking in relevant areas;</li> <li>• Prepare financial analysis for contract negotiations in support of Sales and Manufacturing functions;</li> <li>• Create the budget and financial forecasts, institute and maintain other planning and control procedures;</li> <li>• Control correct application of accounting procedures;</li> <li>• Definitive drafting of annual and monthly balance sheet;</li> <li>• Direct relationships with banks, clients and suppliers.</li> </ul>

## EDUCATION AND TRAINING

1989-1993 Master Degree in Business Economics

Name and type of organisation providing education and training

Università Luigi Bocconi Via Sarfatti Milano

Principal subjects, occupational skills covered

Dissertation on: "The Growth of small-medium sized companies through intercompany alliances" (*La crescita delle piccole e medie aziende attraverso gli accordi interaziendali*). Supervisor: Professor Paolo Preti.

06-2017 Action centred Leadership

Name and type of organisation providing education and training

John Adair

Principal subjects, occupational skills covered

This simple and practical model is figuratively based on three overlapping circles. These represent the task, the team and the individual. The model seems to endure well, probably because it is the fundamental model for describing what leaders have to do, the actions they must take whatever their working environment, in order to be effective:

1. Achieve the task
2. Build and maintain the team
3. Develop the individual

06-2017 Global 8D

Name and type of organisation providing education and training

Ford Motor Company

Principal subjects, occupational skills covered

The 8 Disciplines of problem solving (8D) was implemented by Ford in the 1980's as part of its Team Orientated Problem Solving (TOPS) program. Its aim, to provide a robust and structured approach to identify, correct, and eliminate recurring problems. Since then it has been adopted and successfully used globally by many organisations. 8D uses a selection of robust, easy to use tools and techniques to identify and contain affected product protecting end customers from their impact. Once this has been achieved rigorous root cause analysis is conducted, improvement measures implemented and performance verified before documentation and procedures are updated. The last discipline reviews how effectively the project was delivered and congratulates the team.

**PERSONAL SKILLS**

Mother tongue Italian

Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
French	C1	C1	C2	C2	C2
English	C2	C2	C2	C2	C2

**Social skills and competences** Teamwork, interpersonal skills, communication, responsibility, inter-cultural skills, conflict management, negotiations, meeting deadlines, problem solving attitude, critical thinking, strong analytical skills, presentation skills combining sound analytical research and clear verbal explanation, strive for quality, seek out new responsibilities irrespective of reward and recognition.

**Organisational skills and competences** Attention to detail, coordinating and scheduling meetings and presentations, prospective thinking, problem identification, problem solving, development project evaluation, planning skills, academic management.

**Computer Skills** Microsoft Office, SAP, A/S 400.

**ADDITIONAL INFORMATION**

**Current Salary** Annual Gross Salary of 100k Euros and MBO (25% of annual salary –maximum) and contribution to monthly apartment rental cost.

**Benefits** Housing /Car -7 seats- / Phone / Laptop

**References** To be provided upon request.

*I authorize the processing of my personal data for personnel research and selection purposes under D.Lgs. n.196 of 30/06/2003.*

Gabriele Ghirelli