

# Mauro Ghilardi

## General Director of Human Resources and Organisation

He was born in Soncino (CR) on 10 November 1967. He is married and has two daughters.

He studied **Business Economics** at **Bocconi University**, specialising in **Work Organisation**.

From January 1989 to 1999, he worked at the **NCR Corporation** (an IT firm) where, as part of the **Human Resources Department**, he handled *Policies on Salaries, Selection, Management and Organisational Development*, with growing responsibility both in Italy and around Europe.

From 1999 to 2003, he was **Human Resources Director** for *Ingram Micro* (an IT distribution company) covering Italy, Spain, Portugal, Belgium and the Netherlands.

In 2003, he was hired by **Novartis** (a pharmaceutical company) as their **European Human Resources Director** for the oncology business unit in Milan. In 2005, he moved to their headquarters in Basel, where he firstly worked as the **Global HR Head** for **Novartis Pharma** Marketing and Sales and then as the **Global HR Head** for the animal health business unit.

He moved to the United States in 2010 to work as the **Global HR Head** for the over-the-counter product business unit (OTC).

In 2012, he left Novartis and returned to Zurich where he was responsible for global human resources for the **Global Life Division** at **Zurich Insurance**.

In 2015, he was head-hunted by the Brazilian bank, BTG Pactual, to be their **Chief Human Resources Officer** and moved to São Paulo, where he set up the strategic human resources plan, managed the integration of other companies joining the group and, last but not least, helped manage a major review of the organisational model.

He returned to Italy in mid-2016 to become the **General Director of Human Resources and Organisation of the Italian State Railway** and to help out with the changes required due to new transport challenges.