

RACHELE BATTISTELLA

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Calvene (VI) - Italy

PROFESSIONAL EXPERIENCE

- 03.2019-today **Xylem Inc.** Vicenza (Italy) - multinational company leader in developing innovative water solutions – 17000 employees WW
- 03.2020-today **Sr. HR Manager AWS Europe** – this position reports to the VP AWS Emea and as well the VP HR AWS Global. I am in charge of a Region that consists of the following countries: Hungary, Italy, Poland. I support all regional activities in achieving business goals and objectives. Strong intimacy with the business – discover, drive and translate business requirements into HR activities. Main responsibilities:
- Set, execute and follow up HR initiatives
 - Talent management, succession plan, development
 - Compensation & benefits, global mobility
 - Business integration, diversity&inclusion, cultural change, and other key projects across Europe
 - Employment relations
- 03.2019-02.2020 **HR Business Partner for the Italian plant** – This position reports to the HR Director AWS Emea& SFC - main responsibilities:
- Partnering with key leaders to achieve business growth through organizational and cultural development, talent initiatives, workforce planning, cost minimization, compensation management, and engagement initiatives
 - Recruiting, employer branding
 - Learning & development initiatives
 - Performance management systems and development of tools and other key projects. I participated and led initiatives to improve processes, along with Workday implementation
 - Labor relations
- 09.2008-02.2019 **Forgital Italy Spa** Vicenza (Italy) - Forging company – 1300 employees WW
- HR Manager HQ** – main responsibilities:
Translate the HR strategy & HR tools to support the business/ functional strategy in the areas of:
- Recruitment: definition of the budget, selections of candidates mainly for Operations and for the most relevant roles for HQ and Italian subsidiaries
 - Training: development of the internal academy
 - Employer branding, retention plan, talent management, succession plan, performance evaluation
 - Compensation&Benefits: plan MBO, career paths
 - Engagement & Internal Communications
 - Labor relations
 - HR policies development
 - Team leader (2 colleagues)

12.2003 -08.2008 **Vimar Spa** Vicenza (Italy) - Home automation, electrical equipment- 680 employees

HR specialist - main responsibilities:

- Managerial and technical training development and implementation (as trainer too)
- Organization: process analysis, definition of policies and procedures, Design of organizational structures
- Engagement & Internal Communications: design and implementation of the Wellbeing Program; definition of internal communication programs
- Trade union between HR Dept and Quality/H&S Dept.

03.2002 -11.2003 **Marcolin Spa** Belluno (Italy) - eyewear– 1200 employees WW

HR specialist - main responsibilities:

- Recruiting
- Definition and implementation of managerial and technical training
- Organization: design of organizational structures (new BU)

EDUCATION

Master: Master “**Executive Coach**” – Coaching&Coaching Milan – March 2017
Master “**Human Resources Management**” 2001/2002

Degree: Science of Education – personnel training- University of Padua – 2002

COMPUTER SKILLS

Advanced knowledge of Windows Office

LANGUAGE SKILLS

Italian: mother tongue
English: good knowledge
French: basic knowledge