

MIB Trieste Alumni Association

Alumni Governing Council (2023-2026) Application: Constanza Mateos

Main initiatives:

1. Community engagement and development: Strategy and Plan: develop a MIB AA community engagement and development strategy and plan (including calendar with specific communications tactics) to promote and leverage the community. This also requires and implies carrying out a Management Function job within the Governing Council.
2. Networking/Alumni relationship building events to connect the MIB community: develop an annual event calendar in TS (at least 5 events per year) and for every MIB Alumni Chapter worldwide (at least 1 event a year). It means also reconnecting with (or appointing) the MIB Alumni Chapter representatives.
3. Trieste city: Corporate/Public Affairs in Trieste: Empower MAA as a key actor in Trieste, whose members include top tier professionals that contribute daily to TS's development. This means establishing and expanding dialogue with other key Trieste actors and finding common ground on how to build win win relationships.



Constanza Mateos
Origini '20

Proposed professional/Alumni:

**CONSTANZA MATEOS, MS**

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Nationality: Italian and Argentinean

QUALIFICATIONS SUMMARY:

Stakeholder Engagement, Social Impact Assessment, Community Liaison Officer, Capacity Building, Corporate Social Responsibility, Corporate Communications, Organizational Development Consultant with 15 years of experience in 15 countries.

- **Helping global companies comply with international standards to achieve financing** from multilateral credit organizations through E&S risk and ESDD assessments, and the development and implementation of ESMSs.
- **Stakeholder Engagement Community Liaison Officer** of first Renewable Energy Projects from Argentina's RenovAr Program, and of more than 70 renewable projects around the globe.
- **Project Manager** of the first time developed in Argentina Corporate Volunteer Program "Energía Positiva" from Petrobras and "Vos También" from Grupo Clarín during its period of conflict with Argentina's Government.

EDUCATION:

- **MIB Trieste School of Management**, Trieste, Italy. Executive Course in **Export Management and Entrepreneurial Development** "Origini". Fully granted scholarship. November 2020-November 2021.
- **New York University, USA. Master of Science in Public Relations and Corporate Communications – Organizational Effectiveness.** Summa Cum Laude 3.954/4 Honors: with distinction. Final Thesis: "*The role of communications to engage different type of employees.*" 2015-2016 School's Senator, member of NYU's Executive Board of Trustees, and Counselor of NYU's Wasserman Center for Career Development. May 2016.
- **Universidad de San Andrés, Argentina. Bachelor in Communications.** Final Thesis: "*The role of corporate communications in a corporate volunteer program. Business case.*" <http://hdl.handle.net/10908/944> August 2010.
- **Study Abroad: Università degli Studi di Bologna, Italy.** January-July 2009.
- **St. George's College North, Argentina. High School. Top 100 in the World (Spear's & Carfax Index, UK). '89-2004.**

PROFESSIONAL EXPERIENCE:

2014 April – Present. Consultant: Organizational Development, CSR, Corporate Communications, ESG, Stakeholder Engagement, Community Liaison, Capacity Building, Social Impact, and Social License to Operate Enabler. Worldwide: +15 countries. www.conniemateos.com

