

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.



Scuola di alta formazione in **transizioni occupazionali e relazioni di lavoro**

www.adapt.it - formazione@adapt.it

Non-professional Interests

Sports (Football, Running, Swimming)

Music (Classical, acoustic and electric guitar).



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