

Dr. rer. nat. Martin Zambaldi, MBA



📍 A. Hofer Str. 7, 39044 Neumarkt (Italy)

☎ +39 - 335 -1315264

✉ martin@zambaldi.eu

Gender M | Date of birth 01/06/1975 | Nationality Italian

DESIRED POSITION IT leadership role (Head of IT / CIO) or freelance IT consulting

WORK EXPERIENCE

Since October 2025

Independent freelance IT consultant

- Guidance and support in implementing the NIS2 Directive
- Expanded the consulting portfolio through certification as ISO 27001 Lead Auditor (VOREST AG, 06/2026) and ISO/IEC 42001 Implementer (DGQ, 05/2026)
- Independent strategic advisory to management and IT decision-makers on developing a company-wide IT strategy
- Support in reviewing and digitalizing processes according to ITIL
- Structured collection and evaluation of requirements, selection and implementation of new software solutions
- Support in developing and increasing the efficiency of the IT environment, e.g. through AI
- Leading IT projects through implementation incl. change management and stakeholder involvement

January 2019 –
September 2025

“Head of IT” & Head of the “Organization” Department

Raiffeisenverband Südtirol (RVS), Bolzano

- Defined and developed the RVS IT strategy with ongoing evaluation of new technologies
- Coordinated and moderated the technical working group of the Round Table for unifying IT architecture and leveraging synergies with all organizations in the Raiffeisen network
- Responsibility, planning and central monitoring of the IT expenditure budget
- Program and process management at RVS incl. methodology development, advisory to internal departments
- Introduced an AI-based knowledge database to increase efficiency
- Defined, renewed and maintained workstations with a new mobile work model and MS365 platforms for collaboration and mobile working – activated 100% remote work within 2 days during Covid
- Provided and monitored hardware infrastructure incl. a dedicated network for RVS
- Built and strengthened a comprehensive security infrastructure (monitoring, penetration/intrusion testing, SOC, reporting to supervisory bodies) with zero security incidents throughout the entire tenure
- Increased employee cybersecurity awareness through extensive training measures and intensive support
- Program manager for all RVS IT projects and project lead for the complete replacement of the Lotus Notes platform with new solutions
- Under overall responsibility as Head of IT, successfully and punctually introduced a new ERP system as part of the IT project portfolio (budget and programme responsibility; operational project work was carried out by the responsible business project team)
- Responsible for compliance roles: legally compliant archiving, digital signature, business continuity management, IT security and data protection incl. advisory to departments and reporting to supervisory bodies.

August 2016 –
December 2018

Head of “RUN Contract Management & Administration”

Seconded as director to Südtiroler Informatik AG, in-house entity of the Province of South Tyrol

- Defined strategies for developing the “RUN - Contract Management & Administration” area to increase efficiency and quality in contract awarding
- Negotiations and public tenders for contracts up to tens of millions of euros
- Held the role of “DEC” (contract execution director) for around a dozen of the province’s largest IT contracts (workstation support, service management, call center, HW/network infrastructure)
- Managed and monitored supplier contracts incl. review meetings, billing controls, conciliation negotiations and application of penalties
- Chaired technical commissions in tender procedures
- Coached colleagues as commission members/chairs in tender procedures incl. methodology training

- Coordinated the outsourcing of formerly internal services to support technical departments
- Responsible for coordinating and managing SIAG's EU-funded projects

October 2012 – April
2017

Head of Support Department

Seconded as director to Südtiroler Informatik AG, in-house entity of the Province of South Tyrol

- Unified two previously parallel support structures
- Developed strategies to increase efficiency and service quality in Support, achieving a 30% improvement in service quality through close monitoring
- Led the definition and ongoing revision of unified ITIL processes
- Negotiations and public tenders for contracts worth tens of millions of euros
- Managed, executed and monitored contracts with external partners and suppliers
- Monitored SLA evaluation indicators and applied penalties
- Complaint management incl. initiating corrective actions
- Customer support and ensured customer satisfaction
- Personnel responsibility incl. recruiting, goal-setting, employee reviews and training

August 2009 –
December 2014

Director of the Office for Geospatial and Statistical Informatics

IT Department, Province of South Tyrol

- Defined and implemented the office's strategy in coordination with political guidelines
- Full responsibility for all activities of the two competence centers Statistics and GIS
- Full responsibility for all activities of the provincial Cartography office (Sept. 2010 – March 2014)
- Managed and monitored supplier contracts, reducing license costs by around 10%
- Customer support and promotion of results, incl. as invited speaker at the PMI Congress in Rome and at international GIS conferences (gvSIG, FossGIS)
- Personnel responsibility for all employees incl. competence center leads (recruiting, goal-setting, training)
- Built tactical partnerships (EURAC, universities, public bodies) to leverage synergies and develop know-how
- Implemented several innovative projects based on EU-funded programs (Interreg, ERDF)
- Defined a project management methodology handbook and contributed to establishing a PMO for the IT Department. Completed the International Full Executive MBA while working

