

Marco Minetti

Work Experience

2020 **Delivery Manager, Architect and Consultant (international projects)** Lecce
2018 *Links Management and Technology S.p.a. / Linfa Sh.p.k.* (Italy)

Within different projects (both internal NPD and system integration for customers and internal R&D), managing distributed teams across different offices and countries:

- delivery management
 - new business unit setup from scratch including (reached 25 people and total € 2mln contracts managed within 2 years)
 - recruitment and HR management;
 - organizational structure, role blueprint and career path design;
 - project management and software engineering operating model design and implementation;
 - organizational practices and IT tools design and implementation for high productivity distributed teams and continuous improvement;
 - employee enablement and training process design;
 - coaching and mentoring to key people for both technical and management roles as agents;
 - setup and coordination of foreign country branch nearshore office in Tirane (Albania);
 - delivery portfolio management with resource planning, performance monitoring;
 - business development and business manager support;
- program/project management
 - international program and project manager for a multi-brand and multi-country financial services (automotive) customer in Europe including business and technical design and implementation of
 - an highly scalable, configurable and secure fast-credit with pre-scoring solution for lead capture and management;
 - a complete on-boarding solution integrated with online marketplace and payment systems, online credit-worthness and identity verification solutions, and digital signature and trust services (partnering Amazon, Infocert and Namirial providers);
 - R&D project manager to build a blockchain competence center based on research and applied experimentation, definition of a business and technical framework modeling and business solution design against smart contracts, digital tokens and cryptocurrencies;
 - project manager, agile scrum master and software architect for HR internal product design and implementation with multitenant, microservice, cloud architecture;
 - project manager for AMS services with service desk design and proactive monitoring operational setup against KPIs and SLAs;
- software architect, engineering and trainer against frontend (Angular, React, Typescript), backend (Java, Springboot, Spring Cloud, Spring State Machine, Jasper Reports), cloud (Docker, Kubernetes, minor AWS), devops (Bamboo, SonarQube, Nexus, Linux) technologies and security (OWASP, VAPT, minor SAMM);
- other consultancy
 - scientific director in Links Academy for the Mobile and Web Applications Developer course targeting pre-undergraduate students;
 - organizational HPT design with change and career/performance management focus resulting in highly motivated and locked-in people together with higher-than-average economics figures on managed projects;
 - internal company-wide role design and project management practices standardization;

2017	Technical Leader, Software Architect, Consultant and Trainer	Lecce
2015	<i>Links Management and Technology S.p.a.</i> Working in several projects both at the company HQ and on premises at the IT Dept. of important Italian bank groups:	(Italy)
	<ul style="list-style-type: none"> • Internet Banking development and system integration team and technical leader within a SAFE Agile/Scrum project (JEE, Struts 2, PostgreSQL), main topics: <ul style="list-style-type: none"> ◦ login and device enrollment design and implementation (and security enforcement); ◦ debit card selling and management digitalization (with full process design from contract composition and digital signature to logistics integration); ◦ secured yielding deposit activation and management; ◦ mobile hybrid/native applications and store management (Cordova/PhoneGap, ObjectiveC/Java for iOS and Android native, DexGuard security integration) • Internet Banking front-end architect design with custom framework development (based on AngularJS) and full build automation (Grunt); • quality assurance strategy design, test case automation (ALM/UFT); • Sharepoint development (ASP.NET, C#); • training programs design and speaker for courses related to web technologies (Javascript, Angular, CSS3, HTML5); • company project management tools customization and integration for team economics and metrics (JIRA, Groovy) • project management governance and HR performance assessment system design; • management support and IT consultancy (recruitment, innovation, bidding). 	
2020	CTO, Advisor and Co-founder	Lecce
2016	<i>Tactile Robots S.r.l.</i> Within an innovative, patent-backed, robotics startup:	(Italy)
	<ul style="list-style-type: none"> • IT manager and solution architect focusing on software technologies support for CRO and robotics systems; • business strategy and planning advisor. 	
2015	Founder and CEO, Innovation and Research Entrepreneur	Lecce
2011	<i>Novetica S.r.l.</i> Within the seed phase of web technology innovative startup project:	(Italy)
	<ul style="list-style-type: none"> • Product development (a proprietary brand-new web development platform): <ul style="list-style-type: none"> ◦ concept design, early prototyping and feasibility studies; ◦ architectural design of whole solution, feature and module; ◦ lead programmer for software development; ◦ service design, infrastructure planning, management tools design and programming; ◦ development team enablement and coordination; ◦ testing and UAT, including issue management and bug fixing; ◦ performance profiling and code refactoring; ◦ cloud architectural design for multi-server, multi-tenant porting of whole solution (targeting Windows Azure); • IT infrastructure: <ul style="list-style-type: none"> ◦ design, development, integration and customization of tools for company operations; ◦ network design, servers and appliances setup; ◦ selection, integration or maintenance of company IS (DMS, PM, UC, CVS, AD); ◦ analysis, design, and implementation of business continuity tools (backup, UPS protection and monitoring); ◦ development, testing and production environments setup (both locally and cloud virtualized systems, including company custom Linux distro for workstations and servers); ◦ analysis, design, management and enforcement of overall infrastructural security and governance (VPN, TLS); 	

