

Curriculum vitae of Viola Francisca



Areas of Expertise

- I. Industrial Relations Law
- II. Labor Law
- III. Labor Economics
- IV. Human Resource Development

Education

Master's Degree in Labor Relations (LM-77)

University of Modena and Reggio Emilia 2024 – Grade: 110/110 cum laude

Focus: Industrial Relations Law.

Bachelor's Degree in Political and Social Sciences (L-36)

University of Turin, 2022 – Grade: 101/110

Focus: Foreign Policy Analysis.

High School Diploma, Scientific Track

“IISS Aldo Moro” Scientific High School, Rivarolo Canavese, 2019.

Work Experience

November 2025 – Present: PhD Candidate at the University of Siena – *Learning and Innovation in Social and Work Contexts*
Sanlorenzo Yacht – Junior Human Resources Business Partner and Industrial Relations

May 2025 – November 2025: Research Fellow at Sanlorenzo Yacht – *Junior Human Resources Business Partner and Industrial Relations*

- Conducted research and professional development activities in the HR field.
- Focused on industrial and union relations.
- Managed operational and strategic personnel activities.
- Supported core HR processes: onboarding, employee lifecycle management, exit interviews.
- Contributed to HR budget preparation and monitoring.

November 2023 – September 2024: Visiting Fellowship – *National Council for Economics and Labour (CNEL)*

Research

Topic:

Youth employment and employment services: monitoring university placement services (public) in Italy.

Publications:

- *Preliminary Analysis of University Placement Experiences: Initial Evidence from the Opinions of Companies, Students, and Recent Graduates*, in *Rapporto sui Servizi Pubblici 2024*, Annual Report to the Parliament and Government on the levels and quality of services provided by central and local public administrations to businesses and citizens (Law 30 December 1986, n. 936, art. 10-bis, letter a).
- *The Public Services Perspective and Sustainability in the Context of SDGs, Chapter 2: Placement Services at Italian (Public) Universities*, edited by Michele Tiraboschi, CNEL, May 2024.

September 2021 – September 2022: S&YOU – Synergie Italia S.P.A.

- Actively managed recruitment and selection of permanent staff for clerical and middle management positions.
- Prepared CVs, utilized internal platforms to search and identify candidates, and conducted selection interviews.

Professional Skills

- I. Knowledge of labor law and collective bargaining.
- II. Expertise in industrial relations and management of union relations.
- III. Analysis and interpretation of regulations, collective labor agreements (CCNL), and company agreements.
- IV. Management of key HR processes (onboarding, employee lifecycle, exit interviews).
- V. Support in HR budget preparation, monitoring, and labor cost analysis.
- VI. Organizational analysis and understanding of labor market dynamics.
- VII. Ability to draft reports and technical-legal documentation.
- VIII. Proficiency in IT tools and HR systems.

Language Skills

www.adapt.it - formazione@adapt.it

Italian:

Native speaker

English:

European Level B2

IT Skills

Good command of Microsoft Office Suite.

Personal and Social Skills

Graduate in Labor Relations, with a strong interest in human resources and industrial relations. Currently serving as Junior HR Business Partner and Industrial Relations at Sanlorenzo Yacht, and a candidate for a PhD fellowship at the University of Siena. I have developed and continue to refine skills in recruitment and selection, union relations, and HR management.

Independent, detail-oriented, proactive, goal-focused, fast yet precise, flexible, with strong teamwork skills, sociable and positive. Inclined to seek constructive dialogue when addressing challenges.

Non-professional Interests

Sports in general, with a particular focus on CrossFit and nature walks; animals, especially horses; interests in current affairs and history.

References

Prof. Michele Tiraboschi – Full Professor of Labor Law, Director of the DEAL Research Center (Law, Economics, Environment, Labor) at the University of Modena and Reggio Emilia. Scientific Coordinator of ADAPT, the labor studies association founded in 2000 by Marco Biagi.

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Prof. Luigi Torlai – Full Professor of Human Resource Development, University of Modena and Reggio Emilia, Department of Economics "Marco Biagi".

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