

the ADAPT state of mind

Curriculum vitae of

Francesco Vairano



Areas of Expertise

LABOUR LAW
TRADE UNION LAW
HUMAN RESOURCES MANAGEMENT

Education

Master's degree in Legal Advisor And Human Resources Management at Luiss Guido Carli on 14/02/2024 with mark 110/110.

Master's degree in Law (LMG-01) from Luiss Guido Carli.

High School Diploma at the G. Visconti High School obtained in 2017.

Work Experience

May 2025 - to date: **ADAPT Junior Fellow.**

April 2024 - October 2024: **Merck Serono S.p.a. (Rome), HR Generalist Intern.**

- * Support to the Country HR Head in the organisation and implementation of the HR function and Labour Relations activities.
- * Supporting the HR team in interfacing with the payroll function, attendance/absences and personnel administration for labour law issues.
- * Active support for the implementation of corporate initiatives and projects with a focus on People Development and Corporate Engagement.
- * Supporting the team in organising, monitoring and reporting on projects and initiatives, based on operational needs and co-managing the operational phase of onboarding and offboarding procedures.
- * Support for the H&S (Health & Safety) department functions.

September 2020 - March 2021: **Law Firm Avv. Franco Gaetano Scoca (Rome), Internship at the legal office.**

- * Drafting of judicial acts and opinions at the law firm
- * Case law research with legal databases

Professional Skills

Skills in Labour Law: management of industrial relations, interpretation and application of labour law and settlement of disputes between workers and employers.

Skills in Trade Union Law: management of relations between trade unions and companies, application of collective representation legislation and negotiation of collective agreements.

Skills in Human Resources Management: personnel administration, management of organisational dynamics, performance appraisal, corporate training and human capital development.

Language Skills

Italian language:
mother tongue.

English language:
* English language certification (level C1), Luiss Guido Carli.

IT Skills

Microsoft Office Suite: Intermediate

Personal and Social Skills

Aptitude for problem solving and team working.



Non-professional Interests

Sports (Football, Running, Swimming)

Music (Classical, acoustic and electric guitar).

