

# VERONICA COLAUTTI

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## FINANCE, PLANNING & CONTROLLING MANAGEMENT

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Solutions-focused professional with current experience developing and executing policies for financial planning, controllership, and decision-making support. Expertise in preparing and managing annual budgets, processing financial reports, and coordinating audit activities.

History of improving organizational efficiency and reducing expenditures. Versatile team leader with unique balance of finance, HR, and legal experience and education. Multilingual with fluency in English, French, and Italian.

### Core Competencies and Strengths

- Financial Management and Administration
  - Financial Control and Reporting Systems
  - Budget Execution and Monitoring
  - Asset and Resource Allocation
  - HR Policy and Procedure Development
  - Team Building and Leadership
  - Contract Negotiation and Administration
  - Legal and Regulatory Compliance
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## CAREER EXPERIENCE

EGO CONSORTIUM – EUROPEAN GRAVITATIONAL OBSERVATORY, Pisa, Italy

**Head of Administration Department**, 1/2013 – Present

*Successfully leverage 10+-year EGO tenure while serving in current role directing all aspects of Finance and Procurement, HR and General Affairs, and International Affairs.*

Collaborate closely with Director of Consortium to assist in financial planning, preparation of financial documents, and implementation of EGO Council's management decisions. Report to Consortium's Bodies and Funding Agencies (CNRS-INFN) on annual budget management and control, use of financial resources, and execution of administrative procedures in compliance with Financial Regulations. Report to EGO Council on HR policy implementation, union negotiations status, and international affairs. Attend and present financial documents at Board of Auditors meetings. Interface with European Commission Project Officer regarding financial and legal aspects of EGO Consortium's European Projects. Plan, coordinate, and oversee job activities of five Administrative Assistants.

### *Key Contributions:*

- Developed and implemented policies to improve overall efficiency of administrative management.
- Prepared legal documents, primarily statutes, required for submission of EGO Consortium's application to become European Research Infrastructure Consortium (ERIC).
- Successfully negotiated with Unions on content of new labor contract.
- Concluded important calls for tender pertaining to supply, services, and works related to Consortium's apparatus upgrade (Advanced Virgo).
- Partnered with the Director of Consortium in planning and implementing new staff organization and training management plan.
- Participated in the INFN working group for defining the contents of the management manual and IT protocol.
- Developed persuasive communication skills with capacity for easily engaging stakeholders across multiple levels and cultures.
- Demonstrated organizational management talent in providing recommendations to senior leaders including strategic communication.

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EGO CONSORTIUM, Pisa, Italy

**Supervisor of Personnel Service, 1/2007 – 12/2012**

Orchestrated staff recruitment and selection, managed salary payments, negotiated employee relationships with unions, and prepared contracts and forms of support for European and non-European citizens. Formulated staff expense budgets and processed regular statistics pertaining to staff gender, nationality, contract types, and costs. Directly supervised two Administrative Assistants. Prepared periodic reports in English to present at EGO Council meetings.

*Key Contributions:*

- Concurrently completed working stay at CERN, contributing to efforts in transforming legal status of EGO Consortium into European Research Infrastructure Consortium (ERIC), to include definition of financial control, HR, and procurement processes.
- Implemented internal procedures, in agreement with competent local Institutions, for recruitment of non-European citizens.
- Led and coached team members to ensure on-time, on-budget delivery of activities; tracked status and impact of management deliverables.

EGO CONSORTIUM, Pisa, Italy

**Supervisor of European Projects Service, 1/2004 – 12/2012**

Held concurrent responsibility for coordinating administrative management, accounting, reporting, and audit activities of Consortium projects conducted officially in English. Supervised one Administrative Assistant.

*Key Contributions:*

- Passed inspections carried out by European Commission Auditors during official audit visits.
- Developed procedures for projects' internal financial control, frameworks, and best practices to support project phases and adhere to defined deadlines.
- Coached and educated resources on project administrative management methodology and tools while tracking status and impact of management deliverables.

EGO CONSORTIUM, Pisa, Italy

**Administrative Assistant for Finance Service, 1/2004 – 12/2006**

Provided financial management, administered annual budget, monitored financial commitments and payments, and processed periodic financial reports in English and Italian.

ERNST & YOUNG FINANCIAL BUSINESS ADVISORS, S.P.A., Rome, Italy

**Consultant for Italian Public Administrations, 3/2002 – 12/2003**

Delivered technical assistance on management, accounting, reporting, and audit activities associated with European programs and projects of Ministry of the Interior, Presidency of the Council of Ministers, Department of Public Function, and Ministry of Infrastructures and Transports. Defined, developed, and prepared technical-financial reports and internal procedure manuals.

*Key Contribution:*

- Produced successful project management results by establishing strong relations, commitment, and engagement from involved civil servants of pertinent Italian Public Administrations.

