



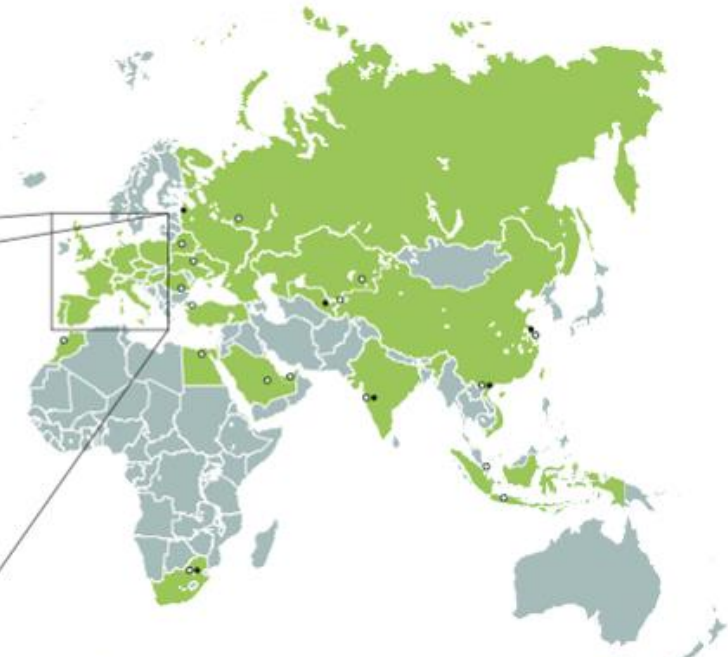
## Ariston Thermo with UnivPM Ancona, 23 November 2016

All over the world, Ariston Thermo is synonymous with comfort, energy efficiency and respect for the environment, thanks to its high efficiency products, its plants in compliance with the most advanced production standards and excellent pre- and after-sales customer support services.

The Group now has a leadership position in the global thermic comfort market for domestic, commercial and industrial spaces.

## Production sites

20 production sites in 12 countries  
18 centres of competences and R&D  
in 10 countries



- Direct commercial presence
- Industrial presence

## Companies and representative offices

54 companies and 6 representative offices in 34 countries  
150 distribution countries



**1.43**

**BILLION EURO  
IN SALES**

89% of sales is generated outside Italy.



**7**

**MILLION PRODUCTS  
PER YEAR**

(and over 35 million components)  
Sold in over 150 countries in the world.



**6,700**

**EMPLOYEES**

Local resources hold 89%  
of managerial positions.



**72**

**MILLION EURO IN  
INVESTMENTS AND R&D**

The Group features 18 centres of competence for product  
research and development in 10 countries.

The growth of a pool of talents through a constant commitment in selection and training processes allows to rely on a highly qualified team.



1

**COOPERATION WITH UNIVERSITIES**

The selection process, and especially Ariston Thermo's investment in the construction of future growth paths, starts inside top Italian and international universities, through guidance initiatives and not just to attract talents.



2

**AFTER GRADUATION**

Ariston Thermo is always looking for new graduates in Engineering and Business, with excellent marks, great motivation, spirit of initiative, flexibility and strongly goal-oriented attitude.



3

**GROUP GROWTH PATHS**

Work immediately, always learning. Ariston Thermo has developed programmes that accompany its resources throughout their career with the objective of strengthening their skills for the development of business and organisational culture.

**YOUNG PROFESSIONALS ARE THE MAIN CHARACTERS AT ARISTON THERMO**

The Group is always attentive toward recognising and selecting the top young professionals on the job market. For these candidates we have prepared intensive development plans and specific training programmes.

**OUR SELECTION PROCESS**

Our people have something more. Do you?

[JOIN US](#)

The recruitment and selection of our people has evolved to become increasingly aligned to our business needs and the constant changes inside and outside the Group.

The selection process has been further refined with the use of the **competency based interview (CBI)**, a technique which allows HR to assess the competencies which have been identified as crucial to excel in Ariston Thermo, and thus to identify the **candidates who best fit our organization**.



