

# Curriculum Vitae

## Paolo Crugnola

### Work Experience

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- From April 2016 Università della Svizzera Italiana (Switzerland)  
Position: **Lecturer**  
Teaching on the courses “*Organization and Human Resource Management in the Public Sector*” and “*Economy and Management of Public Administrations and No Profit Organizations*”
- July-August 2015 Hochschule für öffentliche Verwaltung Kehl (Deutschland)  
Position: **Visiting researcher**  
Cooperation in developing training offers for local government officials in the field of HR management and leadership.
- From June 2012 Congress of Local and Regional Government (Council of Europe)  
Position: **Expert**  
Development and delivery of a training concept for Majors and Councillors from local and regional governments in Eastern Europe countries (Albania, Armenia, Georgia, Moldova, Ukraine). The training concept is focused on leadership skills useful for leading change towards democracy and good governance.
- From November 2012 European Network of Training Organizations for Local and Regional Authorities (France)  
Position: **President**  
Since 2012 member of the bureau and since 2016 President. I am in charge of steering the network and supervise its activities.
- From September 2012 State Tourism and Hotel Management School (Ticino Canton, Switzerland)  
Position: **Professor**  
Teaching on “*Statistics*”
- From April 2009 Centre of Expertise for Good Governance (Council of Europe)  
Position: **Expert**  
Involvement in several international cooperation programs.
- From Mar. 2008 Training Centre for Local Authorities (Ticino Canton, Switzerland) -Now named: Institute for life-long learning  
Position: **Professor and leader of the PA team (Full time)**  
The Institute is part of the Cantonal government and it is in charge of training elected and appointed officials from local authorities.
- From 2017 Position: **Member of the T2020 Strategic team**  
T2020 is a reform project aimed at reviewing and reallocating public duties and tasks between the Cantonal Government and Municipalities, considering also implications on public finance system and equalization tools.
- From 2016 Position: **Project manager**  
*Quality Management For Municipalities*: Interdepartmental project promoted by the Local Authorities Audit Office and aimed at fostering internal control systems and total quality management in municipalities.
- Apr. 2007- Feb. 2008 Province of Brescia (Italy)  
Innovation and Territory Area  
Public Transport Department

Position: **Project manager, Responsible for planning and budgeting**

2004 -2007

"L. Bocconi" University (Milan, Italy)

Position: **Assistant professor**

Topics:

- Management and financing of international and European projects
- Public management
- Business-Government Relations and PPP

2004 - 2007

SDA Bocconi - Bocconi University School of Management,(Milan, Italy)

Position: **Assistant professor and programme manager**

Topics:

- Public administration, governance and local development
- Financing Research and Innovation Policies
- Evaluating development programmes and projects
- Delivering public services
- Public management in local authorities
- Strategic planning in local authorities

2003

AnciForm S.p.a - The training agency of the National Municipal Association (Rome, Italy)

Position: **Researcher**

Topics:

- Public management in local authorities
- Local Public Finance
- Accountability in local authorities

2002-2003

Military service

Position: **Leutenant**

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2000-2001

Secondary School "G. Da Milano", (Como, Italy)

Position: **Professor of Maths and Sciences.**

## Studies

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June 2018

Federal Diploma as "**Responsible of training in superior specialized schools**" promoted by the Federal University Institute for Professional Education and Training (IUFFP), Lugano-Breganzona (CH)

Oct. 2008

Certificate "**Organizing training courses for adults**" (**FSEA 1**), promoted by the Swiss Federation for life-long training

Apr. 2008

Ph.D. in **Public Administration** – University of Parma (Italy).

**Doctoral Dissertation:** *Public Administration and governance in local development promotion: strategic planning between territorial competitiveness and governance*

*Tutor:* Prof. Giovanni Valotti

Feb. – June  
2003

Advanced Course in "**Local Development Management**" - "**C. Cattaneo**" University (LIUC), Castellanza (Italy).

April 2002

Degree in **Public Management and International Institutions** at "**L. Bocconi**" University in Milan.

**Dissertation:** *Policies and management choices for local development* – Analysis of the role of local bodies in the promotion of economic development and the implications on public management.

*Tutors:* Prof. Elio Borgonovi, Prof. Giovanni Valotti

**Final mark:** 110/110 cum laude

## Other Experiences

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- Since 2016      Arca 88 – No Profit organization in the field of disabilities  
Arca 88 hosts and assists people with physical and psychical disabilities ([www.arca88.it](http://www.arca88.it))  
I am presently member of the board.
- 2009 – 2015      Municipality of Bizzarone (Italy)  
Councillor
- Member of different Association and No-Profit organisations in the field of environmental and cultural protection, of social protection and charities.

## Languages

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|---------|------------------------|
| Italian | Mother tongue          |
| English | C1                     |
| German  | B2 (Goethe Zertifikat) |
| French  | B1                     |

## Computer skills

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|-------------------|------------------|-------------------------------------|
| Good knowledge of | Word Processing: | Microsoft Word, Pages,...           |
|                   | Spread Sheets:   | Excel, Numbers, ...                 |
|                   | Graphics:        | Powerpoint, Publisher, Keynote, ... |
|                   | Internet:        | Explorer, Safari,...                |

## Main publications

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Crugnola P., Barreca M., Giuliani V. (2020) *Sistemi di remunerazione legati alla valutazione delle prestazioni: considerazioni dall'esperienza del Cantone Ticino (Svizzera)* (Pay-for-performance: insights from Ticino Canton - Switzerland). Risorse umane nella pubblica amministrazione – RUPA, 3/2020.

Crugnola P., Martone A., Sancino A. (2018), *Organizzazione e gestione del personale nelle amministrazioni pubbliche* (Organisation and Human Resource management in public administrations), Giampiero Casagrande Editore, Lugano.

Cristofoli D., Crugnola P. (2013), *To run or not to run (again) for political office...at the crossroads between public values and self-interested benefits. Insights from the Canton of Ticino*, in Swiss Society of Administrative Sciences 2012 Yearbook, Bern.

Cristofoli D., Crugnola P. (2012), *Motivare all'amministrazione della res publica. Primo rapporto sulla motivazione dei politici e funzionari del Cantone Ticino* (Motivate to administering res publica. First report on motivation of elected and appointed public officials in Ticino Cantons).

Crugnola P. (2008), *PA e imprese: le agenzie di sviluppo e di attrazione degli investimenti (PA and firms: agencies for local development and investments attraction)*, in Vecchi V. – Brusoni M. (a cura di), Strumenti di public management per lo sviluppo del territorio (Public management instruments for territorial development), FrancoAngeli, Milan

Borgonovi E., Crugnola P., Vecchi V. (2006), *Finanziamenti comunitari (EU funds)*, EGEA, Milan

Morcote (Switzerland) - March 18<sup>th</sup>, 2022

F.to Paolo Crugnola

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