

# Rachele Contiero

In July this year, I obtained my Master's degree in 'Management of Human Resources' with top marks (110 cum laude), with a thesis focusing on the use of robots in selection processes within organisations. The interaction between technology and people within companies is a topic I am particularly passionate about. In order to delve deeper into this topic, I have spent time participating in workshops and university courses, as well as being actively involved in JEcoMM association and writing my dissertation at Aarhus University. I am excited to continue exploring this area of interest and contribute to its development in the academic and professional world.

## Skills

Proficient in Microsoft Office, with a focus on PowerPoint and Excel.

Skilled in using SPSS, STATA, Tableau and Qualtrix for social research and analysis purposes.

Experienced in video editing and graphic design using Adobe Premiere, Adobe Illustrator, and Canva.

Capable of utilizing Wordpress to create and schedule web articles.

Experienced in SAP Success Factor e SAP HCM for managing employees and digital learning.

## Experience

*Aprile 2023- Giugno 2023*

**Research guest** • Business and Social Science University of Aarhus  
Through the University of Milano “*thesis abroad*” call, I was hosted by Aarhus university (Denmark) to **write my master dissertation**. During this time I had the opportunity to: **collaborate with a research team** on social robots, **analyse and interpret data** from a within-subjects experiment, draw on the expertise of my tutors, and participate in scientific and university events. Overall, I **gained skills and experience** in the field of **social research**.

*Luglio 2022- Dicembre 2022*

**HR Intern** • Zambon s.r.l.

Within the pharmaceutical company Zambon S.r.l. I supported Italy's HR manager and his team in the following activities: **recruiting and onboarding activities**, audits, **digital learning**, organisation of company events, **management of Uniqueness and Inclusion activities**, draft and presentation of the budget, **goal-setting initiatives** (PMP, MBO) and assistance to the HR manager in the preparation of HR strategy presentations, data collection for negotiations with the employees' company union.

*Aprile 2022-Marzo 2023*

**Responsabile Audit** • JEcoMM

In JECoMM, a student association that bridges the the university gap between the academic and working worlds, **I managed the Audit team** within the HR area of the association. The **main activities were**: internal management of members, development of audit initiatives such **as feedback questionnaire and focus group** to collect and analyse data with the aim of **improving well-being within the associates and associations processes**.

*Luglio 2018- Marzo 2022*

**Content Creator** • Clipnotes

In Clipnotes, a YouTube channel that specializes in providing academic support for various school subjects, my role as a content creator involved the **preparation, presentation, and editing of educational videos** specifically centered around Latin topics. Additionally, I held the responsibility of **coordinating and managing the shooting schedule for each subject**.

## Languages

Italiano- Madrelingua

Inglese- C1

Francese- A2

## Education

*Settembre 2021- Luglio 2023*

Management of Human Resources- Università degli studi di Milano

110/110 e lode

Courses taken: organizational Behavior; Digital HR and Analytics; Organizational Innovation and Technology; Empirical methods for Inequality Analysis.

Laboratories: HR analytics: visualization techniques and strategies; managing IT as a business, in the modern corporate environment; HRM as a Coach.

Thesis: Usage of Robots in Personnel Selection: the role of interviewers' competence ratings and interviewees fairness perceptions.

*Ottobre 2018-Ottobre 2021*

Scienze e tecniche psicologiche- Università Milano-Bicocca

100/110

Elective courses taken: Social psychology of groups, Theories and tools for personnel management and development.

Laboratories and internships: Directions for a developmental intervention on the person: The operational model of self-empowerment; Methods and techniques for the evaluation and promotion of well-being in the organisational, school and health environments; Methodologies for designing tests and questionnaires; Methods and techniques of the interview and focus group.

Thesis: Il Microwork Come Carriera: Uno Studio Sull'esperienza Di Meaningful Work E Sul Ruolo Della Proattività Nei Laboratori Digital Di Wong, Fieseler E Kost