The selection process, which is consistent throughout the whole Group and **strongly involves the Management** in all stages, is based on:



A first individual interview with Human Resources



An assessment with psycho-attitudinal tools via a web platform



Individual interviews and assessment of job-specific technical knowledge with Line Managers

## What makes a good CV?

*There is no single "correct" way to write and present a CV but the following general rules apply:*

It is targeted on the specific job or career area for which you are applying and brings out the relevant skills you have to offer

It is carefully and clearly laid out: logically ordered, easy to read and not cramped

It is informative, but concise

It is accurate in content, spelling and grammar. If you mention attention to detail as a skill, make sure your spelling and grammar is perfect

## How long should a CV be?

*There are no absolute rules* but, in general, a new graduate's CV should cover no more than two sides of A4 paper.

How do I get my CV down to two pages from three?

1. First change your margins
2. Secondly change your body font in 10 pts size. Use tables with two or three columns
3. Use bullets for content, rather than long paragraphs of text.

## No Europass CV

- **Somebody suggests:** You should use Europass CV to be international and provide detailed and universal information
- **But:** Europass format is old and banished from any Company, since it's too long and not easy to be read in 6 seconds! It gives the recruiter too much unnecessary details.

## When asked what would make them automatically reject a candidate, employers said:

CVs with spelling mistakes or typos 61%

CVs that copied large amounts of wording from the job posting 41%

CVs with an inappropriate email address 35%

CVs that don't include a list of skills 30%

CVs that are more than two pages long 22%

CVs printed on decorative paper 20%

CVs that detail more tasks than results for previous positions 16%

CVs that include a photo 13%

CVs that have large blocks of text with little white space 13%

[CareerBuilder](#)

## **Some concrete tips for your CV**

**References:** Many employers don't check references at the application stage so unless the vacancy specifically requests referees. It's fine to omit this section completely if you are running short of space or to say "References are available on request."

**Be honest:** although a CV does allow you to omit details (such as exam resits) which you would prefer the employer not to know about, you should never give inaccurate or misleading information.

The **covering letter** is much appreciated, given it makes your application more customized.

### **Bullets make CVs more readable**

Our brains love lists: they create a reading experience with more easily acquired information. We process lists more efficiently, and retain information with less effort.

Always remember to send you CV in **PDF Format**

Always **rename your CV** in a good way like: Surname\_Name\_CV

**Writing about your interests:** a «nice to have», carefully check the outcoming impression

## Michelle Obama

[michelle.obama@alice.it](mailto:michelle.obama@alice.it) - [www.linkedin.com/in/michelleobama](http://www.linkedin.com/in/michelleobama)

Via A. Anfossi 28, 20135 Chicago  
cell. 3334456893



**Dati Personali** Nata a Milano il 29/11/1992

### Formazione

10/2016 **Università Bocconi** - Milano  
Laurea magistrale in Management - Voto 110/110

08/2015 - 12/2015 **University College Dublin Smurfit Business School** - Dublino  
Exchange Program

07/2014 **Università Bocconi** - Milano  
Laurea triennale in Economia Aziendale e Management - Voto 105/110

07/2011 **Istituto di istruzione Lorenzo Guetti** - Tione di Trento (TN)  
Diploma di ragioneria - Voto 98/100

### Conoscenze Linguistiche

**Inglese** Ottimo. Conseguito First a novembre 2012.  
*Luglio 2012* - corso presso l'Emerald Cultural Institute di Dublino.  
*Giugno 2010* - corso presso EF a Torquay (UK).

**Tedesco** Scolastico. Conseguito Goethe-Zertifikat B1 a novembre 2013.

### Conoscenze Informatiche

Ottima padronanza dei programmi del pacchetto Office e dei sistemi Windows, conoscenza del sistema SAP. Conseguita European Computer Driving Licence nel novembre 2010.

### Esperienze Lavorative

Da 10/2016 **Ariston Thermo Group** - Milano  
Junior Commercial Controller.  
Attività svolte: controllo commerciale, budgeting e forecasting, chiusure mensili, costruzione business plan.

02/2016 - 07/2016 **AGS Associati** - Milano  
Consulente. Attività svolte: pianificazione e sviluppo di progetti imprenditoriali, valutazione di aziende ed opportunità di investimento, controllo di gestione e attività di audit.

