



## Curriculum Vitae Europass

### PERSONAL INFORMATION

Name **Francesco Ghezzi**

#### SUMMARY

Francesco Ghezzi, PhD is a research assistant in Sustainability Management at Scuola Superiore Sant'Anna, Pisa, with a focus on critical raw materials, energy transition, and supply chain management. He has extensive research experience, particularly in managing mining and critical raw material supply chains within the energy transition. He works on national and international projects, including Horizon Europe AfricaMaVal and PanAfGeo+, with tasks related to environmental, social, and governance (ESG) assessment in the African mining sector, and management of energy transition supply chains in Europe and Africa.

Francesco has held various roles in sustainability management research, including as a researcher and project officer at Scuola Superiore Sant'Anna and research intern at EIT Raw Materials, where he did research on the European Rare Earth materials' supply chain.

Internationally, he has participated in conferences across Europe and Africa, presenting on supply chain strategies and sustainability, energy transition, and other topics. He is author of several articles and conference papers on supply chain sustainability, institutional logics and strategies for the energy transition, natural resource scarcity, among the others. His academic qualifications include a PhD from Scuola Superiore Sant'Anna in Sustainability Management, a Master's and Bachelor's degree in Management Engineering from the University of Pisa, all with top honors.

Francesco's technical skills include proficiency in data collection, cleaning and analysis with software such as STATA and Python. He is multilingual, mother tongue in Italian, with professional English skills, and a good command of Spanish. His contributions to academic and industry discussions on critical raw materials make him a significant figure in sustainability and supply chain management research.

### CURRENT RESEARCH APPOINTMENTS

Dates	December 2024 - Present
Name of the company/city	<b>Scuola Superiore Sant'Anna</b> – Pisa, Italy
Type of company/sector	Management Institute
Occupation or position held	<b>Research Assistant</b> in Sustainability Management

### EDUCATION

Dates	2021-2025
Name/type of organisation	Sant'Anna School of Advanced Studies
Title of qualification awarded	<b>PhD in Sustainability Management, with honors</b>
Dates	2022
Name/type of organisation	Italian State
Title of qualification awarded	<b>Professional qualification as Industrial Engineer</b>
Dates	2018-2021
Name/type of organisation	University of Pisa
Title of qualification awarded	<b>Master's degree in Management Engineering</b> Final grade: <b>110/110 L</b>
Dates	2015-2018
Name/type of organisation	Università di Pisa
Title of qualification awarded	<b>Bachelor's degree in Management Engineering</b> Final grade: <b>110/110 L</b>

## WORK EXPERIENCE

Dates	February 2023– January 2024
Name of the company/city	<b>EIT Raw Materials</b> – Rome, Italy & Berlin, Germany
Type of company/sector	European Agency
Occupation or position held	<b>Research Intern</b> in critical raw materials supply chain
Dates	November 2022– May 2023
Name of the company/city	<b>Getas Petrogeo</b> – Pisa, Italy
Type of company/sector	Environmental Engineering
Occupation or position held	<b>Project manager</b> in the waste management sector
Dates	October 2021– December 2021
Name of the company/city	<b>Makeitalia S.r.l.</b> – Modena, Italy
Type of company/sector	Consulting Company
Occupation or position held	<b>Supply chain consultant</b> for the automotive industry
Dates	April 2021 – October 2021
Name of the company/city	<b>Soft Strategy S.p.A.</b> – Rome, Italy
Type of company/sector	Consulting company
Occupation or position held	<b>Business Analyst</b> for the transportation industry
Dates	July 2020 – March 2021
Name of the company/city	<b>Consorzio Elis C&amp;L</b> – Rome, Italy
Type of company/sector	Consulting Company
Occupation or position held	<b>Junior Consultant</b> for the energy industry

## INTERNATIONAL EXPERIENCES

Date	September 2025-ongoing
Experience	Task leader for <b>Sant'Anna School of Advanced Studies in the PanAfGeo+ project, working on critical minerals supply chains in Africa</b>
Date	June 2025
Experience	Participant and presenter at the <b>Consortium meeting of AfricaMaVal project, Dar Es Salaam, Tanzania</b>
Date	02/2024 – 07/2024
Experience	PhD <b>Visiting Candidate, University of Granada, Management Department, Granada, Spain</b>
Date	June 2022-June 2025
Experience	Task leader for <b>Sant'Anna School of Advanced Studies in the AfricaMaVal project, working on critical minerals supply chains in Africa</b>
Date	June 2024
Experience	Participant and presenter at the <b>Consortium meeting of AfricaMaVal project, Rabat, Morocco</b>
Date	June 2023
Experience	Participant and presenter at the <b>Consortium meeting of AfricaMaVal project, Entebbe, Uganda</b>