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EUROPEAN COMMISSION, DIRECTORATE GENERAL REGIONAL POLICY, UNIT G7, Brussels, Belgium

**Trainee**, 10/2001 – 2/2002

Participated in coordinating Structural Funds Audit activities by drafting legal protocols between European Union and Member States regarding adoption of management and control systems. Assisted in conducting Audit Team activities by analyzing project expense documentation and preparing audit certificates.

EURO INFO CENTRE, Florence, Italy

**Collaborator**, 5/2001 – 9/2001

Offered consulting, teaching, and assistance to local administrations regarding European financial support. Wrote feasibility study on new professional training center within Municipality of Florence.

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### **EDUCATION AND CREDENTIALS**

**University Master in Auditing and Internal Control**, 2006 – UNIVERSITY OF PISA  
*Project: "Management Control in Development Projects"*

**Bachelor of Arts (BA), Law**, 2000 – UNIVERSITY OF PISA  
*Thesis: "The Local Government and Community Structural Funds"*

#### ***Additional Professional Development***

Executive Master, Human Resources (HR) Management and Development, 2011

Accounting Course, IPSOA, Florence, Italy, 2004

Management Control and Analytic Accountability Course, Ernst & Young Business School, Rome, 2003

Euro-Management Course on European Union-Financed Projects, 2001

Specialization Course in Civil, Penal, and Administrative Laws, 2000/2001

## PERSONAL INFORMATION

## Michele Punturo


 [Michele.punturo@pg.infn.it](mailto:Michele.punturo@pg.infn.it)

Sex Male | Date of birth 18/08/1965 | Nationality Italian

## WORK EXPERIENCE

2012-2015

**Senior researcher (*Primo Ricercatore*) at the Istituto Nazionale di Fisica Nucleare (INFN). – Sezione di Perugia**

International coordinator of the European project GraWIToN, supported by European Commission in the FP7-Marie Curie Actions framework. GraWIToN (2014-2018) is an International Training Network aiming to the training of 13 PhD in Europe in the Science and Technologies related to the Gravitational Wave detectors (General Relativity, Astrophysics, Opics, Signal Processing, ...).

International coordinator of the European project ELiTES, supported by European Commission in the FP7-IRSES framework. ELiTES is a international exchange project between Europe and Japan, in the gravitational wave (GW) research field, involving Italian, Dutch, British, German and Japanese Universities and institutions; it started the 1<sup>st</sup> of March, 2012 with a duration of 4 years. The meetings of ELiTES are hosted by the European Delegation in Japan (Tokyo).

Representative of the INFN Perugia unit in the INFN Scientific Committee 2 (CSN2)

Member of the INFN committee for post-doc positions at the INFN unit in Perugia

INFN Perugia Representative within the Training National INFN committee (2011-2015)

Member of the Gravitational Wave International Committee (GWIC) since 2008.

Referee for the Italian University and Research Ministry in the “Futuro in Ricerca 2013” programme.

2006-2011

**Senior Researcher (*Primo Tecnologo*) at the INFN-Perugia**

International scientific coordinator of the Einstein Telescope (ET) project, supported by the European Commission under FP7-Capacities. ET is a design study of a 3<sup>rd</sup> generation gravitational wave observatory. The ET design study involved 5 nations (Italy, France, Germany, The Netherlands and UK) and now involves scientists coming also from Poland, Hungary and Russia.

Chairman of the 2nd ASPERA Technology Forum on Mirror and Lasers in Astroparticle Physics Infrastructures (Ott.2011), a workshop organized to facilitate the interaction between European laser and optics industries and Research Institutes involved in astroparticle research.

Consultant of the European Gravitational Observatory for the international relationships; in this role I organized a joint meeting between EGO and the Japanese Institute for the Cosmic Ray research (ICRR), supported by the Italian Embassy in Tokyo, and a joint meeting between EGO and IndIGO (Indian Initiative in Gravitational Wave Observation, Pune, India), supported by the Italian Embassy in New Delhi.

Guest Editor of a “General Relativity and Gravitation” journal special issue devoted to ET.

Member of the Gravitational Wave International Committee (GWIC) since 2008.

Detector coordinator (until 2008) of the Virgo experiment.

2000-2006

**Researcher (*Tecnologo*) at the INFN-Perugia**

Detector coordinator of the international experiment Virgo, managing and steering all the upgrade activities of the detector. In this role I coordinated the “in situ” activities of the Virgo scientific collaboration, composed by about 150 physicists and engineers, coming from France, Italy and The Netherlands.

Coordinator of the networking (N5) activities of the ILIAS project, an integration activity supported by the European Commission under FP6-Capacities.

