

UGO BRUNO GAMBARDELLA

AI governance and compliance for businesses

Avvocato (Italian lawyer) | EU AI Act | GDPR & Data Protection | Legislative Decree 231/2001 | Public procurement

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EXECUTIVE PROFILE

Avvocato (Italian lawyer) with more than 20 years of experience in legal advisory work, commercial and employment law, corporate governance and the management of complex organisational processes. Experience in Italy and abroad, including contracts, litigation, due diligence, negotiation, process compliance reviews, document audits and the coordination of projects and teams.

My work now focuses on AI governance and compliance for businesses: the EU AI Act, data protection, cybersecurity, Italian Legislative Decree 231/2001 and internal controls. I translate legal obligations into contracts, procedures and operational responsibilities.

CORE SKILLS

Legal and Regulatory Compliance	Privacy, GDPR and Data Protection	Italian Legislative Decree 231/2001
Corporate Governance	Risk Assessment and Management	Audit and Due Diligence
Commercial and Employment Law	Contracts and Litigation	Project Management
Process and Quality Control	International Business	AI Governance and the EU AI Act
Advanced Microsoft Office	Information Security	Cyber Threat Prevention

PUBLIC ADMINISTRATION EXPERIENCE

Presidency of the Council of Ministers

Civil servant | Assistant in public procurement administration

1988–January 1993 | Rome

Handled confidential administrative matters in an office responsible for procurement procedures, applying formal controls, documentation requirements and strict confidentiality rules.

Ministry of the Interior

Military service member assigned to the Central State Accounts Office | Accounting and procurement division

1984 | Rome

Supported administrative accounting and the reporting of expenditure relating to public contracts.

PROFESSIONAL EXPERIENCE

Independent legal, commercial and institutional work

Rome | Tallinn (Estonia) 2000–2014

Qualified to practise law in 2005; practised until 2013; registered with the Rome Bar and as an associate member of the Estonian Bar Association in Tallinn (Estonia)

I began working in the legal field in 2000. From 2005, after qualifying as a lawyer, I represented clients in disputes before Italian and Estonian courts. I carried out this work alongside corporate appointments in Italy and abroad.

- Medical devices and public procurement: legal adviser to ITOP S.p.A. Officine Ortopediche from 2010 to 2012, supporting public procurement matters and drafting commercial agreements with Italian and European partners and affiliates.
- Employment law: handled more than 150 disputes before Italian courts, as well as employment contracts, dismissals and disciplinary proceedings; provided preventive advice and managed union relations for CISAL and UIL. Accredited with the Italian Ministry of Labour for activities before the Rome Labour Chamber.
- Estonia: admitted as an associate member of Eesti Advokatuur in September 2008; handled commercial agreements, arbitrations and disputes referred by the Italian Embassy in Tallinn, coordinating local lawyers and advisers in English.
- International trade: assisted Italian food and automotive companies operating in Estonia and Estonian companies seeking the certifications needed for the Italian market.
- Real estate: managed contracts and litigation for Euroimmobiliare Tallinn AS. Worked on acquisitions of buildings, land and a shopping centre held for rental income.
- Public procurement: participated in acceptance testing and checks connected with public contracts funded through European programmes managed by the Italian Ministry for Productive Activities.

Legal Work and International Development | *S.I.S.MA. S.r.l.*

Italy | Poland | Estonia | United States | Canada 2012–2014

Established an export office.

- Provided legal and commercial advice in connection with the company's international expansion.
- Managed supply and distribution agreements and export compliance documentation for northern Europe, the United States and Canada.
- Supported the process of obtaining HACCP certification and FDA accreditation, enabling exports to the United States and Canada.
- Developed business-to-business initiatives with major retail contacts in Estonia.

International Project Manager | Legal, Due Diligence and Joint Venture | *Zhejiang Pingroup Co. Ltd.*

Shanghai (China) 2014–2015

At the request of the CEO of Trophée DMN Divisions & Co., Ltd., I led the business planning for an Italian-Chinese joint venture based on a plan I drafted. I coordinated lawyers, accountants and Chinese managers and, with interpreters, negotiated commercial agreements.

- Reviewed incorporation documents, articles of association, shareholders' agreements, contracts with customers, suppliers, partners and lenders, existing and potential disputes, business plans, accounts, banking relationships, financing and financial statements for the previous three years.
- Assessed anti-money laundering, antitrust and privacy matters with local professionals; drafted and negotiated supply and distribution agreements between Italy and China.
- Managed the customs accreditation procedure and laboratory validation in Shanghai for Granarolo dairy products. The joint venture was established and imported forty 40-foot containers from Italy in its first year.
- Due diligence, international negotiation and coordination of professionals and stakeholders.

International Project Coordinator | *CCIC-Boja Information Technology Co. Ltd.*

Hangzhou (China) 2015–2016

Senior role under a project-based contract, reporting directly to management and the CEO, during the development of the Span Mall cross-border e-commerce platform.

- Coordinated daily operational meetings on logistics, governance and cross-border relationships linked to strategic marketing.

- Worked on a project involving more than 150 participants, including the Zhejiang Provincial Development Authority, the Hangzhou Customs Authority, two Chinese commercial banks, university lecturers, information technology experts, Chinese businesses and external agencies.
- Supported the launch and initial development of the Span Mall e-commerce platform.

Management Process Support | *ELPE S.p.A. — Amazon hub*

Pomezia (Rome) 2017–2019

Supported governance and logistics administration at the hub under a contract with Amazon.

- Coordinated operational processes, quality controls and administrative requirements.
- Supported service continuity and the transition to the new contractor, H&F S.p.A., in June 2019.

Legal and Management Process Support | *H&F S.p.A. — four Amazon hubs in Italy*

Salerno, Naples, Rome and Reggio Emilia 2019–2025

- Supported the CEO and external advisers on employment law, governance, compliance and organisational matters in a company with more than 300 employees.
- Managed documentation and internal coordination for employment disputes and ongoing labour law matters, identifying cases to refer to specialists.
- Carried out audit-related checks on compliance processes, privacy, service quality and reporting.
- Coordinated and made day-to-day governance decisions.

EDUCATION AND PROFESSIONAL DEVELOPMENT

Second-level university master's degree in Artificial Intelligence, Digital Teaching and New Technologies for Inclusive Processes — University of Basilicata, 2025/2026 academic year, in progress (expected completion December 2026).

Law degree — Sapienza University of Rome (1994–2000).

Qualified to practise law in 2005; previously registered with the Rome Bar and subsequently the Tivoli Bar. I currently use the professional title of avvocato pursuant to Article 2(7) of Italian Law No. 247 of 31 December 2012.

Italian Legislative Decree 231/2001 — course on Conduct in the Workplace.

GDPR — course on Regulation (EU) 2016/679.

Cybersecurity — specialist training.

DigComp 2.2 attestation — EDO initiative, Italian Ministry of Labour and Social Policies.

One-year English language course — City College of San Francisco (USA).

English: written C1, spoken B2.

PROFESSIONAL FOCUS

Target roles: Legal and Compliance Manager / Specialist • Compliance Officer • Data Protection Officer (DPO) • Privacy Specialist • Member of the Supervisory Body under Italian Legislative Decree 231/2001 • Legal Counsel • Contract Manager • Corporate Governance / Risk and Compliance Specialist.

I authorise the processing of the personal data contained in this curriculum vitae in accordance with Regulation (EU) 2016/679.