- design and integration of intranet and extranet (including MTA, DNS and internet service through US/ITA/DE located servers);
- research and selection of IT solution and Cloud providers (including compliance study, testing and make/buy/rent analysis);
- **Human Resources:**
 - organizational design and identification of recruiting needs;
 - job description definition and job posting;
 - candidates screening, interview and hiring;
 - project-specific methodologies definition for software and architecture design and programming;
 - employee enablement, in-placement coaching and on-the-job training;
 - project planning and coordination including progress monitoring and issue management;
- **Marketing:**
 - market research and continuous business intelligence;
 - competitor analysis, product assessment, target segmentation and market penetration strategy analysis;
 - partner and sponsor research (both technology and financing);
 - business development with project opportunity analysis and offering design and drafting;
 - event planning, stand/boot design and marketing material preparation for trade fairs;
 - design, editing and creation of product and company web sites, graphics designs, logos, and communication materials;
 - social media strategy and communication planning;
 - company and product branding;
- **Strategy:**
 - financing strategy (including regulation analysis and identification of institutional investors, venture capitals and angel investors);
 - IP protection analysis through patents and trademarks
 - trademark registration (USPTO, UAMI);
 - business modelling and business planning;
- **Administration and Legal:**
 - accounting and business performance management;
 - contract and SLAs authoring and reviewing;
 - legal compliance;
 - implementation of NDA, Hand-over and privacy policy (attorney validated).

2015 **Full Stack Developer, System Administrator and Architect**
 2011 *Novetica S.r.l.*

Lecce
(Italy)

Project: Live Javascript Virtualized Environment, an innovative, integrated, full-featured Javascript-based application server for next generation web applications.

Proprietary Technologies:

- backend javascript compiler and runtime built from scratch in C# with code-level security C-ACL and support for class instancing from Java bytecodes and .NET assembly;
- javascript execution environment (client-driven) with client/server separation blending through extended and optimized code remoting (client-2-server and server-2-client);
- custom generational session model (sgen garbage collector inspired) for web-based application backed by Ljve and node.js;
- Javascript multi-phase code augmentation engine for extensible code/language behavior definition through annotation (code tags) with source-map support;
- parser, transpiling and transformation engines with Mozilla AST support and proprietary high performance abstract code representation (both in C# and Javascript);
- Javascript-based distributed dynamic multi-threading engine for web clients with inline behavior programming support (used for parallel MVC rendering, application sandboxing and compression/encryption);
- coding diff/change analysis algorithms for HTML, Javascript and CSS injection and distributed/incremental team live programming (both in C# and Javascript);
- Javascript enhanced event management engine with remote attach, wait

- and locks (client-to-client, server-to-server, server-to-client and client-to-server);
- Javascript future-state animation engine based on CSS 3 engine with JSON templating support;
- dynamic CSS engine for object-based stylesheet rules optimized manipulation (in Javascript);
- proprietary MVC engine with JS/UI binding (similar to React/Angular), role-separated templates (similar to Web Components and Polymer) and multi-threaded rendering support;
- custom/emulated DOM classes implementation in Javascript for Web Workers HTML manipulation through standard APIs;
- proprietary HTML incremental injection engine for dynamic and modular UI/UX design (named late-bound compositing);
- enhanced application bootstrapping and packaging for SPAs with optimized SEO support;
- custom browser async/await implementation (w/o ECMAScript 7);
- hyperscale-inspired multi-threaded high performance HTTP server with Web Socket support written in C#;
- cloud Javascript distributed runtime with Node.js cluster support and customizable node/worker specialization;
- more features within undisclosed Ljve prototype;

