

# MARCO VIOLA

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## Prologue

- Highly motivated Ph. D. candidate and legal trainee.
- Specialized in Extrajudicial Assistance of private clients, trade unions, collective subjects and public companies.
- Excellent ability in Research even using comparative method.
- Ability to operate sensitively in multicultural environments and build effective working relationship with colleagues and clients.
- Excellent skills to take personal responsibility and accountability for the timely response to customer inquiries, requests or need to remove barriers that may prevent the execution or overall success.
- Superior analytical, interpersonal and problem solving skills.
- Good inclination in teamworking taking on leading positions.

## Experiences

April 2011/Current **Anmil Sicurezza S.r.l** Rome  
**Intern**

- I deal with issues about health and safety at work, with specific attention to the aspect related to Corporate Social Responsibility in Small and Medium Enterprises.
- In these areas I focused my attention on the the study of compliance programs using the comparative method in order to offer any suited compliance programs to many different small and medium italian companies.
- In the beginning of my track,I have focused my efforts in compliance programs for health and safety at work, after that I have developed professional skills regarding all the aspects affecting Ethic and Compliance of the corporations.
- I have also dealt with more “classical” aspect of health and safety at work such as problems related to asbestos in working places and to the correlated diseases.

April 2011/Current **Adapt** Rome  
**Research fellow**

- I have dealt with aspects related to Industrial Relations and Human Capital Formation.
- I have collaborated at the renewal of some collective agreements and I have dealt with some projects related to welfare support provisions.
- I take care of some editorial projects such as a Commentary on the collective agreement applied to professional firms employees in Italy and a Dossier about use and abuse of cocaine in working places.

October 2009/ November 2011 **Law Firm Croso-Bussi** Borgosesia (Vc)  
**Trainee lawyer**

- Drafting of legal advice and acts primarily in civil and corporate matters.
- Drafting of contracts on real estate matter in particular between privates

and real estate companies .

- Consultancy on statutory and contractual matter, especially in business law.

April 2009/ October 2011

**Law Firm Borroni-Franciosi**

Somaglia (Lo)

**Legal Assistant**

- Legal advice in insurance companies, compensation and insurance claim.
- Drafting of contracts and settlement agreements for private parties.
- Judicial and Extrajudicial assistance of private clients on the aspects of Civil Law.
- Contributed to the draft of an Employee Stock Ownership Plan in collaboration with any Italian and foreign partners.

**Education**

January 2011/Current **International Doctoral School in Human Capital Formation and Labour Relations – Adapt & CQIA (Academy for Teaching and Learning Quality of the University of Bergamo)** Bergamo

**Ph.D. Candidate**

- Formation on Labour Law, Industrial Relations, Human Resource Management in Italy and in other European and extra-European Countries.
- Research activities focused on the aspects of health and safety at work, in particular on the themes of Corporate Social Responsibility, ethic and compliance in corporations, compliance programs in the reality of small and medium enterprises.

March 2009

**Institut Suisse de Droit Comparè**

Lausanne

**Visiteur**

- Research in International Commerce Law focused on the issues related to arbitration and antitrust dispute.

2004/2009

**Università degli studi di Pavia**

Pavia

**Masters Degree in Law**

- Thesis in International Commerce Law about the possibility for an international arbitration court to resolve an antitrust dispute and for a national court of reviewing the merit of an international arbitral award in antitrust matter.

1999/2004

**Liceo Scientifico A. Avogadro di Vercelli**

Vercelli

**High-School Degree**

**Publications**

2012

- M. Viola, *Lavoratori dopati e licenziamento?*, in *Cocaina e prestazioni lavorative: profili normativi, psicologici e legali*, Dossier Adapt n. 1, april 20, 2012.
- M. Viola, M. Acampora, *Editoriale in Cocaina e prestazioni lavorative: profili normativi, psicologici e legali*, Dossier Adapt n. 1, april 20, 2012.
- M. Viola, *Intervista a Francesco Pastore, docente di economia politica ed econometria, Seconda Università degli Studi di Napoli*, in *Dialoghi con l'Accademia*, march 26, 2012.
- M. Giovannone, M. Viola, *I modelli di organizzazione e gestione: l'efficacia esimente dalla responsabilità "penale amministrativa" degli enti collettivi*, speciale *Rivista degli Infortuni e delle malattie professionali*, n. 1/2012, INAIL, 2012, 135-147.

2011

- M. Giovannone, M. Viola, *Amianto e sicurezza: presupposti e criteri di punibilità del datore di lavoro in chiave comparata (nota a Departement of Justice – Western District of New York, 22 settembre 2011)*, in *Diritto delle Relazioni Industriali* n. 4/XXI – 2011, pp. 1210 ss.
- M. Giovannone, M. Viola, *Le nuove forme di raccordo tra operatori pubblici e privati dopo il D. Lgs. 276/2003*, in *Libero Lavoro* insert of daily newspaper *Libero*, n. 127, year XLVI, p. 27.

### **Curatorships**

2012

- M. Viola, M. Acampora, *Cocaina e prestazioni lavorative: profili normativi, psicologici e legali*, Dossier Adapt n. 1, april 20, 2012.

2011

- M. Viola, N. D’Erario (in collaboration with Assosistema) *La sicurezza nella sanificazione del tessile e dello strumentario chirurgico*, Bollettino Speciale Adapt n. 45, july 20, 2011.

### **Conventions**

2011

- Chair at the International Convention *Il lavoro del futuro: apprendere nei luoghi di lavoro*, University of Bergamo, october 27-28, 2011.
- Speaker at the “*SafetyDay*” at the Assosistema headoffice (Rome), presenting any applied cases about health and safety at work.

### **Language and computer skills**

- Italian: mothertongue
- English: fluent
- Microsoft Power Point, Microsoft Excel, Microsoft Word: ECDL

### **Extra-Curricular interests**

- I love sports in general, in particular soccer: for almost ten years professional player in the role of goalkeeper and captain in several professional and semi-professional teams. I love travelling and I am really interested in politic and history.