



Europass Curriculum Vitae

Personal information

First name(s) / Surname(s) **Martino Ziosi**

Address(es)

Telephone

E-mail

Nationality

Date of birth

Work experience

Dates May 2021 – Ongoing

Occupation or position held Asset Protection & Loss Prevention Manager

Main activities and responsibilities

- Asset Protection & Loss Prevention responsible for:
 - European Retail Stores
 - HQ sites
 - Industrial sites;
 - Sample Central Warehouses;
 - Supply Chain.
- Designing strategies and procedures that help the Company in Loss Prevention management;
- Supporting Operations Depts with inventory procedures management and controls;
- Identification, analyses and monitor of Asset Protection & Loss Prevention red flags;
- Management of internal investigations aimed at identifying fraud carried out by internal staff
- Supporting Facility and Procurement Depts selecting and managing the right security providers, from the installation of equipment to their maintenance, from the management of guard staff (armed or not) to escort services;
- Designing of security systems and related services;
- Management of corporate badges and responsible for access control;
- Training and coaching on AP & LP topics;
- Setting up an effective Loss Prevention Audit program;
- Monitoring of company policies and implementation of new procedures;
- Support to branches outside the EU (Middle-East and Australia in particular) in the management of new openings and post-inventory analyses;
- Used to work with KPI and to study the relationship between business and losses.

Name and address of employer

Giorgio Armani – Via Bergognone 38, Milano

Type of business or sector

Luxury Fashion

Dates	September 2017 – May 2021
Occupation or position held	Corporate Security & Asset Protection Manager
Main activities and responsibilities	<ul style="list-style-type: none"> - Managing and implementation of company programs to prevent and detect internal/external theft and ensured that Security and Loss Prevention awareness programs are in place; - Designing of security systems and related services on new buildings under construction; - Identification, analyses and monitor of any red flags in terms of security on Kering sites; - Selection and management of security providers in various areas, from the installation of equipment to their maintenance, from the management of guard staff (armed or not) to escort services; - Conducted internal/external investigations by interviewing suspects, using the WZ Method (non-confrontational interview process); - Monitoring of company policies and implementation of new procedures; - Training and coaching company associates and managers; - Achieved and maintained law enforcements, mall directions and mall security relationship; - Security & Asset Protection responsible for all the corporate buildings (offices, factories, logistic warehouses, tanneries, ateliers) owned and managed by Kering Italia; - Support to the H&S department regarding the drafting and implementation of strategies and procedures to be applied in cases of crisis; - Contract management between the company and security providers; - Support to the legal team in the drafting of contracts with security providers regarding the process of personal and sensitive data acquisition as required by the GDPR; - Support in the drafting of trade union agreements and complete management of requests forwarded to the Territorial Labor Departments for the implementation of CCTV systems; - Construction and management of a centralized system for sites security administration; - Management of corporate badges and responsible for access control; - Monitoring of Company buildings through risk assessments and Asset Protection Audit; - Used to work with KPI and to study the relationship between business, and losses.
Name and address of employer	Kering Italia – Via Mecenate 91, Milano
Type of business or sector	Luxury Fashion
Dates	May 2017 – August 2017
Occupation or position held	Sr. Asset Protection Investigator
Main activities and responsibilities	<ul style="list-style-type: none"> - Became the responsible of the whole Asset Protection dept. of North Italy, including the Milan Flagship store (the largest and most profitable of the world after New York) and 5 Hollister stores located inside some of the most important Mall Centre of Italy; - Supervised the whole Asset Protection team based in Italy and installed direct reports to South Europe Sr. Regional Manager and WW Asset Protection Director; - Managed and implemented company programs to prevent and detect internal/external theft and ensured that safety and Loss Prevention awareness programs are in place; - Conducted and resolved internal and external investigations, including organized retail crime, with the partnership of the Loss Prevention District Manager as well as Human Resources and Police Dept.; - Discovered and resolved administrative and operational issues to reduce losses; - Trained and coached company associates and managers; - Reduced losses and saved company profit through loss prevention tools and exception based reporting systems; - Achieved and maintained law enforcements, mall directions and mall security relationship; - Inventory control and management; - Conducted internal/external investigations by interviewing suspects, using the WZ Method (non-confrontational interview process); - Monitored company policies and implemented new procedures; - Conducted several loss prevention audits in order to identify stores' weaknesses and to develop strategies for improvement; - Used to work with KPI and to study the relationship between business and losses.
Name and address of employer	Abercrombie & Fitch – Corso Matteotti 12, Milano
Type of business or sector	Fashion Retail
Dates	May 2015 – May 2017
Occupation or position held	Asset Protection Investigator

