PERSONAL INFORMATION   Andrea Scribano

PROFESSIONAL EXPERIENCE

2022 - Current

Senior Director | Head of Data Driven Insurance Solutions

Jakala Spa

In charge of developing offerings and business with clients in the Data arena for the Insurance Industry. Main areas of activities are:

- Evolution of the Business Models leveraging innovation based on Data (i.e. using Advanced Analytics;
- Data Strategy;
- Data Governance operating models.

2020 - 2022

Senior Director | Head of Enterprise Data & Analytics

Capgemini Invent

In charge of developing offerings and business with clients in the Data arena. Main areas of activities are:

- Evolution of the Business Models leveraging innovation based on Data (i.e. using Advanced Analytics(;
- Risk Management & Compliance;
- Data Strategy;
- Data Governance Strategy & Execution.

In this role I've been designing and performing Training programs both internally and for our clients about Data Strategy and Data Governance, targeting top and middle management.

2017 - 2020

Director | Head of Data Driven Enterprise

Capgemini Italia Spa

In charge of developing offerings and business with clients in the Data arena. Main areas of activities are:

- Risk Management & Compliance;
- Data Strategy;
- Data Governance Strategy and Execution.

In this role I've been designing and performing Training programs both internally and for our clients about Solvency II and Internal Control Systems, targeting Board of Directors, top and middle management.

2012 - 2016

Manager | Head of Risk&Compliance

Capgemini Italia Spa

In charge of designing and create business on the Risk Management & Compliance offering for the Insurance Industry. Key areas have been:

- Solvency II (Pillar II and Pillar III);
- Compliance processes and controls;
- Antimoneyloundering.

In this role I've been designing and performing Training programs both internally and for our clients about Solvency II targeting middle management and all the employee involved.

2006 – 2011	**From Stage to Senior Consultant**
	Capgemini Italia Spa
	Several projects in a wide span of Insurance Companies in the Risk Management & Compliance arena, specifically

OTHER INFORMATION

Untill 2021 has been the Coordinator of the Observatory "Insurance Regulation Operational Transformation" with SDA Bocconi

Lecturer at the Master Ba.Fi. of the University of Rome "La Sapienza"

Has been Lecturer at the "Digital Innovation & FinTech" master of the CETIF.

Co-author to Chapter 13 "Profili di innovazione del business assicurativo e del sistema di governance" of the "Manuale di Gestione Assicurativa. Regolamentazione, management, produzione e distribuzione" by the Prof. Fabrizio Santoboni (Wolters Kluwer).

Author of the Blog MEFOP "Pandemia e continuità: spunti per un approccio innovativo al governo dei rischi" (2020).

Author of the section "Pandemia e continuità: spunti per un approccio innovativo al governo dei rischi" in the Paper "Quaderno MEFOP n. 23 - I fondi pensione e i controlli dopo la IORP2" (2021).

Cooperated to the Report AIAF n. 139 "Solvency II e l'analisi finanziaria delle assicurazioni".

Speaker at several events in the insurance industry about Data Strategy and Data Governance (last event: Italy Insurance Forum – Milan – held on April 2022 organized by INK).

He has had several other interactions with the University environment, both as lecturer in specific topics (i.e. the AI at the University of Napels for the 5G Academy) and as an expert by the business environment to bring professional case studies to favor the exchange betweend the academic and the business environment

EDUCATION

2006	**Degree in Economics**
	Degree with honour
	University of Rome "La Sapienza"

2016	**Capgemini Global Connect&Drive Program**
	Global Program for top performer of the Group, aimed at developing leadership skills and innovation skills. Won the Global Contest withing the program about issuing an innovative business idea to foster business for Capgemini

PERSONAL COMPETENCES

Mother tongue   Italian

Other languages

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken production	Spoken interaction	
English	C1	C1	C1	C1	C1

COMMUNICATION AND INTERPERSONAL SKILLS

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- Excellent leadership skills with a strong attitude to listening and empathy

- Strong flexibility to adapt to changing environments
- Strong critical thought to drive excellence
- Very good motivating and coaching skills
- Excellent problem solving with deep pragmatic approach

Design and actuate the Data Governance Strategy for a major Italian Insurance Group

BRIEF

Design of the Data Governance strategy and framework, identification of the multi-year adoption plan and actuation of the key streams for the Data Governance adoption of the Group

SOLUTION

In the changing environment, the Insurance Group wanted to develop a modern approach to manage data, to support business while being compliant with in force regulations.

The project aimed at design and execution of the overall Data Governance Strategy. Key activities have been:

- Definition of the overall Data Governance Framework with all the key elements to be designed and implemented;
- Definition of the approach for the Entire Group, defining the Legal Entities involvement;
- Creation of the multi-year plan to adopt the framework to make the Group able to perform the modern Data Governance approach;
- Sizing of the involved structures to apply the Data Governance approach;
- Design of roles and responsibilities;
- Definition of key processes;
- Definition of the plan to comply with in force regulation and execution of activities to fill compliance gap.
- Defined and performed the Data Governance Training program to key HeadQuarter stakeholders and the key Legal Entities stakeholders.

RESULTS

Group Data Governance framework established, Legal Entities involvement, Compliance with in force regulation (also passed an IVASS inspection)

Data Governance and Data Management Capability Maturity Assessment for a major Insurance Group

BRIEF

Assessment of the current Data Governance and Data Management Assessment to design an evolved business driven approach to Data Governance and Data Governance.

SOLUTION

Design of a strategic assessment of all the key elements of Data Governance and Data Management, leveraging the international DAMA standard together withthe several experiences gained in similar project to look at concrete items.

Realization and use of a digital solution to perform the assessment and measure the current maturity compared to the regulatory requirements and to the market maturity (benchmark).

To perform the assessment, we created the training on Data Governance and Data Management targeted to key stakeholders (Directors and their first reports).

The results have been use to define the target maturity level desired by the Group. Based on this, the evolution Roadmap has been designed.

RESULTS

Analyzed the Data Governance and Data Management maturity for 18 business data areas of the Group and the entire IT; Training on Data Governance and Data Management to Directors and their first reports; Clear list of gaps towards the targets of the Group; List of actions to evolve the Data Governance and Data Management framework; Multi-year roadmpat design attraction campaign that revolved around two objectives: to address a target audience through social engagement and bold calls to action; to provide complete program information.

Design and evolution of the Internal Governance to comply with Solvency II

BRIEF
Definition of the entire Governance system to comply with the Solvency II Pillar II.

SOLUTION
Organizational and process analysis aimed at reviewing the entire Governance System, in terms of roles and responsibilities, organizational structures, processes, controls, methodologies, ecc to comply with Solvency II requirements and in line with the Group approach.
Key activities have been:
- Review of the all Risk Management policies (almost 15 policies);
- Definition of the best organizational solution for the Actuarial Function;
- Set up of the Operational Risk Management methodology and run of the first execution;
- Review of the ORSA process;
- Set up of the Data Quality approach;
- Governance of the overall Solvency II program;
- Training to the Board of Directors, to the Executive Committee and to all the employees.

RESULTS
Governance system in place complying with Solvency II requirements.