

Claudia Grassi

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Swiss nationality, born in Lugano (CH) in 1965

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**STRATEGIC & ANALYTICAL VISION - MANAGEMENT & LEADERSHIP - MANAGERIAL COACHING**

## **SKILLS AND PROFESSIONAL EXPERIENCE**

**Business Consultant - Claudia Grassi Consulting (since January 2015)** - specialised in analysis and definition of strategy, in organisational and management issues. Acting as interim manager. Executive coaching.

**Head of Latin America Programs - Swiss Red Cross (2020 - 2025)** - responsible for country and regional thematic development programs and projects, shifting from direct operations to supporting the national Red Cross Societies. Defines and implements a new model of roles and responsibilities, consequently adapts the local SRC structures, human resources needs and staff competences as well as internal and external processes.

**CEO of Fondation pour les terrains industriels de Genève (2019 - 2020)** - managed and re-organised a 36 million CHF public institution, employing 25 staff and owning over 300 ha and 150 real estate, aimed to host Geneva and foreign industries.

**Fondation Foyer-Handicap, Genève (2006 - March 2015)** - developed and managed a 35 million CHF private institution, employing 220 staff and taking care of more than 350 beneficiaries with housing, work and transport facilities.

**HR Director, then General Director of Finance, HR and IT services at the Public Education Department of the Canton of Geneva (2001 - 2006)** - managed the department's 1.7 billion CHF budget, human resources and IT, with a team of about 100 staff. Political and strategic support of the Public Education Minister on all financial, administrative and HR issues.

**Independent expert of the Finance Commission of the Swiss Solidarity Chain (2001 - 2004)** - analysed humanitarian projects submitted for funding. Worked on evaluation criteria.

**HR Responsible in a psychiatric institution of the Canton of Vaud (1999 - 2001)** employing 200 medical staff. Developed and implemented new management tools.

**International Committee of the Red Cross (1990-1999) - Field delegate** (Israel/Occupied Territories, former Yugoslavia, Liberia), **Head of protection of population and detainees unit**, for Latin America, **HR responsible** for staff in Asia and the former Soviet Union, and **HR head of project** (developed a new remuneration system for expatriates staff).

**Economic Analyst, Research department, Union Bank of Switzerland (UBS), Zürich (1989 - 1990).**

## **EDUCATION AND LANGUAGES**

**Master in business administration (1984-1989)**, University of Berne, Switzerland

**Human resources certificate (2007)**, University of Geneva, Switzerland

**Continuing education on negotiation, conflict management, communication (2005-2015)**

**Italian and French : bilingual – English, German and Spanish : C2 – Arabic : A2**

## **OTHER ACTIVITIES**

Member of the Board of **Aid of Church in Need (ACN) Switzerland** ; Member of **Cercle Suisse des Administratrices (CSDA)**.

Formerly Member of the Boards of **Transitec Ingénieurs Conseil**, Lausanne; **Transports Publics de Genève (TPG)**, Geneva; **UNICEF Committee Switzerland**, Zürich; Finance&Management Committee of **Holy Family Hospital**, Bethlehem - Palestine; **Fondation Pro Juventute**, Geneva ; **Fondation Suisse de Déminage**; **Fondation d'art dramatique**, Geneva; **FOP Fondation de prévoyance**, Geneva; independent expert of **Chaîne du Bonheur**, Switzerland and of **Inspection Paritaire des Entreprises**, Geneva.

Former Member and Past-President of the **Rotary Club Genève Palais Wilson**.