Promoter of a project named QuCORP, addressed to the direct measurement of the radiation pressure in optical devices (GW detectors and MEMS), supported by INFN 5<sup>th</sup> national committee.

Principal applicant and Chairperson of an international Exploratory Workshop supported in 2005 by the European Science Foundation (ESF) and titled “Toward a 3rd generation European Gravitational Wave Observatory”.

Referee for the Vigoni programme for the exchange programme between Italian and German universities.

Referee for the American Project eLIGO

Referee for the NSF for the LIGO R&D projects.

Representative for INFN-Perugia in the National Computation and Networking committee.

Consultant of the company SESO (Société Européenne de Systèmes Optiques) in a Technology Transfer activity

Consultant of the company SILO (Società Italiana Lavorazioni Ottiche) in a Technology Transfer activity

**Business or sector** GW research

1994-1999 **Researcher (temporary position) at the INFN-Perugia**

Responsible of the design and assembling of the Virgo optics suspension system.

**Business or sector** GW research

1990-1993 **PhD at the Perugia University**

Research activity at the CERN experiments UA2, NA31 and NA48. Design of mechanical, electronic and software components.

**Business or sector** High Energy Particle Physics

EDUCATION AND TRAINING

1990-1993 **PhD in Physics**

“Study of a rare decay of the Meson Ks:  $K_s \rightarrow 2\gamma$ ”

- Data Analysis, Simulation, Fortran, C programming

1990 **Degree (“Laurea”) in Physics (110/110 e lode)**

“Development of a detector for a future High Energy particle accelerator”

- Data Analysis, Simulation, Fortran, C programming

PERSONAL SKILLS

Mother tongue(s) Italian

Other language(s)

ENGLISH	FRENCH (SCHOLASTIC)	
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Communication skills	Good communication skill acquired in my role of coordinator (of several projects) and thanks to the many conference presentations performed
Organisational / managerial skills	Excellent coordination and management skill, developed in all my career. <ul style="list-style-type: none"><li>▪ leadership (I had the duty to manage teams of ten or hundred elements)</li></ul>
Job-related skills	Capability to solve problems and negotiate solutions. Modeling.
Computer skills	Computer programming (C, Fortran, Matlab, HTML)

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**ADDITIONAL INFORMATION**

Publications Projects	▪ Author of 197 publications in scientific journals and of contributions in two books. Currently advanced Virgo and the Einstein Telescope
Conferences	About 30 presentations at national and international conferences and workshops (13 in the last two years)
Memberships	Member of the Gravitational Wave International Committee (GWIC)

**Pier Andrea Mandò**, nato a Firenze, 20 /08/1950 - laureato in Fisica con lode presso l'Università di Firenze, nel luglio 1973, con una tesi di fisica nucleare sperimentale svolta presso la Technische Universitaet di Monaco grazie alla vincita di una borsa di studio Della Riccia.

Nel 1978 assistente di ruolo presso la Facoltà di Scienze Mat. Fis. Nat. dell'Università degli Studi di Firenze.

Nel 1984 professore associato di Fisica generale.

Dal 2000 professore di prima fascia di Fisica generale (B01/A) - optando successivamente per il raggruppamento di Fisica Applicata (FIS/07) - sempre all'Università di Firenze.

Dal giugno 2008 è direttore della Sezione di Firenze dell'Istituto Nazionale di Fisica Nucleare, incarico rinnovatogli nel giugno 2011 per ulteriori quattro anni.

#### **Attività didattica.**

E' stato titolare di corsi di base e specialistici e corsi di laboratorio per le lauree in Matematica, Scienze Biologiche, Fisica, e Tecnologia per la conservazione e il restauro dei beni culturali.

Docente in numerosi Master universitari italiani e Scuole Internazionali di Fisica.

E' stato relatore di numerose decine di tesi di laurea in Fisica e in Scienza per i Beni Culturali, e tutor di una decina di tesi di dottorato.

#### **Attività scientifica.**

L'attività scientifica, sempre di tipo sperimentale, è stata inizialmente, dopo la laurea, rivolta a tematiche di fisica nucleare fondamentale (spettroscopia nelle regioni delle shell  $f_{7/2}$  e  $g_{9/2}$ ). In seguito ha progressivamente dedicato la sua attività di ricerca allo sviluppo di applicazioni di tecniche nucleari in vari settori, principalmente quello degli studi sull'inquinamento ambientale e quello dei beni culturali. In questi campi, ha costituito un gruppo di ricerca che, a partire dalla metà degli anni Ottanta, si è affermato come un punto di riferimento a livello internazionale nei due settori citati. Questa attività ventennale è infine sfociata nella costituzione formale a Firenze, all'inizio degli anni 2000, di un laboratorio dedicato dell'INFN - Istituto Nazionale di Fisica Nucleare (LABEC, Laboratorio di tecniche nucleari per i beni culturali), con l'acquisizione di un acceleratore di particelle di tipo Tandem