System Administration and Integration:

- **Ubuntu and Debian linux systems:**
 - maintainer of custom Ubuntu distribution with ubiquity installer customization and backported/patched node.js, linux kernel, qemu/libvirt, mono runtime and more;
 - linux kernel optimization and compiling for Xen-based AMIs, ARM embedded system, optimized servers and VMs;
 - debootstrap for ARM device rootfs, servers setup and custom system images (live CDs and VMs);
 - secure server setup and administration with cryptfs, LVM, software RAID (mdadm);
 - AppArmor linux security enforcement profiling and management;
 - custom zeroconf system for clients with libpam integration;
 - daily usage of linux core command line utils;
- **FOSS stacks and other solutions:**
 - Apache and Nginx web servers, DAV and proxy compiling, configuration tuning and administration;
 - mail server (postfix) setup and administration with clamav and spamassassin integration;
 - Zarafa mail gateway and collaboration server and services compiling, setup and administration with LDAP integration, CardDAV and CalDAV support;
 - LDAP server (openldap) setup, administration and maintenance with LDIF;
 - TURN/STUN server setup for WebRTC solutions;
 - VoIP server (Asterisk) setup and administration;
 - XMPP server (ejabberd and openfire) setup and administration;
 - Alfresco DMS setup and administration;
 - GitLab setup and administration;
 - Trac setup, customization and integration;
 - Atlassian Jira, Confluence, Crowd, Stash, Crucible, Hipchat on-premise setup, integration and administration;
 - ownCloud setup, maintenance and administration;
 - Wordpress on-premise setup, administration and theming;
 - Drupal on-premise setup;
- **Firewall and networking:**
 - public DNS and name servers (bind9) configuration and administration;
 - ufw and iptables firewall configuration and administration;
 - DHCP server configuration and administration;
 - secure VPN server (openvpn) configuration tuning, administration, provisioning and optimization;
 - manual ifconfig, NAT, bridge, route and IP forwarding setup;
 - WiFi access point (hostapd) setup for portable connectivity services;
 - GSM / UMTS stacks integration for WLAN and SMS services;
 - UPS daemon integration and power monitoring;

Development tools, database and CI:

- Visual Studio, Eclipse, Xamarin Studio, WebStorm, Brackets, makefile, autoconf, WebKit/Blink tools;
- GIT versioning from command line and advanced repository maintenance (cook/dump/cherry-pick/merge/rebase/branch);
- SVN versioning from GUI and repository maintenance (dump/cook);
- node.js, node-gyp and npm package management;
- Travis for automated build and testing and Continuous Integration
- Codeclimate, coverall and similar services for code coverage and code quality analysis;
- Mocha, Chai, Should for test automation TDD/BDD;
- MySQL, SQLite, Redis and more through juggligndb, loopback-datasource-juggler and caminte ORMs and direct queries;

Virtualization and Cloud Services:

- KVM/QEMU compiling, configuration and administration through command line, libvirt and virt-manager for server and desktops virtualization and ARM devices emulation;
- VirtualBox, Hyper-V, VMware and OpenStack setup and headless administration;
- Virtual Appliances (OVAs) maintenance and configuration;
- Amazon Web Services AMIs building and setup;
- Windows Azure IAAS and roles configuration and management;
- early experience with cloud and role/worker programming in node.js and .NET (C#);
- chroot and LXC for cross-architecture emulation, compiling and testing;
- docker.io containers setup and administration;

IoT and Electronics:

- kernel tuning and minimal Linux system building for several IoT and ARM platforms: Raspberry, Odroid (Exynos-based), AcmeSystems (Atmel-based) and Intel Edison;
- embedded application design and development in Node.js (including udev, GPIO, systemd/sysvinit, initrd programming);
- Arduino programming and integration with serial communication and custom protocols;
- early training in electronics design and production life-cycle, PCB design and prototyping, 3D design and printing (multi-material);

Open Source Contributions:

- node-inspector: contributor of the official Node.js debugger based on WebKit/Blink tools with several feature/bugfix pull requests;
- node-ide: forked Adobe Brackets with full in-browser support, selected and customized extensions, Node.js embeddable backend for in-process management;
- mocha-xxx-sourcemap-reporter: lcov and html reporters with sourcemap support for mocha code coverage analysis;
- memwatch-next: active maintainer of forked garbage collector, memory leak and heap diff library against recent io.js/node.js releases;
- lz4-purejs: pure javascript LZ4 implementation with Web Workers support;
- node-console: maintainer of WebKit/Blink-tools based, debugger-free, console for Node.js with async/await ECMAScript 7 support;
- openssl-net: forked OpenSSL C# wrapper with added TLS 1.2 support;

2010

IT Project Management Consultant

Parma

2009

Within the IT Dept. of an important Italian bank group for BTO S.r.l. (Business digiTal Outlook), as independent professional:

(Italy)

- project budget definition and management support;
- project planning and monitoring with communication support, issue and risk management;
- coordination of internal resources (about 45 people) and external providers;
- design and development of automated tools to support project management activities;
- operative support in functional and technical analysis, test cases definition and UAT support, software manuals and training materials design and writing.

2009	IT Organizational Consultant and Researcher Worked as independent professional and researcher in Research and Innovation, Project Management, Advisory and IT Managerial Training areas for BTO S.r.l. (Business digiTal Outlook).	Milan (Italy)
	<p>Activities:</p> <ul style="list-style-type: none"> • design, development of PMO methodologies and applied research; • solution design, project setting and planning for Clients; • coordination of PMO and Research areas; • IT management for operational support in the company; • recruitment (target profiles definition, screening, first selection and in-placement coaching); • business development for Advisory area (offering and proposal definition, Client management, requirements analysis, solution and service concept design); • concept and offering definition and selling support for Managerial Development Training programmes designed for IT resources. 	
2008 2007	Business Analyst (Management Consulting - Accenture) at Accenture S.p.a. (Milan), Talent Management and Change Management areas, Financial Services/Banking market. Within post-merger IT Workforce Transformation projects for an important Bank Group (on different premises of the customer):	Milan (Italy)
	<ul style="list-style-type: none"> • Performance support and role alignment/strengthening for employees of <i>Service Management Area</i> and <i>R&D Office</i> through <u>coaching activities with high visibility to the client</u> and <u>tailored workshop</u> to develop skills and enforce behaviours (length: 7 months) • Organizational micro-structure optimization of <i>Application Development & Maintenance Area</i> (total estimated length: 10 months) during the following project phases: <ul style="list-style-type: none"> ◦ selection of the client employees to join the project through: <u>design of a job posting process</u>, <u>definition of a performance evaluation model</u>, <u>design and implementation of a software tool to support employees data analysis</u> (length: 3 months) ◦ analysis of “as-is” situation and definition of “to-be” <u>processes</u>, <u>operative model</u> and <u>key roles blueprint</u>, including access and levelling criteria, also through interviews and focus groups (length: 3 months) <p>Internal training:</p> <ul style="list-style-type: none"> • Company worldwide-provided course for the development and strengthening of Business Analyst role focusing on methodologies, skills and behaviours (Chicago, length: 2 weeks) • Various CBT courses related to: Creativity and Innovation, Coaching, HR Transformation, Talent Management, Change Management, Business Requirements analysis and Business Process analysis 	
2006	Internship (Management Consulting - Accenture) at Accenture S.p.a. (Milan), Change Management and Human Performance area, Financial Services market, with high responsibility and autonomy on the premises of the customer (length: 3 month)	Milan (Italy)
	<ul style="list-style-type: none"> • design and <u>development of a software tool</u> aimed at supporting client employees data analysis and validation/fine-tuning of a new <u>career path model</u> 	
2010 1998	Software Designer and Programmer (self-trained) Wide personal experience through passion for technology:	
	<ul style="list-style-type: none"> • design and development of web platform based on ASP and ASP.NET (VB and C#), DHTML and VBScript/Javascript for dynamic generation and rendering of contents from XML data transformation through XSL/XPath (both client and server); • advanced Windows Mobile devices setup through custom ROMs cooking, including packaging and bug fixing with background applications and system services (C++); • development of standalone tools for clients of dynamic data import, computing, data analysis and Excel integration through dedicated Office add-in (Visual Basic .NET) • design and development of web and Excel/VBA based tools for the automated content and document generation supporting Office Automation activities (e.g. project communication, management and data collection); 	

- development of a highly usable custom web platform for online survey management and data collection with data storage mirroring for system integrity assurance (ASP and Javascript);

