

Fabio Antonello

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Languages:

English - Fluent
Italian - Native

Education:

High School Diploma:
Mechanical Engineer

Software background:

Windows-based softwares

Personal information:

Date of birth January 11, 1962
Nationality Italian
Marital status Married with one son
Driving license B

Key points:

- With **32 years** of working experience, mostly in the mechanical and metal processing fields, I have strong technical background in machining operations, assembly and heat treatments.
- I know in detail **modern manufacturing techniques** in order to drive process improvements like KanBan system, Kaizen, 5S, SPC, FMEA, Six Sigma. I have proven ability in leading quality systems and process improvements.
- In China for both SIT and mG Groups I was in charge to **identify market opportunities**. Together with the Sales organization I was in charge to define the annual gross-profit plans establishing pricing strategies and monitoring our competitors. I determined the “3 years rolling sales forecast” defining volumes, product mix and selling price. In charge of the annual Budget, the monthly performances review analyzing variances and planning corrective actions. I recruited and trained the sales staff building a highly motivated team.
- I have strong **cross-cultural experience** in China and India. I started to look for potential suppliers in these two countries since 1998. Resident in China since 2004.
- In charge of the **start-up** of two manufacturing companies in China
- As Board Director for the China-Italy Chamber of Commerce I have developed over the years a **very good network/contacts with local Chinese and Italian high level authorities** both in Suzhou and Shanghai. I was also Board Director in DUSA (European Companies Association in Suzhou)
- In the year 2013 I was awarded the **Honorary Citizen Award** from Suzhou Municipality

Work Experience

05/2016 – present **REGINA (Tianjin) CHAIN & BELT Co.Ltd.** *General Manager*



Regina Group (www.reginachain.net) is a world leading developer and manufacturer of chains and related devices and components. Thanks to its long-standing technical knowledge, manufacturing know-how and highly diversified product range, the Group is able to offer reliable solutions to a widespread global portfolio of end markets.

Regina Group operates worldwide through fully owned commercial and manufacturing subsidiaries with strong local technical knowledge and a capillary network of distributors and agents. Such proximity to our customers allows us to deeply understand their needs and to find appropriate solutions, delivering total quality at all times.

As General Manager of the Chinese subsidiary I report to the Company Board of Directors and my main responsibilities include (but not limited to):

1. All activities legally required for General Manager
2. Sales for all Regina Group products in Inner Mongolia and Mongolia, South East Asia, Far East. Definition of market strategy, sales and customer service team management
3. Plant Operations: production, maintenance, process engineering, environment-health-safety, planning and scheduling, inventory management, purchases, investment plan, quality
4. HR
5. Full P&L responsibility and reporting
6. Manage Company institutional relationship with Chinese authorities and local associations

12/2012 – Present **SIT Manufacturing (Suzhou) Co.Ltd.** *General Manager*



SIT Manufacturing (Suzhou) Co.Ltd is part of the SIT Group (www.sitgroup.it).

As General Manager I perform the job responsibilities according to the arrangements made by the parent company in Italy, the Board of Directors and the Articles of Association from time to time.

Major Job Responsibilities and Tasks:

I have successfully set up and implemented the new production capacities in line with the strategic objectives of SIT Group in capturing the growing Chinese heater market, European transplants as well as the Chinese customers, local for local as well as local for export. More in detail:

1. All activities legally required for General Manager
2. Project management for successful start up and continuous operation of SIT Suzhou factory production
3. Proper interface with SIT Group department (R&D, Finance/Controlling, Quality, Engineering, etc.) to ensure SIT Group processes and standards
4. Manage suppliers (cost, quality, know-how protection, etc)
5. Implement and secure efficient logistics, production organization and processes
6. Integrate existing Chinese operations
7. Business development in Far East area identifying market opportunities; in charge to define the annual gross-profit plans establishing pricing strategies and monitoring competitors
8. Lead the sales & marketing team in the region and determine the “3 years rolling sales forecast” defining volumes, product mix and selling price
9. Together with the sales team prepare the annual Budget, review the monthly performances analysing variances and planning corrective actions
10. Involved on Strategic Plans and Reviews providing marketing and sales information analysing trends and results
11. Develop relationships with key customers
12. Full P&L responsibility

05/2000 – 11/2012 **mG miniGears (Suzhou) Co.Ltd.** *Vice President and General Manager*



mG miniGears (Suzhou) Co.Ltd. was part of the Carraro Group (www.carraro.com).

From 05/2000 to 08/2003 I worked in mG HQ in Padova as Logistic and Purchasing Director. Main targets reached: introduction of various Lean Production tools (KanBan, Consignment Stocks, Visual Production System), purchasing of semi-finish parts from low cost countries (China and India).

