

# CONSUELO VAGNINI

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Financial executive with 20 years of experience in all aspects of Accounting, Auditing, Controlling, M&A, IPO, Investor Relation, Restructuring (cost cutting, right-sizing, cash and working capital management, leadership, etc.), Integration, HR and Financial management skills developed through "hands on" experiences in CFOs and other senior level management positions.

Highly skilled and innovative, has a track record of success in a variety of sectors including consulting, luxury, fashion, manufacturing mobile refrigeration systems, engineering for consumer electronics and automotive, services for non-listed and listed companies always in international contexts.

Selected as one of the 50 most successful CFOs by Forbes Italia in 2025.

## SKILLS

- Italian GAAP | IAS/IFRS
- Statutory Financial Statement
- Consolidation Financial Statement
- Financial Statement Analysis
- Reporting Package
- Budget | Business Plan
- Controlling
- Treasury
- IPO | Investor relations | Roadshow
- Financial press release | company presentations
- M&A
- Restructuring | Reorganization
- Integration | Post Merger Integration
- SAP | BOARD | HFM

## WORK EXPERIENCE

**SD Worx Italy (SD Worx Group) – Milano (MI)**

**2025 – PRESENT**

Consolidated revenues around 100mln€. (SD W Group 1bln€)

### Group CFO Italy & Albania

SD Worx Group is a leading European provider of end-to-end HR and payroll solutions.

Leading a team of 30 people in accounting, treasury and controlling.

- Responding to the Group CFO based in Belgium; CFO of the Italian group and Albania
- Integration of the Italian Group to a Multinational mindset and approach, procedures and matrix organization
- Supervising of all accounting activities, extraordinary transactions and implementation of management control over budgets and operations including management of the teams in the above areas and related external consultants (CPA; Payroll consultant, lawyer, etc...)
- Supervising treasury activities
- Prepared documents for the BoD and shareholders' meeting
- Supervising Corporate legal activities
- Prepared weekly/monthly management reports for headquarters.
- Hard closing every month for Consolidated Financial Statement
- Prepared monthly management presentations for the headquarters and discussion of monthly results.
- Created and implemented new policies and procedures increasing accuracy and reducing errors.

**DITEC SPA (ASSA ABLOY GROUP) – Milano (MI)**

**2022 – 2025**

Consolidated revenues around 100mln€. (Assa Abloy Group 11bln€)

### CFO / Finance Director

ASSA ABLOY Group is the global leader in providing innovative access solutions.

Leading a team of 4 people in accounting, 2 in controlling and 2 in IT.

- Responding to the CEO; CFO of the Italian company and Group Finance Director of a cluster of entities located in Italy, Austria, France, Germany, Switzerland and Sweden.
- Supervising of all accounting activities, extraordinary transactions and implementation of management control over budgets and operations including management of the teams in the above areas and related external consultants (CPA; Payroll consultant, lawyer, etc...).
- Supervising treasury activities in cash-pooling.

- Prepared documents for the BoD and shareholders' meeting.
- Prepared weekly/monthly management reports for headquarters.
- Hard closing every month for Consolidated Financial Statement of two Business Area (100K€ annual revenues for each BA)
- Prepared monthly management presentations for the headquarters and discussion of monthly results.
- Created and implemented new policies and procedures increasing accuracy and reducing errors.

#### **LABORATORIO ELETTROFISICO ENGINEERING S.R.L. – Milano (MI)**

**2020 – 2022**

Consolidated revenues around 15mln€.

#### **GROUP CFO**

Company in engineering, design, and manufacture of the magnetizing and magnetic measuring equipment present in Italy, USA and China. On Board of Directors of the American company and held the role of Treasury Officer and Secretary. Leading a team of 5 people in accounting, 1 in treasury, 1 in controlling, 2 in HR and 1 in IT.

- Responding to the partners, as well as CEO, collaborated on the reorganization of the Administration, HR, IT and Purchasing departments.
- Recruiting, selection and interviews with candidates.
- Created group's financial statements according to local GAAP, extraordinary transactions and implementation of management control over budgets and operations including management of the teams in the above areas and related external consultants (CPA; Payroll consultant, lawyer, etc...).
- Prepared monthly management reports, and specific reports for global key customer.
- Created and implemented new policies and procedures increasing accuracy and reducing errors.
- Supervised the treasury activity, implemented Cash-Flow and manage relations with the banks.

#### **INDEL B S.P.A. – Sant' Agata Feltria (RN)**

**2016 –2020**

Consolidated revenues around 150mln€.

#### **GROUP FINANCIAL CONTROLLER & INVESTOR RELATOR**

Recruited for IPO to the MTA of the Italian Stock Exchange and at the head of a group active in the production of refrigeration systems for mobile and mobile living for the automotive, hospitality and leisure time markets (pleasure boating and recreational vehicles). Company went public in May 2017.