- Cultural Change, Communications, Corporate Social Responsibility, ESG, and Sustainability strategies.
- Stakeholder mapping, engagement/relationship building, consultations. Including Indigenous Peoples & Unions.
- Social Impact Assessments to define projects' prefeasibility and identify community risks and impacts and mitigations measures for projects' lifespan.
- Environmental and Social Management System (Social), social risk impact and mitigation assessments (ESIAs), ESDD, ESMS and ESAPs: development, implementation, and monitoring for Lenders and Project Sponsor aligned to international standards and guidelines: IFC, EHS World Bank Group, ISO, ILO, EBRD, GRI, and local requirements including human rights compliance.
- Implementation of ESMS Action Plans: Social Management Plans, Stakeholder Engagement Plans, Community Development Plans, Resettlement Action Plans, Indigenous Peoples Plan, Community Health and Safety.
- Internal trainings to project workers following ESAPs trainings schedule on community relations code of conduct and raising awareness about the importance of Social Management Plans implementation.
- Managing community relations, including conflict resolutions, enabling/obtaining social license to operate, and impact mitigation measures. Including MIGA, World Bank, and IFC projects.
- Community land acquisition negotiations and resettlement, focusing on creating project-community relations and obtaining property rights for project development by engaging in community dialogue process.
- Managing labor relations, including conflict resolutions with Unions following ILO conventions.
- Developing, managing, and monitoring Grievance Mechanisms and External Communications.
- Building relations/partnerships and capacity with different stakeholders (communities, NGOs, public organisms, government, employees, Unions) to address and resolve social conflicts.
- Creating community impact activities involving different actors, from a one-day impact to ongoing programs.
- Creating and advising special Committees: Organizational Transformation, Capacity Building, Corporate Volunteering, Engagement, and more.
- Training CEO's, employees, and teams about different organizational and stakeholder management topics.
- Focus Groups. Public hearings. Stakeholder Consultations. Free, Prior and Informed Consent Indigenous Peoples.
- Management guiding and advise.

2019 – Present. ROMBIOLO SRL. Owner. Gas station Subsidiary of GULF OIL.

- Launched first GULF Store and 5th GULF gas station in Argentina. Rebranded image in the local community and with local government.
- Employ and lead 15 employees 24-hour shift including during Covid-19 emergency.
- General management.

2011 May – 2014 April. Corporate Social Responsibility, Corporate Citizenship and Community Relations, Employee Engagement and Communications Consultant at rseRigou. Argentina. <http://www.rserigou.com.ar/>.

- Designed, implemented, and assessed CSR strategies for more than 10 companies from different industries.
- Project Manager of +10 Corporate Volunteer Programs (companies based in ARG or LATAM: 2k-30k employees).
- Created and incorporated new consulting service: Strategic Communications regarding CSR and Corporate Culture impact. Implemented service on 6 clients and Tierra del Fuego's Government.
- Social team building activities design and training workshops.
- Partnership with social organizations and government agencies to address social conflicts.
- Designed and implemented more than 100 corporate volunteer activities in Argentina, Paraguay, and Uruguay as well as more than 25 major projects with NGOs, communities, companies, and Ministries.
- Training workshops for colleagues, volunteers, Committees, and CSR teaching at Ott. College.
- Facilitated focus groups for future corporate volunteers and Volunteer Committee members.
- Increased employee job satisfaction throughout CVPs in a 2-year period.

2011 February - May. CEO's Personal Assistant at Canel International Energy Ltd. Petrolera Patagonia SRL. Argentina. <http://www.petrolerapatagonia.com/>

- Helped Italian CEO launch startup in Argentinean oil industry: Coordinated initial landing & relationship building.
- Followed up banking records and managed payments.
- Planned corporate's start up image with external Communications Agency.

2010 August – November. Temporary Manager shipyard workshop Astilleros Tornado SA. Buenos Aires, Argentina. <http://www.astilleroztornado.com.ar/>

- Managed relationship with clients, potential clients and working tasks of 14 employees.
- Managed budget and coordinated and executed daily work agenda.

LEADERSHIP ACTIVITIES:

- **Italy of Tomorrow:** developing and reinforcing Italy during Covid-16 emergency. Project Mentor. 2020.
- **Volunteer advising** to Undergraduate students with their final writing assessment since 2014.
- **Guest of Honor and Motivational Speaker** at St. George's College North IBO Diploma Commencement 2014.
- **Contributed** to Forética's [worldwide collaborative project](#). 2013.
- **Built more than 40 strategic partners between public and private sectors.**
- **Community service in/for different NGO's since 2011 (full-time, part-time, and/or specific activities):**
 - Empowered High School students with the importance of getting an education, coordinating activities and/or recreational projects with NGO's: Caacupé, CILSA, Cáritas and more.
 - Coordinated workshops to help +45 years old citizens to reenter the working force with NGO Diagonal.
 - Coordinated workshops for adolescents with NGO Chicosnet, Education Ministry and private company to reduce the digital gap and raise awareness about cyber bullying.
- **Member** Old Georgian Club.
- **Member** Asociación de Graduados de Universidad de San Andrés.
- **Benefactor elected** Universidad de San Andrés since 2018.
- **Elected to participate** Latin American Heads Conference 'Communication in Leadership Course'. Chile, 2004.

