

# Antimo Matano

Mobile: +44 74 2949 7733 E-mail: a.matano@hotmail.com [LinkedIn Profile](#)

## Profile

---

Sustainability leader with 12+ years' experience in developing / implementing sustainability strategy and initiatives, climate risk frameworks, corporate governance and policies, KPIs, new products, technology solutions.

Experienced Agile PM® and Prince2® Project Manager, with excellent track record of leading European and Global transformation programs and teams (30+ Individuals), dealing with fluid environments and ambitious targets.

Strong stakeholder management and presentation skills at executive and board level. Proven ability to organise work, deliver forward-looking business targets, strategic transformation, climate and sustainability initiatives.

Expertise: B Corp, TCFD and ISSB, GRI, UNSDGs, UN Global Compact, GRESB, UNPRI, CSRD, SBTi, SASB, SFRD.

## Academic experience

---

### **Research assistant - UCL School of Management**

**Jun-Jul 22 and Jun 23 - Today**

Developed sustainability related research and thought leadership as part of the "Italian Sustainability SME Observatory" research project. Analysed several responses by Italian SMEs to evaluate their sustainability readiness and transition.

### **Teaching assistant - UCL School of Management**

**Sep 23 - Today**

Supported the Management Science Group Consultancy Project module (76 students). Provided materials, plans and ongoing guidance to students for their delivery of sustainability related consulting project assigned (100% completion rate). Evaluation of progress against project assignment at the end of term 1.

## Professional experience

---

### **WIDE International Consulting - Head of Sustainability practice**

**London, Jan 23 – Today**

Led teams for the delivery of a number of Sustainability consulting engagements:

- Strategy: Developed and implemented sustainability strategy for multiple clients involving industry analysis, market positioning and operationalisation of key sustainability initiatives identified.
- Managed multiple Senior Leadership Teams to implement sustainability strategic and operational objectives.
- Project Management: Planned Milestones according to agreed cost and time. Managed budget and resources for the delivery of planned activities. Led stakeholder engagement to discuss activities progress and monitoring.
- Sustainability Reporting: Developed multiple Sustainability reports in line with relevant reporting frameworks.
- Sustainability assessment: Led the identification and assessment of key ESG / Sustainability risks and opportunities for improvement across organisations. Definition of controls and actions for monitoring.
- Supply chain: Developed the ESG due diligence methodology to ensure risk identification and assessment: analysed supply chain sustainability practices (key suppliers) to mitigate identified risks (es. Health and safety, human rights).
- Policies: Developed various policies (Code of Ethics, Code of Conduct, ESG terms of reference, etc.).
- Training: Developed and delivered Sustainability and EDI training to Senior Leadership Team and staff members.
- Certifications and accreditations: Led the assessment for B Corp certification. Led and successfully achieved "Great place to work" and "Best companies" accreditations.

### **Willis Towers Watson - ESG and Business Risk Partner**

**London, Jun 21 - Dec 22**

Developed sustainability strategy, governance and ESG initiatives across Willis UK and EMEA region:

- Led the development, implementation, and monitoring of the ESG Framework across 14 Lines of Business (LOBs) and operations.
- Led the first line of defence team for the delivery of ESG and Sustainability initiatives identified within the business (carbon reduction plan in line with SBTi, energy consumption, waste reduction, water usage, EDI objectives, etc).
- Developed the sustainability strategy, Net Zero targets and milestones at UK and EMEA level.
- Implemented and coordinated Sustainability/ESG working group (including CFO, CRO, COO, Head of HR, CEO).
- Developed sustainability content and training materials to promote sustainability core values / increase awareness.
- Led the ESG / Sustainability key metrics definition in line with reporting requirements (es. TCFD response).

Embedded Sustainability/ESG within Enterprise Risk Management framework:

- Coordinated the integration of climate risk assessment in the wider risk management framework.
- Conducted a number of deep dives (audits) to identify and assess sustainability risks as well as control improvement.

**Prudential PLC - ESG Consultant****London, Nov 20 - Feb 21**

Developed and implemented ESG Group governance:

- ESG Committee, terms of reference, agenda, ESG policy framework and reporting at Group level.

Embedded climate risk within existing risk and control assessment (RACA) methodology:

- Developed the methodology for climate risk assessment (physical and transition risks) and the potential financial impact on the organisation, in line with relevant regulations.

**QBE Europe - Consultant / Project Manager****London, Jul 19 - Apr 20**

Delivered a Global risk transformation project, a top 5 objective in Group CRO agenda:

- Led the development of enterprise-wide risk appetite and underlying key risk indicators (KRIs) across Europe, North America and AUSPAC divisions: identified, prioritised, developed metrics requirements, including ESG metrics.
- Managed successfully a global working group (30+ senior managers and directors) across time zones and provided regular update to Group: business case, project monitoring, (RAID) logs, and reporting.
- Reviewed and rolled out Group-wide methodology for ESG and climate risk assessment on a global scale.
- Project Management: project planning and budgeting, resources management for the delivery of activities in line with plan, production of RAID logs, summary papers.