Main activities and responsibilities	<ul style="list-style-type: none"> - Promoted from agent to Investigator after 1 year of joining the department; - Became the responsible of the whole Asset Protection dept. of the Milan Flagship store; - Achieved the best results in terms of Shrink of the whole Milan Flagship store history.
Name and address of employer	Abercrombie & Fitch – Corso Matteotti 12, Milano
Type of business or sector	Fashion Retail
Dates	February 2014 – April 2015
Occupation or position held	Asset Protection Agent
Main activities and responsibilities	<ul style="list-style-type: none"> - Reduce losses, conducting loss prevention and shrink control programs; - Relevant average reduction on shrink compare to previous results; - Highest number of external cases in Italy in 2014; - Performed AP audits and training to associates and managers which increased the general asset protection awareness in order to reduce losses and boost company profits; - Inventory control and management; - Played the role of a leader with business partners, always working as a member of a team and trying to increase the credibility and confidence in the department; - Used to work with KPI and to study the relationship between business and losses.
Name and address of employer	Abercrombie & Fitch - Corso Matteotti 12, Milano
Type of business or sector	Fashion Retail
Dates	March 2010 – January 2014
Occupation or position held	Investigation agent in insurance claims procedure
Main activities and responsibilities	<ul style="list-style-type: none"> - Insurance investigations of suspicious claims related to accidents of various types; - Analysis of the documentation collected by the Insurance Companies directly from parties involved; - Investigation activities "in the field" (people involved, places, suspicious situations were evaluated); - Final reporting activity to the Companies; - Coordination of a group of five other investigators, who all reported to me the results of their preliminary investigations; - Discovered and resolved a huge amount of false cases (with a percentage of 70% cases resolved, on an average of 12 cases worked per month).
Name and address of employer	Eagle Keeper Service Group, 1 Via Del Lavoro, Casalecchio di Reno (BO)
Type of business or sector	Private agency of investigations
Dates	September 2006 - June 2008
Occupation or position held	Childhood educator
Main activities and responsibilities	Support for immigrant children with their homework and in the consolidation of the knowledge of the Italian language. Organization of recreational activities
Name and address of employer	Comune di Crevalcore, 191, Via Matteotti, 40014 Crevalcore (BO)
Type of business or sector	Public administration - Services for primary education

Education and training

Dates	2008 - 2011
Title of qualification awarded	Doctor in Employment, Marketplace, Environment, Social Policy and Social Services - Criminology Class
Principal subjects/occupational skills covered	Labour Law and Private Law - Public Economics - Ethics of employment, the market and the environment - Political Philosophy - Sociology of Consumption - Social Psychology - Sociology of Deviance - Victimology - Criminology applied to homeland security Thesis Title: "Fans, Stadium and Security: analysis of the phenomenon and control tools - The case of Renato Dall'Ara stadium in Bologna" - Professor F. Bravo - Results: 109/110
Name and type of organisation providing education and training	Alma Mater Studiorum, Political Science, Bologna, Italy

Dates | 2005 - 2008

Title of qualification awarded | Graduated in Political Science

Principal subjects/occupational skills covered | Criminology - Criminal Sociology - Methodology and Techniques of Social Research - Italian and Comparative Constitutional Law - Political Science - Contemporary History - Employment Law - French Language - The English Language - English Language II - Macroeconomics - Microeconomics - Methodology of Political Science - Seminar comparative History - Sociology - Statistics - Economic History - Theory of Political Development - Organizational Theory - Theory and techniques of mass communication

Thesis Title: "Violence in the football stadium: the case of Filippo Raciti" - Professor A. Balloni - Results: 99/110

Name and type of organisation providing education and training | Alma Mater Studiorum, Political Science, Bologna, Italy

Dates | 2000 - 2005

Title of qualification awarded | High School Diploma

Principal subjects/occupational skills covered | This is a high school science focuses on the study of languages. Therefore, the main subjects were: Italian, Mathematics, English, French, German, Physics, Latin.