### Altre informazioni

Borse di studio:  
2011 - 2016 Opera Universitaria di Trento - Bando 5B Fondo Giovani  
2014 - 2016 Esonero del 50% dei contributi accademici - Laurea magistrale Bocconi  
2015 Erasmus

Interessi: viaggi, lettura, film in lingua originale

Sport agonistico: praticato pattinaggio artistico su ghiaccio dal 1999 al 2004.

*Autorizzo il trattamento dei miei dati personali ai sensi del DLGS 196/2003*

# George Clooney



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georgedooney@gmail

Rome, 11<sup>th</sup> Sept. 1999

it.linkedin.com



## WORK EXPERIENCE

### Ariston Thermo Group

Mechanical Engineer - R&D/Quality Assurance

September 2015 – today

My role acts as an interface between two departments (R&D and QA) and among product platforms:

- **R&D activities:** design and development of electrical water heaters and components. My main task is about *quality and innovation* projects regarding the whole business unit, involving *laboratory tests* on prototypes, cost reductions but also managing relationships with supplier and editing technical documentation. Working knowledge of *Design review* process for new products from design to pre-industrialization, plastics and molding, *project management*.
  - **Patent:** developed a new geometry for water inlet nozzle that increased the overall efficiency of the water heater from 77% to 90% within the target increase of costs.
- **Quality activities:** cross platform technical problem solving and Six Sigma projects. *3D laser measurement* activities for root cause analysis and assuring samples compliance to drawings specification and tolerances, reverse engineering for *3D printing prototypes*. I participate in the *FMEA's* team, which has the goal of spreading best practices within the company.
- **Master Thesis:** "*Analysis and noise control of electrical heating elements in multi-tank storage-type electric water heater*". After a preliminary stage of acoustical measurements (*SPL meter, Noise mapping*) and a *DoE* phase to understand the main effect of the variables identified, I found the relationship among sound pressure level and the relevant variables and I came up with two feasible industrial solutions.

## EDUCATION

### Master Degree in Mechanical Engineering

a.y. 2015

"Sapienza" University of Rome, grade: *110/110 cum laude*

- **Fields of interest:** Industrial Engineering, Manufacturing processes, World Class Manufacturing, R&D, Additive Manufacturing.
- **Awards:** Collaborator in Department of Mechanical and Aerospace Engineering library, winner of a scholarship based on academic results.
- **Project works:** "Numerical simulation of a Bourdon tube pressure gauge (Ansys)", "Risk Assessment of a fuel distributor", "Reverse Engineering and Rapid Prototyping of a door handle", "Design of torque limiting joint manufacturing cycle".
- **International Training:** "Engineering and the Public Health in the service sector", an intensive interdisciplinary course in collaboration with Purdue University.

### Bachelor Degree in Mechanical Engineering

a.y. 2013

"Sapienza" University of Rome, grade *93/110*

## OTHER EXPERIENCES / COURSES

- Lean Six Sigma Green Belt (ongoing) – Gruppo Galgano 2016
- Personal Trainer and Fitness Instructor, Salaria Sport Village (Rome) 2008 - 2014
- Brand Ambassador - Team Leader, Nike Running "Capoccioni Race" project - (<https://vimeo.com/60241022>) 2010

## SKILLS

- Fluent English
- CAD (SolidWorks), Statistics (Minitab), FEM (Ansys), Reverse Engineering (Geomagic), Rapid Prototyping (Slc3r), ERP (SAP).
- Sport background: Soccer (competitive level, 10 years), Combat Sports (Boxe, MMA, Brazilian Jiu-jitsu, 5 years), Beach Volley.
- Proficient use of Microsoft Office with advanced features in Word, Excel, and Power Point.
- Available to travel.

### **Some concrete tips for your self presentation**

Slow down and say your **name** clearly

Show your **interest** in the Company

Control the tone of voice and body language

Choose a **limited number of things**, your introduction will be more effective

Speak about meaningful info

Show enthusiasm, motivation and confidence

Respect the **timeline**

Support description with **concrete examples**

Organise the message for **effective communication**

Look at your **observers** / examiners