**Marsh & McLennan - Consultant / Project Manager****London, Jan 19 - Jul 19**

Led the development and implementation of Conduct framework and ESG within Marsh UK and Ireland:

- Research and analysis of key sustainability requirements and industry standards. Provision of recommendations.
- Analysed existing data sets and provided recommendations for the development of relevant metrics.
- Identified, prioritised, developed technical specifications and agreed Conduct and ESG metrics.
- Led a dedicated technology team (4 individuals) for the development of metrics and reporting in Power BI.
- Designed Conduct MI for Risk Committee and Board, dry-run and presentation at Risk Committee.

Led successfully the integration of two risk management functions as result of JLT's \$5.6bn acquisition by Marsh:

- Project Managed teams (Marsh and legacy JLT): planned milestones and activities, managed workstreams and resources for the successful integration of functions.
- Regular meetings and updates: project plans, RAID logs, summary papers, workstream updates.

**AIG Life - Consultant****London, Mar 18 - Oct 18**

Led a team of 2 analysts for the evolution of risk framework to support company expansion:

- Developed a new risk scoring methodology and obtained approval from Risk Committee.
- Re-performed enterprise risk and control assessments across all functions, in line with the new scoring methodology.

Streamlined incidents management process:

- Analysed incident register to identify new risks and control gaps.
- Improved by +86% the monthly average of closed incidents.
- Established a deep dive methodology to conduct periodic reviews of incident register.

Reviewed the product proposition to increase market positioning:

- Identified key products' risks and controls to support aggressive growth targets and regulatory alignment.

**Grant Thornton - Specialist Contractor****London, Feb 17 - Feb 18**

Led a number of projects for Grant Thornton clients:

- Developed risk strategy and appetite statements, reviewed risk policies and procedures, internal model validation assurance, risk and control assessment, control testing assurance, reviewed stress testing, including scenarios and assumptions, reviewed multiple regulatory reports.

**Travelled Europe to raise funds for Italian Association of Blood donors****Europe, May 2016 – Jan 17****Risk Manager - ANV****London, Oct 15 - May 16**

Led successfully the review of risk management and governance frameworks following a breach of Solvency II compliance

- Led the risk and capital working group (3-5 individuals) to set new risk appetite statements and underlying metrics.
- Embedded risk champions within the business and defined related risk roles and responsibilities.
- Led the implementation risks and control assessment within first line across all business lines.
- Trained new staff and risk champions (50 individuals circa), with +70% training effectiveness based on feedback.

**Manager - PwC Consulting****London, Jul 14 - Oct 15**

Delivered two complex international projects and generated £500K in partnerships and new business:

- Supported the roll-out of a front-to-end global Risk and Control Assessment (RCA) project at RBS Bank (6 months).

- Implemented risk regulation as part of a European-wide project at UniCredit Bank (7 months).
- Reviewed multiple regulatory reports (Pillar II Reporting).

**Senior Associate - The Bank of New York Mellon**

**London, Apr 13 - Jun 14**

Managed successfully regular risk reporting cycles, improving the overall reporting time by +20%:

- Engaged with risk directors to gather and analyse enterprise-wide risk data (Top risks, KRIs, KPIs, loss data, etc.)
- Prepared quarterly risk committee and board papers for EMEA and Legal Entities, up to NY headquarters.
- Developed Stress Testing scenarios for European branches and Legal Entities.

**PMO - Tokio Marine Europe Insurance**

**London, Dec 11 - Mar 13**

Supported the implementation of Solvency II directive, managing over 100 projects sponsored by senior managers:

- Coordinated Solvency II Steering Committee, presented projects updates, logs, project dashboards, budget reports.
- Researched key information in relation to GDP, unemployment and inflation rates for the countries in scope. Developed a “Euro Crisis” Stress Test for the CRO and quantified the impact on the P&L.
- Restructured the loss data process and improved data quality for enhanced root cause analysis.
- Assisted the risk manager in performing a number of enterprise-wide risk and control assessments.

**Education and professional certifications**

---

Reporting with GRI standards, Reporting on Human Rights and SDGs with GRI standards	Mar 23
Task Force on Climate-related Financial Disclosures (TCFD)	Jul 20
Agile Project Management Practitioner, Prince 2 Practitioner	May 20, Nov 21
Masters in Economics & Business Management, First class honours - LUISS University	Mar 09
Bachelor degree in Economics and Business Administration, First class honours - LUISS University	Dec 06

**Additional skills and Interests**

---

**IT Skills:** Strong MS Excel, PowerPoint, Project and Visio. Expert in implementing multiple risk systems (RSA Archer, Magique Galileo, IBM OpenPages GRC), SharePoint, Power BI, JIRA, and ESG reporting platforms.

**Language skills:** English - Full professional proficiency; Italian - Native, Spanish - Intermediate, French - Basic.

**Interests:** Chess, Football, Rock music.