## PUBLICATIONS

- Ghezzi, F., Rizzi, F., Annunziata, E., & Frey, M. (2025). Managing dependence on scarce natural resources: how institutional logic and autonomy shape supply chain strategies. *Supply Chain Management: An International Journal*, 30(7), 38-59.
- Ghezzi, F., Delgado-Ceballos, J., Annunziata, E., & Rizzi, F. (2025). Effects of Natural Resource Scarcity Perceived Uncertainty on Firm's Eco-Strategy. In *Academy of Management Proceedings* (Vol. 2025, No. 1, p. 21157). Valhalla, NY 10595: Academy of Management.
- Ghezzi, F. (2024). *Corporate Social Responsibility projects as strategic social investments? Evidence from mining MNEs*. In Proceedings of the ESEE-Degrowth Conference, Pontevedra, Spain (publication ongoing)
- Ghezzi, F., Iannone, F., Rizzi, F., Annunziata, E., & Frey, M. (2024). *Modern slavery in mining supply chains: the role of social enterprises and the institutional context*. In Proceedings of the SIMA Conference, Parma, Italy; DOI 10.7433/SRECP.LP.2024.01; ISBN 978-88-947136-2-6;
- Garibbo, V.M., Ghezzi F., Annunziata E., Rizzi F., Frey M. (2024). *Managing critical raw materials in energy transitioning supply chains: a Resource Dependence theoretical perspective on supply chain management capabilities*. In Proceedings of the SIMA Conference, Parma, Italy; DOI 10.7433/SRECP.SP.2024.01; ISBN 978-88-94-7136-5-7
- Ghezzi, F., Annunziata, E., Rizzi, F., & Frey, M. (2024). *Supply Chain configurations to manage dependence over Critical Raw Materials: a Resource Dependence perspective*. In Proceedings of the EURAM Conference, Bath, Uniter Kingdom. ISSN 2466-7498 and ISBN 978-2-9602195-6-2

## RESEARCH PROJECT AND ACTIVITIES

Type of Project	<b>EU Project PanAfGeo+</b>
-----------------	-----------------------------

Dates	2025- ongoing
Funding	<b>European Commission (DG-INTPA)</b>
Title	<i>"Pan-African Support to Geological Sciences and Technology Africa-EU Partnership".</i>
Principal subjects/occupational skills covered	<p><u>Research:</u> The project aims to consolidate, update, and expand knowledge on the regulatory and governance environments that shape investment conditions in the African mineral sector. The objective is to enable a better understanding of national contexts in order to support responsible investment decisions and promote governance improvements.</p> <p><u>Activities:</u> My contribution focuses on environmental social and governance frameworks, including community engagement, resettlement, benefit sharing, and environmental standards</p> <p><u>Results:</u> N/D</p>
Type of Project	<b>Alternative and Sustainable Mobility in the Tuscany region</b>
Dates	2024-2025
Funding	<b>Camera di Commercio Toscana Nord-Ovest</b>
Title	<i>"Sustainable Alternative Mobility: Probing, Learning, Engaging (SAMPLE)"</i>
Principal subjects/occupational skills covered	<p><u>Research:</u> SAMPLE aims at assessing the mobility of future in the Tuscany Region, considering both alternative and more traditional ways of mobility. The project evaluated both technical impacts and stakeholders' perception of sustainable mobility, in order to contribute to the topic of energy transition in the transportation sector.</p> <p><u>Activities:</u> I carried out the whole project, ranging from stakeholders' assessment, engagement and interview, to the second phase of community engagement through a survey. Afterwards, I did the whole data analysis and crafted the original project's report.</p> <p><u>Results:</u> The project demonstrated an overall support for sustainable mobility from the Tuscan population, both from the government and industry stakeholders' side and community. We developed several scenarios of intervention to inform policy makers and quantified, through both descriptive and inferential statistics, the support of the population towards the different scenarios of mobility, where the alternative and sustainable mobility one gained the major support.</p>
Type of Project	<b>Horizon Europe Project AfricaMaVal</b>
Dates	2022- 2025
Funding	<b>HORIZON-CL4-2021-RESILIENCE-01-05</b>
Title	<i>"AfricaMaVal: EU-Africa Partnership on Raw Material Value chains".</i>
Principal subjects/occupational skills covered	<p><u>Research:</u> AfricaMaVal aims to develop EU-Africa partnership ensuring a responsible sourcing of mineral for the European industry while providing for a sustainable local co-development in the best Environmental, Social and Governance (ESG) conditions and creating a long-terms business environment for European and African companies.</p> <p><u>Activities:</u> My contribution, in line with the tasks assigned to my team, concerns the assessment of environmental, social and governance challenges and best practices, especially in the informal mining sector. The activities that I carried out first-hand includes: a literature review on ESG mining challenges, several interviews and site-visits with mining experts and consultants, companies, representatives of NGOs and local communities, government officials.</p> <p><u>Results:</u> The task I led created guidelines for the implementation of a community-based ESG framework after undertaking community-based assessment. A set of 'Best in Africa' factsheets was produced to aid European actors to select African partners who are in line with responsible extraction visions and ensure the supply of traceable raw materials from trusted sources</p>
Type of Project	<b>Research Project in collaboration with EIT Raw Materials</b>
Dates	2023- 2024
Funding	<b>EIT Raw Materials</b>
Title	<i>"Strategies and configurations to manage and achieve control over the European Rare Earth Magnets Supply Chain. An empirical multiple case-study approach".</i>
Principal subjects/occupational skills covered	<p><u>Research:</u> The research explored how companies can position in their supply chains and which strategies they should put into action to manage dependencies over Rare Earth Elements (REEs), focusing on the European REEs permanent magnets supply chain</p> <p><u>Activities:</u> I personally contributed to the development of the whole project. I carried out 7 case studies with various firms belonging to the European REEs industry. I run multiple interviews with informants from the companies and external, participated to industry's conferences and meetings and read</p>