Project / Office Automation

Word
Excel (with advanced **VBA** and **AddIn programming**)
PowerPoint
Visio
Project
 LibreOffice
Jira (admin)
Confluence (admin)
Bamboo (admin)
 SonarQube (admin)
 Nexus (admin)
Git/SVN (admin)
Eclipse/Visual Studio

Technologies / Programming Languages

Docker/Kubernetes - advanced
Javascript/ECMAScript/Typescript - master (jQuery, React, AngularJS, Angular)
Node.js - master
 HTML5/CSS3 - advanced (also with Bootstrap and SASS)
 C# - expert
Java - master (JEE, Struts 2, Velocity, JMS, Springboot, JPA, Hibernate, Maven)
BashScript - intermediate
Linux - master
 ObjectiveC - intermediate
Security practices - SonarQube, OWASP, VAPT
 Minor experience: C/C++, PHP, Python, Visual Basic and VBA, Groovy

Spoken Languages

Italian - mother tongue
English - fluent (last certificate: B2 EU level - Business)
Spanish - was fluent, now rusty (B1 EU level - Business)

Education

2007	Master of Science in General Management	Milan
2005	<i>Bocconi University</i> Awarded the degree in General Management at first session with a graduation grade of <u>110/110 cum laude</u> Free track major: Project Management, R&D Management, IS Governance, Integrated Information Systems (ERP) Thesis: "Innovation and improvisation within project teams. Empirical analysis in IT and Business Consulting."	(Italy)
2005	Bachelor in Business Administration	Milan
2002	<i>Bocconi University</i> Awarded the degree in Business Administration at first session with a graduation grade of <u>110/110 cum laude</u> Thesis: "Definition and diffusion strategies of technology standards: the Bluetooth case study."	(Italy)
2002	Scientific High School diploma	Maglie (Le)
1997	<i>Scientific High School L. Da Vinci</i> Awarded High School diploma with a grade of <u>91/100</u> Joined the experimental educational PNI program with higher focus on mathematics, physics and software development and programming languages fundamentals.	(Italy)

Certifications and Training

2020	Project Management Professional (PMP®) PMI certification with number 2820428	
2020	COBIT® 5 Foundation Axelos certification with number GR692010027MM	
2019	UX Dojo Executive User experience and design-driven business and process innovation	
2017	ITIL® 3 Foundation Axelos certification with number 04154492-01-RG68	
2005	GMAT Graduate Management Admission Test with mark <u>660/800</u>	
2004	ECDL European Computer Driving License	
2014	Startup School and Silicon Valley <i>Mind The Bridge</i> Entrepreneurship program and professional networking fully immersed within the ecosystem and culture of Silicon Valley (length: 4 weeks)	San Francisco (California)
2013	TechWeek Bootcamp <i>dPixel</i> Intensive acceleration program as winner of the TechGarage competition (best 10 IT/Tech startups among 300+ in Italy) (length: 40 hours)	Milan (Italy)
2007	SPSS (Statistical Package for Social Science) <i>Bocconi University</i> Attended “SPSS Base” course (length: 20 hours)	Milan (Italy)
2005	Bocconi Excellence Students Project <i>Bocconi University</i> Admitted to the “Bocconi Excellence Students Project” education program with a scholarship provided by Bocconi University (Excellence Scholarship)	Milan (Italy)
2005	Chinese Language and Culture <i>Bocconi University</i> Attended “Chinese Language and Culture ” course (length: 36 hours)	Milan (Italy)
2004	Information Search - Tools, strategies and methods <i>Bocconi University</i> Attended “Information Search – Tools, strategies and methods” course (length: 14 hours)	Milan (Italy)

Volunteer experience

In 2014, I started supporting several informal groups and start-ups as **mentor** and **advisor** about solution/product design, project management, crowd-funding and business modeling. In 2015, I supported [StartupWeekend](#) initiative joining as mentor in Italy. In 2016, I joined a robotics startup as advisor and co-founder.

Interests and more

Area of interests:

Information technology, electronics, music, guitar, piano, dancing, motorbike, DIY, cooking, traveling, digital photography.

During free time and work interests:

- **Organizational Design, People and Change Management**
- **Innovation, Business and IT Solution Design**
- **Business Process Analysis and Redesign**
- **Mentoring/ Coaching / Training**
- **Technology** (currently blockchain, micro-frontend and microservice archs)