nella nuova sede del Polo Scientifico di Sesto Fiorentino. Per le applicazioni ai Beni Culturali, col nuovo Tandem del LABEC si è potuta iniziare anche un'attività di datazioni col metodo del radiocarbonio utilizzando la tecnica della spettroscopia di massa con acceleratore, oltre a potenziare le analisi non invasive di composizione sui materiali di opere d'arte o di interesse archeologico utilizzando le tecniche di analisi con fasci ionici che già in precedenza erano state sviluppate dal gruppo con metodologie originali (fasci estratti dal vuoto, set-up di rivelazione ad alta efficienza, microfasci ionici a scansione) utilizzando un acceleratore Van de Graaff single-ended nella vecchia sede del Dipartimento di Fisica ad Arcetri. Nell'ambito di tutte queste attività, nel corso degli anni sono stati ottenuti un gran numero di risultati sia di sviluppi metodologici che nel merito delle applicazioni, che hanno avuto vasta eco scientifica e mediatica.

Nell'ambito delle attività del LABEC, Mandò ha contribuito anche a quelle relative all'analisi del particolato atmosferico, sia per la misura dei livelli di inquinamento e l'identificazione delle sorgenti che lo producono, sia per contribuire alla comprensione dei cambiamenti climatici globali.

Nel corso della sua carriera, al di là delle tante applicazioni specifiche a casi di studio, l'interesse di Mandò è stato costantemente rivolto soprattutto allo sviluppo di metodologie e strumentazioni innovative per rispondere a problemi sempre più complessi che vengono posti dal mondo "esterno" alla fisica.

Per questi sviluppi ha ottenuto un ampio riconoscimento nella comunità internazionale, culminato nel conferimento (2009) del premio IBA Europhysics che la Società Europea di Fisica assegna biennialmente allo scienziato che si è maggiormente distinto nel campo della Fisica Nucleare Applicata. Il premio è stato motivato come segue:

"for outstanding and seminal contributions to the application of the Ion Beam Analysis techniques in the field of Cultural Heritage studies, favouring the birth of a new interdisciplinary research area that brings together scientific and humanistic skills".

E' autore di circa centoventi pubblicazioni su riviste internazionali soggette a referee e di numerosi altri lavori a stampa.

E' stato relatore su invito in talk plenari a una ventina di



congressi internazionali.

E' stato invitato a tenere un gran numero di seminari e conferenze in Italia e all'estero, sia a carattere specialistico che divulgativo, presso Istituzioni pubbliche e associazioni private, su argomenti relativi alle applicazioni di tecniche fisiche, in particolare allo studio dei beni culturali.

### **Attività scientifica organizzativo-gestionale**

E' stato responsabile di numerosi progetti nazionali sia ministeriali (ex-40% e PRIN), che INFN, che finanziati dalla regione Toscana.

E' stato membro della V Commissione scientifica nazionale dell'INFN (Ricerche Tecnologiche e Interdisciplinari), dal 1988 al 1994, e nuovamente dal 2000 al 2005.

E' componente (designato dalla Conferenza Stato-Regioni) nel Comitato di Gestione dell'Opificio delle Pietre Dure, Istituto autonomo del Ministero per i Beni e le Attività Culturali, (Segretariato generale) la cui attività operativa e di ricerca si esplica nel campo del restauro delle opere d'arte.

Nel 2009-2010 è stato membro del Panel Generale di Valutazione del CNR, in particolare, responsabile della valutazione delle attività di Scienze per il Patrimonio Culturale.

E' stato referee di progetti internazionali, europei e nord-americani.

E' stato ed è membro di Comitati Internazionali fra i quali il Comitato Scientifico dell'Acceleratore AGLAE dei Laboratoire de Recherche des Musées de France al Louvre, il Programme Advisory Committee del progetto LIBRA, finanziato dalla Comunità Europea ai laboratori Demokritos di Atene, dei comitati permanenti delle conferenze internazionali European Conference on Applications of Accelerators in Research and Technology e International Conference on Particle Induced X ray Emission and its analytical applications.

E' stato chairman della 9<sup>th</sup> European Conference on Applications of Accelerators in Research and Technology (Firenze settembre 2007), co-chairman della 11<sup>th</sup> International Conference on Accelerator Mass Spectroscopy (Roma settembre 2008), co-chairman della International Nuclear

Physics Conference (INPC13) (Firenze giugno 2013).

E' managing editor della rivista EPJ+ (European Physics Journal Plus) edita da Springer Verlag.

Rappresenta l'INFN in alcuni Comitati Scientifici tra i quali quello di CoIRICH, Consortium of Italian Research Infrastructure for Cultural Heritage.