	documents and papers available, in order to create a framework and provide recommendations over supply chain configurations and strategies. <u>Results:</u> We produced a working report which details all the activities carried out, providing results and recommendations to managers and policy makers. We are currently working on a scientific version of the study to be published in a peer-reviewed scientific journal.
Type of Project	<b>Research project on Critical Raw Materials supply chain</b>
Dates	2023- ongoing
Funding	<b>ADACI - Associazione Italiana Acquisti e Supply Management</b>
Title	<i>"Supply Chain Management in the Energy Transition Process: Skills and Competitive Strategies for the Procurement of Critical Raw Materials"</i>
Principal subjects/occupational skills covered	<u>Research:</u> This project focuses on the management of supply chains in the energy transition, specifically regarding the procurement of critical raw materials (CRMs). <u>Activities:</u> As a coleader of this project, I explore the challenges and strategies needed to secure CRMs, and the related skills required by supply chain managers in this dynamic market. <u>Results:</u> The analysis provides strategic recommendations for developing a robust and agile business framework to navigate uncertainties in CRM supply chains. The study also seeks to inform policymakers and strengthen industry discussions on sustainable transitions.
Type of Project	<b>Final Project and Environmental Impact Assessment of a plant to recover energy and material form waste</b>
Dates	2022- 2023
Funding	<b>Comune di Peccioli</b>
Title	<i>"Impianto di ossidazione termica mediante tecnologia flameless con recupero di materia. Progetto definitivo da sottoporre a Valutazione di Impatto Ambientale".</i>
Principal subjects/occupational skills covered	<u>Research:</u> The project aimed at the design of a plant to recover energy and material from waste through flameless oxidation. <u>Activities:</u> My contribution concerned all the project management activities, ranging from stakeholders engagement and meetings preparation, to task and time scheduling, preparation of technical reports and delivering of multiple presentations <u>Results:</u> The project represents a huge innovation in the waste management Italian panorama, as the first project to implement at a scale level the innovative flameless technology
Type of Project	<b>Project Sustainable transition into Italian service sector</b>
Dates	2022 - 2023
Funding	<b>Quadrifor association - Istituto Bilaterale per lo sviluppo della Formazione dei Quadri del Terziario</b>
Title	<i>"La sostenibilità nel settore terziario: stato dell'arte, prospettive di crescita e posizionamento strategico delle imprese"</i>
Principal subjects/occupational skills covered	<u>Research:</u> This project aims to understand how environmental, social, and governance (ESG) principles are interpreted within the Italian service sector. By identifying current macro trends, the most exemplary companies, and the average levels of ESG implementation, it outlines the key gaps that still exist in this market segment and related opportunities. <u>Activities:</u> As a coauthor of this report, I contribute to unravel the global sustainability trends in the Italian service sector, followed by a series of case studies reflecting the Italian context. <u>Results:</u> This monography highlights companies' challenges and best practices providing the reader with a comprehensive understanding of this topic looking forward to engaging new actors toward the adoption of sustainable practices and strategies.
<b>CONFERENCE/SEMINAR PRESENTATIONS</b>	
Date	25-29 <sup>th</sup> July 2025
Conference / Workshop / Event	<b>85<sup>th</sup> Academy of Management conference, Copenhagen, Denmark</b>
Role	Author and presenter <i>"Effects of Natural Resource Scarcity Perceived Uncertainty on Firm's Eco-</i>

