

Curriculum Vitae

Massimo Bottini

Managing Director
Board Member
Senior Consultant
Sales Director



Surname: Bottini
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- Motivated, **result-driven professional** with hands-on **customer service and global experience**
- Able to **identify opportunities** and **deliver successful outcomes** for company shareholders while working independently and as part of a large team.
- Possesses a practical approach to **problem solving** and a drive to see things through to **successful completion**.
- Globally recognized skills in **mentoring and mediating** between employees and **team project management**.
- **Extensive experience** of working **at board level** with a diverse range of internal and external stakeholders
- **Extensive experience** of working as **managing director** in different countries
- **Specialist in strategic planning** and **negotiation skills** to successfully develop business initiatives while **maximizing profit, minimizing cost, and driving continuous change**.
- **Motivator of multicultural partners**.
- **Leadership skills**

Key achievements

	Situation	Achievement
Reorganization of sales department	Italian Sales Director indisposed for 18 months.	Within three days, relocation to Italy, took on the position of Sales Director (€120 million yearly turnover) and reorganized the sales department.
Emergency action planning	Egyptian revolution – economy decline and collapse - impossible to export from Egypt.	Organized a guaranteed supply from outside Egypt and increased tonnage, turnover, and EBITDA dramatically. Implementation of health and safety plan to guarantee staff safety.
Closure of a company in Egypt	An Egyptian subsidiary of an Italian group was burning cash.	Liquidation of the company without incurring any social problems.
German group wanted to expand its activities in Vietnam	Due to cultural differences, negotiations stagnated.	Negotiation of JV agreement and establishment of the JV.
Reorganization of a company in Guatemala and Brazil	Insufficient sales to operate profitably.	Strategy changes and creation of new markets.

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Change management in Tunisia	CEO was fired due to wrong doings administratively.	The hiring and integration of the new CEO in the business and introduction of compliance rules including an internal audit.
Establish a new company in Korea and plant construction	A big German group wanted to be present in Asia.	Searching for the best location to build the processing plant, the setting up of the legal entity, hiring of staff, negotiation with authorities to get a cash grant.
Business development in Turkey	An Italian group looked for a JV partner in Turkey to build a processing plant	Negotiations with different Turkish companies. Signed a MOU.
Adviser of the Chairman of the Board	Construction of a new silica sand processing plant in Malaysia.	Providing know-how related to the silica sand market.

Occupational career

03/2013 – current	MBC Consulting GmbH, Locarno, Switzerland Turnaround consulting for several clients with companies in Vietnam, Indonysia, Turkey, Central America, India, Brazil, and in the Middle East. CEO of HPF Minerals Limited , and HPF Minerals Tech , Korea Quarzwerke GmbH Asia Director
03/2014 – 05/2016	Shareholder Adviser of Middle East Regional Development Enterprises (MEREN) , Jordan Shareholder Adviser of Adwan Chemical , Saudi Arabia Shareholder Adviser Z Overseas Cairo, and Poulina Group Tunisia
08/2013 – 02/2014	Visiting Lecturer in Marketing at the Advanced Vocational School for Tourism (HFT)
06/2008 – 02/2013	Managing Director (CEO) Sibelco Egypt, Cairo, Egypt
07/2006 – 02/2013	Sibelco Group Business Development Manager North Africa and Middle East (Algeria, Egypt, Tunisia, Iran, Saudi Arabia, UAE, Oman, Qatar, Bahrain, and Lebanon)
08/2005 – 02/2006	Managing Director (CEO) Sibelco Switzerland AG, Switzerland, Deputy of the Board of Directors (until 02/2013)
05/2003 - 11/2007	Integration Officer of Z Overseas Minerals of Sibelco Group
06/2000 - 04/2003	Chief Operating Officer (COO) and interim Sales Director, Sibelco Italia, Milano, Italy
03/1997 - 05/2000	Chief Operating Officer (COO), Sibelco Switzerland AG, Switzerland
08/1993 - 02/1997	Assistant CEO, Sibelco Switzerland AG, Switzerland (1996, six-month business sojourn in the USA)
12/1992 - 06/1993	Helvetia Versicherungen, St. Gallen, Switzerland Legal Services
10/1991 - 06/1992	University of St. Gallen, Switzerland Assistant in Civil Process Law
05/1990 - 07/1990	St. Gallische Kantonalbank, St. Gallen, Switzerland Central Cash Desk

Career-related mandates

04/2012 – 03/2020	Member of the Finance Advisory Committee of the town Minusio, Ticino, Switzerland
01/2004 – 02/2013	Board member of Dutto, Borgo San Dalmazzo, Italy Stiftungsrat Patronale Fürsorgestiftung Sibelco AG Board member of Maffei Sarda Silicati, Florinas, Sardinia, Italy Chairman of Italsafin, Milano, Italy Board member of the Swiss Ceramic Association Board member of Sibelco Italy Board member of Teknoquarz, Sassuolo, Italy

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Chairman of Euromin, Poviglio, Italy

Education / Training

2006 - 2019	Northwestern University Chicago, Kellogg School of Management (diverse advanced management trainings with degree)
2005 - 2006	University of Basel, Switzerland (MSA, Marketing & Business Adm.)
2000 - 2002	QMS <u>Organizer</u> Quality-System- Manager
1986 - 1992	HSG, University of St. Gallen, Switzerland (lic. iur.)
1981 - 1986	College Bellinzona, Switzerland (university-entrance diploma)

Languages

Italian:	native
German:	business fluent
French:	business fluent
English:	business fluent

Hobbies

Tennis
swimming