

CURRICULUM VITAE

PERSONAL DETAILS

Name and surname
Personal e-mail
Company e-mail
Telephone numbers

Cristina Cofacci

EDUCATION

Date
University
Title of qualification

28/06/1993
University of Pisa – Italy:
Degree with honours in law (110/110 cum laude)

1993/1996
SSSUP (Scuola Superiore di Studi Universitari e Perfezionamento) Pisa:
post graduate degree in Comparative Law.
2001
Labor Law Master degree AIDP/Cegos - Milan

WORKING EXPERIENCE

Current position
From July 2022

CNH Industrial - www.cnhindustrial.com

Industrial Relations Manager EMEA

Main responsibilities at Region Level:

.to manage and coordinate the Industrial Relations, Labor Law and Litigations at EMEA level; Main Countries: Italy, Belgium, UK, Poland, France, Austria, Germany, Sweden, South Africa.

.collective bargaining for Agriculture and Construction Manufacturing, in Italy within the Specific CLA of Stellantis, Ferrari, Iveco, CNHI, Maserati.

.establish a new organizational model for Industrial Relations at Country Level reporting to EMEA Industrial Relations

Previous positions/
working experience
from July 2019 to July 2022

Leonardo Spa - www.leonardo.com

Vice President Industrial Relations, Labour Law and Welfare

Main responsibilities at Group Level:

.to manage and coordinate the Industrial Relations System of the Leonardo Group and the agreements with National Trade Unions; collective bargaining at National and Company level (heavy industry sector/aerospace and defence);

.to manage labour law issues at Group level and coordinate collective and individual litigations;

.to organize and manage the Welfare System and Flexible Benefits at Group level

Board Director of Telespazio Spa (JV Leonardo Spa-Thales France) since November 2019
www.telespazio.com

Board Director of Cometa Pension Fund since September 2021
www.cometafondo.it

Enel Group (Enel Spa – Enel Italia srl) - www.enel.com

Head of International Industrial Relations (from December 2014 to June 2019)

Main responsibilities into the new Group Organizational Model:

·to manage, on behalf of the Group, the Information and Consultation processes with the International Trade Unions and the Group employees representatives (e.g. EWC-GWC);

·to manage relations with Trade Unions and collective bargaining processes related to Global Trading;

·Just Transition agreements and social dialogue at global and national level (energy and electrical sector)

·European Alliance for Apprenticeship

Enel S.p.a.

Holding Industrial Relations – Head of Trade Unions Unit (from September 2012 to December 2014)

Main responsibilities:

- to supervise the Industrial Relations Countries' agenda on major local negotiations, foster best practice sharing within the Group and support the Divisions in trans-national trade union topics;
- to manage relations with trans-national trade union associations;
- to elaborate Group's industrial relations KPI's (unionization, social disputes, productivity, social dialogue);

Industrial Relations Manager /Enel's EWC Technical Secretary (from 1/09/2004)

- reporting to Industrial Relations and Labor Law Department's Head, organize the EWC's (European Working Council) negotiation process (including Italy, Spain, Slovakia, Romania and Bulgaria Enel's companies) and activities, by the Agreement of December 5th 2008;
- support International Department on HR policies and labor law issues; · Italian electrical sector national collective bargaining.

Enel Produzione S.p.a.

International Department HR Business Partner (from 01/10/2002 to 31/08/2004)

- Start up of the Enel International Department - HR policies for Enel's foreign companies (North America, Latin America, Spain, Bulgaria). Iberia HR Manager: coordinate local company's HR Direction (Viesgo) and Spanish collective bargaining (negotiation of the new collective agreement for 2004/2007) according to the Group policies.

Enel S.p.a

Industrial Relations and Labor Law Specialist (from April 1996 to September 2002)

Studio Legale Cardoso – Grosseto

Associate Attorney (from 01/11/1993 to 31/03/1996)

- prepare written advices upon cases in civil, criminal and labour law; consultancy in labour law matters.

Public Law Depart. University of Pisa

Research Assistant (from 01/07/1993 to 1/03/1996)

- research and teaching activities in public and comparative constitutional law.

LANGUAGES

Italian – mother tongue
English – Advanced
Spanish – Advanced
French - Intermediate

I hereby consent to the processing of my personal data

Modena, December 2022