BEYOND:

- **Languages:** Native Spanish, Bilingual English, Bilingual Italian. Basic French.
- **Technology:** Full MS Windows and iOS. Full Social Media.
- **Certification:** Crisis Volunteer Coordinator: Points of Light. USA, TX. 2015.
- **International Young Leaders Assembly (IYLA):** Moral & Innovative Leadership – Sustainable peace & Development. USA, NYC. 2014.
- **Executive Education Program: Neurosciences for leaders.** Universidad de San Andrés, ARG. 2018.
- **Executive Education Program: HR Business Partner.** Universidad de San Andrés, ARG. 2018.
- **Speaker, Points of Light Annual Conference,** Houston, TX, USA. "Building Partnerships with Businesses and Engaging Corporate Volunteers: CSR Strategies, Metrics and Communication." **Speaker Solarise Renewable Energy (Prague) and Windmission Iberia (Lisbon), 2023, "Impact Assessment in Renewable Energy business case"**.
- **Guest Lecturer: EOI Business School,** Madrid, Spain. M.S. in Renewable Energy and Sustainable Development.

SHORT BIO and KEY EXPERIENCES:**Consultant. Development and Implementation of Environmental and Social Management Systems (Social).**

Social risk impact and mitigation assessments, identification of impacts, mitigation measures, relationship building/stakeholder engagement, public outreach and external communications plans, stakeholder consultations, and Free, Prior and Informed Consent of Indigenous Peoples. Social baselines, identification and analysis of internal actors, external communities and social groups of interests including vulnerable groups, Indigenous Peoples and Unions. Developing, managing, and monitoring community related Social Management Plans (including stakeholder engagement plan, land acquisition plan, resettlement action plan, and indigenous peoples plan), and Community Grievance Mechanisms during projects' lifespan. Enabling Social License to Operate. Training internal stakeholders on community relations/stakeholder engagement. Responding to local government requirements, IFC performance standards (specially PS 1, 4, 5 7), ISO, ILO, EBRD, EHS World Bank guidelines. Projects:

- Renewable Energy: NEXT Energy Group, GE Kosten, Vientos Los Hércules, Ecosol Caldenes del Oeste, Malaspina I, Duna & Huambos, Travesía, Matarani, Lupi, Víctor Jara, Quillagua I, Emma, Nairas, Panguí, and more. Specific Group ESMS Project: Developing, training, and implementing wpd AG's ESMS (Germany HQ and Global subsidiaries) to apply to wpd's operations worldwide. Developing ESG and Community Relations trainings to raise awareness about the importance of implementing ESMSs, Grenergy.
- Logistics: FSS Agencia de Aduana y Expertos Logísticos.
- Manufacturing: ITI-Industriale.
- Food: Unión Ganadera – Compañía Procesadora de Carnes.

Consultant. Gap Analysis, and Environmental and Social Action Plan. Review of existing environmental and social documentation and evaluation of Environmental and Social risks and impacts for development of recommendations and gap analysis for the Environmental and Social Due Diligence (ESDD) and/or alignment with requirements to international standards and norms: IFC, ILO, EHS World Bank Group, Sustainability Guidelines, and exclusion lists. Projects:

- Renewable Energy: Panguí, Travesía.
- Forestry: Arbaro Advisors GmbH
- Transmission line: KfW – CAF – Ande

