

Executive Director, Engineering & R&D

Technology Transformation | AI-Enabled Platforms | Global Product Organisations | Mobile Across Milan & Turin Regions

Board-level engineering and R&D leader with extensive experience transforming technology organisations into scalable, innovation-led growth engines.

Outcome-focused executive recognized for leading engineering functions, modernizing development frameworks, and scaling global delivery models to support evolving market and customer demands. Proven success delivering commercially viable products across complex growth and transformation environments. Deep expertise in firmware and embedded systems engineering, overseeing the development of software powering advanced telecommunications, mobile, and network infrastructure products. Well-versed in cloud platforms, software applications, and AI-enabled technologies, leading the development of intelligent automation, data-driven capabilities, and next-generation product innovation initiatives. Known for applying strategic leadership with strong operational execution to modernise platforms, accelerate innovation, and align engineering delivery with commercial and business objectives.

Areas of Expertise

Technology & Engineering Transformation | AI-Driven Product Strategy | Platform & Ecosystem Development | Global Operating Model Design | Organisational Restructuring & Scaling | Customer-Led Innovation

Commercial & Investment Alignment | Strategic Partnerships & Vendor Negotiation | Portfolio & Programme Governance | Agile at Scale Implementation | Operational Turnaround & Performance Stabilisation | Executive Stakeholder Engagement

Professional Experience

SIAE Microelettronica SpA | Italy
R&D Director | Dec 2023 – Present

Apr 2012 – Present

Report directly to the CEO from May 2026 and provide executive oversight of R&D across software, hardware, firmware, and AI initiatives during a period of financial pressure. Lead portfolio reprioritisation to protect revenue streams and sustain innovation capacity. Redefine operating structures, rebalance resource allocation, and enforce delivery governance to ensure execution reliability. Partner with commercial and product leadership to align investment decisions with evolving market dynamics and business continuity objectives.

- Grew product portfolio and enabled new revenue streams by delivering 4 hardware and software products on time and within budget.
- Stabilised engineering operations through strategic resource alignment and prioritisation of high-impact initiatives, ensuring delivery continuity and sustained business value.
- Maintained delivery performance and innovation focus through disciplined governance and portfolio prioritisation.

Software Director | Apr 2012 – Nov 2023

Led the expansion and transformation of a 90-member software organisation, building a scalable, platform-driven engineering function to support international product operations during a sustained growth phase. Built distributed teams across Europe and India, introduced structured development frameworks, and positioned software as a key driver of product differentiation. Supported business expansion by improving engineering productivity, strengthening customer-facing solution development, and enabling scalable execution across multiple regions.

- Expanded engineering capacity by building and scaling an offshore team of 44 engineers in India through a strategic partnership with Capgemini.
- Developed SM-OS, a unified reusable software platform that eliminated duplication and accelerated cross-product development.
- Transitioned to a platform-centric operating model, improving scalability, standardisation, and time-to-market.
- Secured a multi-year third-party software agreement, accelerating roadmap execution and closing critical capability gaps.
- Introduced AI-enabled preventive maintenance solutions deployed across Tier 1 telecom networks, enhancing service reliability.
- Established enterprise AI capability through a strategic partnership with Cefriel and academic experts from Politecnico di Milano, upskilling 20+ engineers through 400+ hours of advanced training.
- Enabled customer co-creation initiatives across Europe, Latin America, Africa, and Asia, supporting field trials, validation, and live deployments that strengthened product-market alignment.
- Sustained an 8-year consecutive top innovation ranking within a Tier 1 telecom operator through consistently delivering enterprise-scale innovation outcomes.

Executed a structural transformation of software delivery within the wireless transmission unit by introducing integrated team models and measurable governance frameworks. Aligned dispersed international teams under a unified execution model and implemented performance controls to improve predictability and throughput.

- Compressed integration cycles from 3–4 days to overnight that accelerated release readiness and delivery cadence.
- Scaled release throughput from 1–2 to 10+ features per release through end-to-end workflow redesign and optimisation.
- Refined early validation processes, improving defect containment from 20% to 55% and enhancing overall product quality.
- Extended leadership remit across multi-regional engineering teams in Italy, China (20+ engineers), and the US (8 engineers), enabling coordinated global delivery execution.

Additional Experience

- **Engineering Manager**, Multimedia Software | Motorola Electronics SpA
- **Software Engineer & Team Lead** | Marconi Communications SpA
- **Electrical & Firmware Engineer** | Nuova Rok ElectroteX SpA
- **Automation Engineer** | Fibet SRL

Education

MSc in Electronic Engineering | Politecnico di Torino, Turin | **Grade:** 110/110, Summa Cum Laude

Master in Artificial Intelligence & Machine Learning (AI & ML) Applications, Cefriel, Milan

Professional Development & Certifications

- **AI in Business Strategy** | MIT Sloan School of Management, Online - Milan
- **Project Management Certification**, George Washington University, Online Turin and in presence for 1 module London

Technical Proficiencies

AWS | Microservices | Docker | Kubernetes | DevOps | CI/CD | Embedded Systems | SaaS Platforms | SDN | Machine Learning | Neural Networks | XGBoost | LLM | RAG | Data Mining | SHAP | LIME | Agile | UML

Publications

- Hardware Failure-Cause Identification in Microwave Networks using Venn-Abers Predictors (2024)
- Machine Learning for Failure Management: A Data-Centric Approach (2024)
- Federated Learning-Assisted Failure-Cause Identification (2022)
- Explainable AI for Failure Identification (2022)
- Supervised and Semi-supervised Learning for Failure Identification (2021)

Languages

- Italian (**Native**) | English (**Proficient**) | Spanish (**Upper Intermediate**) | French (**Elementary**)