Name and type of organisation providing education and training | Liceo Scientifico "sperimentazione Brocca" - ISIS Archimede, San Giovanni in Persiceto

Personal skills and competences

Mother tongue(s) | **Italian**

Other language(s)

Self-assessment

European level ()*

English

French

		Understanding		Speaking				Writing	
		Listening	Reading	Spoken interaction		Spoken production			
English	C1 Proficient user	C1 Proficient user	C1 Proficient user	C1 Proficient user	C1 Proficient user	C1 Proficient user	C1 Proficient user	C1 Proficient user	C1 Proficient user
French	C1 Proficient user	B2 Proficient user	B2 Proficient user	B2 Proficient user	B2 Proficient user	B2 Proficient user	B2 Proficient user	B2 Proficient user	B2 Proficient user

(*) [Common European Framework of Reference for Languages](#)

Certifications | - Wicklander-Zulawski Method (non-confrontational interview process);
- RUME (Fundamental of Loss Prevention + Use of Force online training);
- International Course of Higher Education: The Challenges of transnational organized crime: what tools for such strategies? (course in French language)

Publications | - "Nonostante tutto" published by "L'Erudita - Gruppo Editoriale Giulio Perrone" - Bildungsroman

Collaborations | I have been collaborating with "Istituto Informa" for two years, and I hold training courses on non-conflictual interview techniques.

Social skills and competences | I am very well both on individual tasks assigned and in undertaking specific tasks within a team. I am a skilled and optimistic communicator.
In carrying out my current job, and all the other jobs I had in the past as well, I have improved my self-confidence, even in delicate situations or danger. I am pretty good at reading people, and to relate to them depending on the situation, social status, education.
I am an active member of "Laboratorio per la Sicurezza", a no-profit association that brings together the Security Managers of the major companies operating on Italian soil, allowing a unique and highly relevant experience of exchange at national level.

Organisational skills and competences	I am proficient in the role of co-ordination between offices or departments. Planning correctly my day (giving priorities, meet deadlines, delegate tasks) has been a huge focus of my entire work life. In individual work, I am very meticulous, precise and organized. I have always played leadership role in all the jobs I did, ensuring my team was performing well, in order to achieve the best level possible.
Computer skills and competences	<ul style="list-style-type: none"> - Good knowledge of the most common computer programs (Word, Excel, Power Point, ...); - Proficient in the use of internet towards OSINT activity; - Proficient in Aspect (Loss Prevention Elite L9) usage; - Proficient in Openware (Security and Safety management of buildings remotely) usage; - Software for management and control of possible operational errors (Profitect, ABI and Crystal Report) used and implemented on a daily basis.
Artistic skills and competences	As mentioned above, I wrote a book called "Nonostante tutto", which has been published in 2018. I play the guitar. I am part of an amateur theatre company with which we make from time to time shows whose proceeds are donated to charity. I am part of a carnival company, called "Ocagiuliva", with which I build Carnival floats parade every year in the Masked Course of San Giovanni in Persiceto, where I come from.
Other skills and competences	<p>As above, writing has always been very important for me. During the university years, I was member of a local newspaper, and I wrote chronicle articles at least once per week. During the same period, I also came to be part of a group of students who were dedicated to investigative journalism, called Gi. Lab., founded by Professor Bravo, with which I then graduated.</p> <p>I am a very intuitive person, particularly skilled in the use of reasoning and logic. People who worked with me consider me as a fast learner. I like to think of being able to be useful, to test myself, to get to a logical conclusion whenever I face a problem. I am quite sporty and I practice cycling and football. I love cooking. I am married, and I come from a family of ten people, so I learned how to train your patience and compare yourself with others.</p>
Driving licence	<p>B Licence, for driving:</p> <ul style="list-style-type: none"> - Vehicles of total mass not exceeding 3.5 tonnes and have a number of seats not exceeding 8 excluding the driver; - Light motorcycles up to 125 cm³ and power up to 11 kW, but only in Italy

I hereby authorize the treatment of my personal data according to the GDPR Privacy policy.