- Responding to the CEO, participated as principal in the stock exchange listing process.
- Prepared the transition to IAS/IFRS, consolidated financial statement (excel and Board), reporting package for all companies (Italy, Europe, USA and China), implemented management control (Board), implemented group business plan and budgets for all companies of the group.
- Implemented of D.L.gs 231, L. 262 and Internal Auditing.
- Due diligence and acquisition of a company in Brasil and a group of companies in Italy.
- Prepared monthly management reports and variance analysis to keep the strategic decision.
- Prepared documents for the CDA and shareholders' meeting.
- As Investor Relator manager prepared analyst presentations, financial press releases, Q&A and speeches, relationship with institutional investors and analysts for coverage, relationship with the competent authorities (CONSOB and Borsa Italiana) and corporate affairs.

#### **AEFFE S.P.A. – San Giovanni in Marignano (RN)**

**2012 –2016**

Consolidated revenues around 300mln€.

#### **GROUP FINANCIAL CONTROLLER**

Luxury products company listed in the STAR segment of Borsa Italiana, operating both in the prêt-à-porter sector and in the footwear and leatherwear sector with extremely well-known brands, including Alberta Ferretti, Philosophy di Lorenzo Serafini, Moschino and Pollini.

- Reporting directly to the General Manager and CFO of the group, responsibility for:
  - consolidated financial statements of all companies (Italy, Europe, USA, Asia in particular Japan and Korea) in accordance with IAS/IFRS accounting standards;
  - quarterly reporting package and budget and revised budget for all companies (Italy, Europe, USA, Asia);
  - overview of the statutory of all companies of the group.
- Reorganized the Japanese Distribution Network, by selling the assets of both companies in Japan to a local distributor achieving a profit for the company.
- Prepared documents for the CDA and shareholders' meeting.
- Collaborated with Investor Relations to prepare press releases, company presentations and Q&A for investors and financial analysts.

#### **HAYS S.R.L. – Bologna (BO)**

**2011 –2012**

#### **HEADHUNTER**

Company operating in Recruitment specializing in Middle and Senior Management.

In the Finance department, recruiting, selecting figures in the fields of administration, finance and controlling; searching for new customers.

**PRICEWATERHOUSECOOPERS S.P.A.** – Bologna (BO)

**2005 – 2011**

**ASSISTANT MANAGER/AUDITOR**

Located in the Bologna office.

- Audit activities managing teams from 3 to 6 people in small to medium companies, main clients: Technogym Spa, Cefla Spa, Marche Multiservizi Spa (Hera Group), Selcom Group, etc ... and in listed companies, TREVI Spa, IMA Spa; companies adopting Italian GAAP and international accounting standards (IAS/IFRS) abroad in USA at Beghelli (Miami).
- Forensic and Transaction Service Departments: the main projects followed concerned independence and conflicts of interest matters and licensing issues such as audits in Royalties agreement, their calculation and compliance with the declared quantities. The works followed directly at the customers located in Taiwan and Hong Kong. The result of the royalty audits has always brought an economic benefit to the customer.
- M&A assignments of which the most important was the Vendor Due Diligence for the Amadori Group.

**FERRETI YACHT S.P.A.** – Forlì (FC)

**2005 – 2005**

**MARKETING**

World leader in the design, construction and sale of luxury yachts and pleasure vessels. Heir to Italy's centuries-old yachting tradition, Ferretti vaunts a unique portfolio of prestigious, exclusive brands, from Ferretti Yachts, Pershing, and Riva to Itama, Custom Line, Wally and CRN.

Marketing & Business Development department with tasks for sales analysis and management reporting and participated in the launch of the Riva brand license (shoe, cloths, models, etc...), meetings with licensees and preparation of commercial events.

**EDUCATION**

**MASTER'S DEGREE IN BUSINESS ECONOMICS, UNIVERSITY OF BOLOGNA**

**2004**

Graduation thesis: "Distribution network support in the luxury sector – a case study of the Ferretti Group" Discussed with Prof. Giovanni Battista Vacchi.

Graduated with honors (110/110 cum laude).

**COMPUTER SKILLS**

Good knowledge of Microsoft Office, HFM and Board for Business Intelligence and Consolidation Financial Statement. Basic knowledge of SAP Business One.

**LANGUAGES LEVEL**

Good knowledge of the English language, both spoken and written, ability acquired with many courses attended in the UK, USA and in Italy.

*"I authorize the processing of my personal data in accordance with Legislative Decree 196/2003 and Article 13 of the GDPR (EU Regulation 2016/679)"*

