

MARIA TERESA RENCINAI

Qualified lawyer, with a Phd in Labour Relations awarded by one of the most prestigious universities, I have been offering companies, for almost 15 years, innovative solutions, compliant with local and international regulations, aiming to a growth of both business and Human Capital management and development.

Being continuously and exponentially appointed to new responsibilities and commitments, I have been part for over three years now of Group management and at the moment I am Group Head of Legal & Compliance for a multinational company, BPO Market's Leader, with more than 20 locations (among Europe and Latin America) and 23.000 human resources.

PERSONAL

- Name: Maria Teresa Rencinai
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LANGUAGES

- English ★ ★ ★
- Spanish ★ ★ ★

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WORK EXPERIENCE

- Dec 2021 - Present** **Group Head of Legal & Compliance - Group Management @ Covisian Group**
Milan, Madrid
I lead an international legal team in house (6 people) and a pool of Lawyers and specialized counsels (more than 50 professionals) in a wide range legal areas in 10 Jurisdictions (Spain, Portugal, Albania, Romania, Colombia, Perù, Argentina, Mexico, Chile, Ecuador) aside from the Italian one.
I'm responsible -closely partnering with Boards and Department's Directors- for strategic international projects, internationalization and integration in the Legal & Compliance framework (also through guide- lines, procedures, policies, format, Conduct and Operational Risk codes, relevant regulatory requirements and best practices), M&A, Litigation, as well as legal assistance in all different Departments and functions on all legal issues providing general and full - range advice to the business on legal matters and risks associated, to legal topics relevant to the business (also advising business on legal trends).
I'm managing the legal function's yearly budget and I'm ensuring the correct keeping and adequacy of the legal and corporate archive.
- Feb 2020 - Dec 2021** **Head of Legal & Compliance - Group Management @ Covisian Group**
Milan, Madrid
- Mar 2019 - Jan 2020** **Head of Legal strategic projects – Group Management @ Covisian Group**
Milan, Madrid
- Jan 2019 - Sep 2019** **Sole-Director Extra Ue Company of Covisian Group**
- Dec 2017 - Mar 2019** **Legal Affairs Director @ Covisian SpA**
Turin, Milan, Rome
- Oct 2011 - Dec 2017** **Legal Affairs & Privacy Responsible @ Visiant Contact SpA**
Turin, Rome, Milan
- Oct 2011 - Jun 2012** **HRLegal Specialist, HR Manager @ Visiant Contact SpA**
Monza, Cosenza, Rome
- Jan 2008 - Dec 2010** **Legal Specialist, HRLegal Specialist @ Metis S.p.a**
Milan

EDUCATION AND QUALIFICATIONS

- Sep 2008 - Sep 2011 **Post lauream Courses**
Rome
HR, HRLegal, Payroll, Internal Communication, Organizational
 - Jan 2008 - Mar 2011 **PhD in Labour law & Industrial Relations**
Marco Biagi Foundation, International School @ Economic University of Modena, Reggio Emilia
Thesis in "temporary personal's management".
 - Oct 1999 - Oct 2006 **Master Degree in Law**
University of Studies of Siena
Graduation Thesis in Labour Law & Industrial Relations
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Until 2011 I published legal articles in specialized Journals.
I deliver lectures in post lauream courses in Privacy and Italian Labour Law.

I authorize my personal data treatment included in my CV according to GDPR UE 2016/679



○ 2011 **ECDL**