Consultant. Environmental and Social assessment (Social), ESG and Sustainability, Social Management Plans, Community Liaison Officer/Stakeholder Engagement: Working with top management to develop CSR and Stakeholder Engagement strategies and plans including labor relations assessment and management, and Unions' dialogue management. Representing companies in achieving sustainable development goals. Develop social performance guidelines. Social risk impact and mitigation assessments, identification of impacts, mitigation measures including human rights risk assessments. Identification and analysis of internal actors, external communities, and social groups of interests. Includes stakeholder consultancies, dialogue, and partnerships public-private sectors to conciliate internal/external conflicts, capacity building activities, conflict management, and impact mitigation measures. Developing, managing, and monitoring Social Management Plans (including stakeholder engagement plan, community labor plan, communications plan), and sustainability strategies. Training internal stakeholders on the matter. Social assessment to align strategies to international frameworks and local requirements. Enabling Social License to Operate. Strategic Philanthropy and Impact Investing advising. Projects:

- Renewable Energy: GE Kosten, Vientos Los Hércules, Ecosol Caldenes del Oeste, Malaspina I, Duna & Huambos, Travesía, Matarani, Lupi, Víctor Jara, Quillagua I, Emma, Nairas, Panguí, and more.
- Food: Agropecuaria El Grillo SA, Eggcellence, Unión Ganadera – Compañía Procesadora de Carnes –
- Manufacturing: ITI-Industriale.
- Finance: Bank Macro, BAF Capital, IDB Invest.
- Merchandising: Atimex.
- Logistics: FSS Agencia de Aduana y Expertos Logísticos.
- Education: Old Georgian Club.

Consultant. Corporate Communications strategies including internal and external stakeholders. Developing and implementing strategies based on stakeholder analysis and corporate business goals. Provided guidance and tools to strengthen organizational stakeholder community reach, and social license to operate. Dialogue with Union representatives to manage, avoid and/or mitigate labor conflicts following ILO conventions. Social Management Plans for internal awareness trainings on internal/external stakeholder engagement. Partnering with social organizations

and dialogue with local governments to address conflicts and conciliate. Management and monitoring of strategies and plans. Projects:

- Renewable Energy: Greenergy.
- Food: Agropecuaria El Grillo SA.
- Manufacturing: ITI-Industriale.
- Media/Communications: Grupo Clarín.

Business Development. Renewable Energy batteries (Energy Storage Optimization). Understanding and assessing the client on how to implement batteries in IPPs Renewable Energy projects to guarantee energy storage in LATAM. Projects: Wärtsilä, Trieste, Italia.

Project Manager. Corporate Volunteer Programs/Capacity Building: Developing more than 2000 community relations activities engaging more than 10.000 people around the globe. Teaming private companies, nonprofits, public organisms and communities in dialogue practices and collaborative impact activities. Framing Programs and imparting training workshops for actors involved. Projects:

- Media/Communications: Grupo Clarín, Cablevisión, Telecom.
- Finance: BAF Capital, Bank Macro.
- Oil and Gas: Petrobras.
- Food: Molinos Río de la Plata.

Consultant, Organizational Development and Cultural Change: Strategies to make organizations a better place to work and a better social actor within the community. Guiding and advising Committees. Training workshops to C-Suites, employees, corporate volunteers, and NGOs on CSR, communications, stakeholder engagement, conflict management, team building, motivation, and driving business through employee engagement. Projects:

- Media: Grupo Clarín, Cablevisión, Telecom.
- Finance: BAF Capital, Bank Macro.
- Oil and Gas: Petrobras.
- Food: Molinos Río de la Plata.

Project Manager. Corporate Volunteer Programs/Capacity Building. Developing more than 2000 community relations activities, engaging more than 10.000 people around the globe. Teaming private companies, nonprofits, public organisms and communities in dialogue practices and collaborative impact activities. Framing Programs and imparting training workshops for actors involved. Projects:

- Media/Communications: Grupo Clarín, Cablevisión, Telecom, Radio Mitre, Discovery Channel.
- Finance: BAF Capital, Bank Macro.
- Oil and Gas: Petrobras.
- Food: Molinos Río de la Plata.
- Logistics: Gestión Compartida, Ultramar.

Counsellor New York University's Wasserman Center for Career Development, Universidad de San Andrés Ambassador, teaching experience and international conference speaker. Lived, studied, and worked in LATAM, USA, New Zealand, and Europe. Speaks Spanish, English, and Italian fluently, and basic French.

More info: www.conniemateos.com