From 09/2003 to 11/2012 as Project Leader I was responsible for the set-up and start-up of the new manufacturing plant in China (Suzhou, Jiangsu Province). During the first 8 months I was responsible for the 5 years business plan, main product strategies, location and building selection, establishment of the company preparation and documentation, key people selection and training, suppliers selection for machines, raw materials and semi-finished parts. The break-even has been reached after two years of operations. The manufacturing plant in China quickly became a structured company with 250 employees and a sales turnover of 21 Mil. Euro/year.

mG Suzhou has been certified ISO 9001:2000 in 2005, ISO/TS 16949:2002 in 2007 (automotive customers) and ISO 14000 in October 2008. For the automotive business mG miniGears developed precision gears and components for a variety of applications including variable oil pumps, fuel and water pumps, cam phasers and super chargers.

Automotive Client References:

BOSCH	FERRARI	RICARDO
DELPHI	LAMBORGHINI	SCANIA
EATON	MAGNA	SCHAEFFLER
GETRAG	MERITOR	TCG
GKN DRIVELINE	PIERBURG	TREMEC
WABCO	VM MOTORI	ZF

As the company's Vice President and General Manager my main responsibilities were to plan, direct, control, coordinate and lead all the manufacturing activities. I was also in charge of the Company business development in China and far-east market. I determined annual and gross-profit plans by forecasting and developing annual sales quotas for regions; projecting expected sales volume and profit for existing and new products; analysing trends and results; establishing pricing strategies; recommending selling prices; monitoring costs, competition, supply, and customer demand. I had a full P&L responsibility for the business sales, strategic marketing, finance and operations in the China region.

03/1995 – 05/2000 **EBARA PUMPS EUROPE S.p.A.** *Logistic and Purchasing Director*



EBARA PUMPS EUROPE S.p.A. (<http://www.pumpsebara.com/>) is one of the most important manufacturing centers in Europe for the market of the industrial and domestic stainless steel pumps and is headed by EBARA CORPORATION in Tokyo, a Japanese multinational company with a strong presence worldwide.

Major responsibilities as Logistic and Purchasing Director:

1. Strategic purchasing planning
2. Identify new potential suppliers in low cost countries (India and China)
3. Work in close co-operation with the HQ in Tokyo to maximize growth and profitability
4. Work with the operations leaders at the two facilities to implement strategies and objectives to improve operational effectiveness (KanBan, Kaizen, Six Sigma, etc.)
5. Ensure that headcount, skills and training are appropriate
6. In charge of production for 8 months (ad interim). 2 plants and 400 workers

02/1990 – 02/1995 **SELLE ROYAL S.p.A.** *Operations Manager*



SELLE ROYAL S.p.A. (<http://www.selleroyal.com/>) is a major Italian business which is today a world leader in the manufacturing of bicycle saddles. Through the 80's and 90's SELLE ROYAL became a major partner for the biggest manufacturers of recreational bicycles.

As Operations Manager I was responsible for managing all the Plant Operations: organization design and development, manpower hiring and placement, material purchasing, outsourcing, internal processes and suppliers qualification, production efficiency and scraps rate control, production planning and warehouse management, customer order management and shipping.

01/1989 – 01/1990 **MASCHIO S.p.A.** *Production Planning Manager*



MASCHIO S.p.A. (<http://www.maschionet.com/>) is an Italian company, world leader in the agricultural machinery-manufacturing sector and is at the head of the industrial group of the same name, composed of Maschio SpA, Gaspardo Seminatrici SpA, Terranova SpA and Grinta srl.

As Production Planning Manager I was responsible for the production planning of three plants and the introduction of the new ERP system in the logistic and purchasing areas.

09/1983 – 12/1988 **TAG S.r.L. (Pavan Group)** *Production Supervisor and Planning*

TAG S.r.L. is part of PAVAN Group, a worldwide provider of process technology solutions to ever changing demands in the food industry.

I was responsible for the planning and production activities. With 50 employees it was my father's "family company".

People, colleagues and friends recognize me to be:

- *A strategic leader with an execution mindset:* have the ability to catalyze company direction for China with clear milestones and timelines; able to influence overall company strategy
- *Results-oriented:* proactive results driven leader, energetic and self-motivated manager with a strong initiative. Direct and concise in communication style avoiding theoretical and academic approaches
- *Growth-minded:* proven track records the revenue for the company that I'm leading is growing to a significantly sized business in China with sustainable profit growth
- *Customer/market-oriented:* close to the customers, understand their market needs and direction, lead effective negotiations, and provide outstanding service levels and product alignment. Able to identify new market opportunities establishing pricing strategies and monitoring competitors costs
- *Operations-focused:* develop strong and advantageous relationships with the supply base and implement a core suite of global processes in such areas as Lean Manufacturing and supply chain management
- *Strong organizational leader:* able to build world-class teams through recruitment, development, performance management, team building, and succession planning
- *Open to other ideas* in order to engage in constructive cooperation
- *Emotionally mature and stable*