



## Massimo Sanvito

Born in Monza, 8th of April, 1958

Married, 2 sons

Home Phone: +39 039 23 22 135

Mob.phone: +39 348 58 130 38

e-mail: massimo.sanvito@gmail.com

Home Address: Biassono (MB), via dei Giardini, 21  
Italy

## Professional Profile

Wide international experience in Telecommunication design, system engineering, project management, manufacturing, sales & marketing, and International Management in a Multinational Group.

---

### Education:

1977 Diploma, Scientific Lycée - Monza

1983 Laurea, Electronic Engineer - Telecommunication – Politecnico of Milan

1984 Registration to the Order of Engineers of Milan

### Specialization training courses:

Several courses on various subjects, including main trainings on:

- Team leadership
- Executive Management
- Key Account Management
- Complex Negotiations

### Languages:

- English: Very Good and Fluent spoken and written
  - French: School knowledge of spoken and written
  - Italian: Mother tongue
- 

## Professional competencies and skills:

### R&D:

- Radio Frequency design, testing, system's installation support.

### System Engineering:

- Specs definitions, System architectural design, Compliance with International Aeronautical Standards, Customizations to market's specific needs.

### Products Line Management:

- Road map definition for Product's Portfolio and Product's life cycle management in cooperation with R&D, Purchasing, Manufacturing, Customer Support and Marketing functions.
- Cost monitoring and competitiveness initiatives.
- Support to Bid teams and Contract negotiations.

### Project management:

- Implementation of Project Management teams for several customers ( Italy, P.R. China, Saudi Arabia, Egypt, Libya, North Europe).

## Industry & Supply Chain:

- Management of international Supply Chain activities (transfer of production from Germany and USA to Italy, master planning, production control, purchasing, logistics).
- Transfer of products manufacturing to P.R China.
- Implementation of Lean and Visual Management concepts.

## Sales & Marketing:

- KAM for Italian Public Customers (ENAV, Italian Air Force)
- Opening and developing the Chinese and Saudi Arabia markets.
- Increase market penetration in Mid-East and Med Area ( Turkey, Saudi Arabia, Egypt, Libya, Tunisia, Spain)

## Company and International management:

- General Manager and Managing Director experiences.
  - Participation to International Executive Committees at Group Division level.
  - International management (Italy, Germany and USA).
- 

## Professional Experiences:

### Thales Group

2013...Today

#### **Land & Air Systems Division – ATM Business Line Navigation And Surveillance Business Segment Director**

Revenues:	130+ M€
Sites:	Italy, Germany, USA
Overall Team:	310 people

#### Activity focus:

Management of Italy, Germany and USA ATM entities, covering the Managing Director international role with responsibilities of:

- Consolidation of P&L.
- R&D activities joint coordination.
- Strategy development for the Business segment in strict coordination with Division Strategy directorate.
- Bid and Sales international teams coordination for worldwide market, addressing more than 170 Countries.

#### Main Achievements:

- Re-build integrated transversal organization among the three Countries.
- Launch of New Generation Products design.
- Launch of Competitiveness Plan (Products and Functions) and single integrated Supply Chain.
- Sales and Operation Planning implementation.
- Increase market penetration in USA (FAA, USAF) and UK ( 22 years Maintenance contract for RAF)

**2012-2013**

**Thales Italia SpA:**

**Air Operations and Avionics Business Domain Director**

Revenues: 55 M€  
Sites: 2 sites based in North Italy  
Overall team: 130+ people

Activity focus:

- Consolidation of Italian Avionics activities inside the perimeter of Ground Air Operations Domain.
- Implementation inside the Business Domain of the new Thales Italia Country organization.
- Increase export market penetration in allocated Countries.

Main achievements:

- Development of internal synergies between the two Business Domains and financial consolidation.
- Reorganization of resources and processes optimization by use of Central Functions at Thales Italia Country level.
- Re-open export Markets in Turkey, Bulgaria, Egypt, Tunisia, Spain.
- Improvement of Customer Service performances, with creation of local support organization in P.R. China.

**2009-2012**

**Thales Italia SpA:**

**Air Operations Business Domain Director**

Revenues: 45 M€  
Overall team: 110+ people

Activity focus:

- Tech Transfer of R&D Competence Centers from Germany to Italy.
- Increase Domestic market penetration enlarging offer portfolio.
- Reinforce Italy role inside Thales International organization.

Main achievements

- Moved all the R&D activities and competencies from Germany to Italy, building a single Thales Navais Worldwide Competence Center.
- Reinforce the Navais full catalog product policy and R&D responsibilities.
- Partnership with Italian main competitor for domestic market multi-years frame contract.

**2003-2009**

**Thales Italia SpA:**

**Managing Director**

- Merging of 5 existing Thales Italian companies in a single legal entity, with a global business size of 75 M€ and 280 HC.
- Product lines rationalization and Production activities transfer from Germany and USA to Italy.
- Introduction into Italian Defence Market of Thales Group products, with implementation of local customer support activities.

## **Alcatel**

**1999-2003 Alcatel Air Navigation Systems SpA :**

### **General Manager**

- Spin Off of Radio Navigation systems activities from Alcatel Italia into a dedicated legal entity (*Alcatel Air Navigation Systems SpA*)
- Consolidation of Radio Navigation systems activities between Alcatel Italia and Alcatel SEL Germany

**1997-1999 Alcatel Italia :**

### **Sales Manager**

- P.R. China, Saudi Arabia and Italian Public Customers

**1995-1997 Alcatel Telettra:**

### **Industry Manager**

- Production transfer from Alcatel FACE to Alcatel Telettra and implementation of dedicated production and final integration line.

**1991-1995 Alcatel FACE:**

**Head of Program Management** teams for both Domestic and Export markets inside Radio Navigation Business Line.

## **FACE Standard (ITT Group)**

**1987-1991 System Engineer manager** for Radio Navigation catalog

- New product's developments and introduction to Italian market

**1983-1987 RF design engineer**

---

---

## ***Personal Attitudes***

**High Flexibility** and spirit of adaptation, predisposition to the **initiative and leadership**, confidence and ease of speech; very strong **problems solving** attitude; **ability to communicate and coordinate**, enthusiasm, imagination and spontaneity; ability to organize and regulate work; high **curiosity for technological innovation**.

---

## ***Extra Professional Interests***

Music, Mountains, Travel, Understand uses and customs of other people and cultures.

---

*I hereby authorize the processing of my personal data, in accordance with existing Privacy Italian Laws*

---