	Strategy”
Date	30 <sup>th</sup> June-2 <sup>nd</sup> July 2025
Conference / Workshop / Event	<b>R&amp;D conference, Innovation &amp; Biodiversity, Pisa, Italy</b>
Role	Trach chair and organizer “Addressing development challenges in the Global South through sustainable innovation” Co-author and presenter “The triggering role of women entrepreneurship in achieving sustainable innovation in emerging countries: Evidence from the African mining sector”
Date	25-28 <sup>th</sup> June 2024
Conference / Workshop / Event	<b>24<sup>th</sup> Conference of the European Academy of Management, Bath, United Kingdom</b>
Role	Co-Author and presenter <i>Supply Chain configurations to manage dependence over Critical Raw Materials: a Resource Dependence perspective</i>
Date	18-21 <sup>th</sup> June 2024
Conference / Workshop / Event	<b>15<sup>th</sup> conference of the European Society for Ecological Economics, Pontevedra, Spain</b>
Role	Author and presenter <i>Corporate Social Responsibility projects as strategic social investments? Evidence from mining MNEs</i>
Date	13-14 <sup>th</sup> June 2024
Conference / Workshop / Event	<b>SIMA Conference, Management of Sustainability and well-being for individuals and society, Parma, Italy</b>
Role	Co-Author and presenter <i>Exploring the convergence between alliance management capabilities and relational view: sustainability-oriented collaboration in emerging green energy markets”</i> Co-Author and presenter <i>Supply Chain configurations to manage dependence over Critical Raw Materials: a Resource Dependence perspective</i> Co-Author and presenter <i>Modern slavery in mining supply chains: the role of social enterprises and the institutional context</i>
Date	7 <sup>th</sup> June 2024
Conference	<b>Workshop, Associazione Italiana Acquisti e Supply Management, FUCINA 2024: tra “Panta Rei”, innovazione, sostenibilità e transizione energetica, Brescia, Italy</b>
Role	Co-Author and Presenter of a working paper “Managing critical raw materials in energy transitioning supply chains: a Resource Dependence theoretical perspective on supply chain management capabilities”.
Date	13-14 <sup>th</sup> November 2023
Conference	<b>Raw Materials Week, Brussels, Belgium</b>
Role	Accepted participant
Date	7-9 <sup>th</sup> November 2023
Conference	<b>Magnetic Materials and Applications 2023, Hanau, Germany</b>
Role	Accepted participant
Date	4-6 <sup>th</sup> September 2023
Conference	<b>World Resources Forum Conference, Rethinking value – Resources for Planetary Wellbeing, Geneva, Switzerland</b>
Role	Co-Author and presenter <i>A systematic literature review of strategic and operational ESG challenges in sustainability reporting of the mining industry through the lens of stakeholder theory</i>
Date	29-30 <sup>th</sup> June 2023
Conference	<b>SIMA Conference, Rediscovering Local Roots and Interactions in Management, Bari, Italy</b>

Role	Co-Author and presenter <i>A systematic literature review of strategic and operational ESG challenges in sustainability reporting of the mining industry through the lens of stakeholder theory</i>
Date	15-17 <sup>th</sup> May 2023
Conference	<b>Raw Materials Summit, Brussels, Belgium</b>
Role	Speaker and presenter <i>Studying European Criticalities in Rare Earth Magnets Supply</i> in the session <i>Critical but not rare. Towards an integrated European rare earth permanent magnets value chain</i>
Date	6-9 <sup>th</sup> February 2023
Conference	<b>Mining Indaba, Cape Town, South Africa</b>
Role	Invited participant and presenter as AfricaMaVal project's representative

## PERSONAL SKILLS AND COMPETENCES

### MOTHER TONGUE OTHER LANGUAGES

**Italian**

#### English

- Reading skills Excellent
- Writing skills Excellent
- Speaking and listening skills Excellent

#### Spanish

- Reading skills Good
- Writing skills Basic
- Speaking and listening skills Excellent

## ABILITIES AND TECHNICAL SKILLS

*Possible knowledge of specific machinery or particular techniques, also in the IT/management field*

Office Suite: Advanced Level  
STATA Statistical software for data science: Advanced Level  
Python: High Level  
Information databases: High Level

## CERTIFICATES AND AWARDS

Issuing Organization	<b>Società Italiana di Management</b>
Type of certificate	Best Paper Award, SIMA conference 2024
Date	June 2024
Issuing Organization	<b>University of Granada</b>
Type of certificate	Certificate of completion, Academic course, <i>Modelos estáticos para datos de panel cortos y largos con Stata</i>
Date	February 2024
Issuing Organization	<b>University of Granada</b>
Type of certificate	Certificate of completion, Academic course, <i>Aplicación de métodos semi cualitativos a la investigación</i>

Date	March 2024
Issuing Organization	<b>ETS – Educational Testing Service</b>
Type of certificate	Certificate of language proficiency in English, TOEIC, 950/990 (C1 level)
Date	July 2018
<b>DRIVING LICENCE/LICENCES</b>	B type