May 2000 – July 2009

Various management positions

Infineon Technologies AG, Munich (www.infineon.com)

Covered various responsibilities and roles:

- Requirements and documentation management for the entire Infineon hardware development environment, and collection and management of requirements for the COM business unit
- Customer interface for the hardware development environment for verification, incl. defining and clarifying general methodological aspects
- Technical project lead for the development environment and an EU-funded project
- User support in development projects incl. assignments abroad in India and the USA
- Results: 4 patent applications for new simulation/verification methods, publications at international conferences (incl. DAC, ITC, DATE) and in the IEEE journal Design & Test, multiple "Good Cooperation Award", two-time "Best Newcomer of the Year" nominee, and substitute lectures at TU Munich

June 2026	ISO 27001 Lead Auditor ISMS VOREST AG, Pforzheim, Germany 5-day intensive course (22–26 June 2026). Certificate valid until June 2029.
May 2026	E-Training: ISO/IEC 42001 Implementer DGQ Weiterbildung GmbH, Frankfurt am Main, Germany
March 2026	ISO 27001 Internal Auditor ISMS (1st & 2nd Party Auditor) VOREST AG, Pforzheim, Germany
October 2010 – June 2013	Executive MBA with a focus on Public Management SMBS (Salzburg Management and Business School), University of Salzburg, Austria ▪ MBA with master's thesis "Addressing Increasing Requirements in Times of Shrinking Budgets" ▪ Grade: Summa cum Laude
October 2004 – October 2008	Doctoral dissertation (PhD) in Technical Computer Science Institute of Computer Science, University of Paderborn, Germany ▪ Doctoral research (PhD) on the topic "Concepts for the development of a generic Multi-Level-Testbench covering different areas of application" ▪ Grade: Magna cum Laude
March 1997 – May 2000	Thesis student, working student and intern Siemens AG / Infineon Technologies AG Munich, Germany ▪ Thesis: "Transformation of VHDL structural and dataflow constructs into a netlist"
November 1994 – May 2000	Diplom-Ingenieur (Univ.) in Electrical Engineering and Information Technology Technical University of Munich, Germany

PERSONAL SKILLS

Mother tongue German

Other languages

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
Italian	C2	C2	C2	C2	C2
Bilingualism certificate A (South Tyrol)					
English	C2	C2	C2	C2	C2

Communication skills

- Intercultural competence through time spent in the USA, team-building in India and international collaboration
- Strong communication skills developed through negotiations with suppliers/internal clients and presentations to boards and committees

Organizational and leadership skills

- IT leadership responsibility at CIO level: building, structuring and strategically aligning IT competence centers and teams
- Strategic realignment and reorganization of departments
- Extensive experience leading international projects and programs
- Acquisition, definition and execution of funded projects
- Solid project management: methodology definition and co-establishment of two PMOs
- Leading intercultural teams incl. knowledge transfer
- Conflict resolution in staff management, coaching and motivating employees
- Experience with hiring interviews and performance reviews

Professional skills

- IT budget and contract responsibility incl. invoice auditing and applying penalties
- Defined and monitored improvement measures, services and KPIs
- IT Governance & Compliance: certified ISO 27001 Lead Auditor (VOREST AG) and ISO/IEC 42001 Implementer (DGQ); experience with data protection impact assessments and NIS2 implementation
- IT security measures (SOC, penetration testing, incident response)
- Ensured business continuity management
- Author and multiple-time commission chair for tenders, as well as contract negotiations with suppliers – both up to tens of millions of euros
- Monitoring and management of licenses
- Knowledge of public administration processes, procedures and requirements
- Collaborations with universities, companies and public bodies
- Writing scientific texts and publications and presenting them
- Change management and stakeholder communication in IT transformation projects
- AI governance: evaluation and introduction of AI applications considering risk and compliance aspects

Digital skills

- IT Governance & Compliance: NIS2 implementation, ISO 27001 and ISO/IEC 42001 practice
- Use of digital signature, certified email, legally compliant archiving
- AI: evaluation, deployment and governance of AI platforms (Copilot, ChatGPT, DeepL) for enterprise use
- IT systems, development environments and ticketing platforms
- Ways of working: MS365 platforms incl. SharePoint, Teams, OneNote, OneDrive, PowerBI; proficient with all common Office suites and video-conferencing systems
- Administration: various software applications such as ERP, CRM, ticketing platforms, accounting, etc.

Driving licence

- Category B

VOLUNTEER ACTIVITIES

Since March 2021	1st Chairman of the AVS Unterland Section
Since September 2018	Parent representative at the primary school and, since September 2023, at the Neumarkt secondary school
February 2012 – February 2016	Chairman of the “Zukunft Neumarkt” consortium for increasing the appeal of Neumarkt
January 2015 – March 2021	Committee member of the AVS Unterland Section
Since October 2010	Committee member of the AVS Neumarkt local branch as youth leader and family group leader

ADDITIONAL INFORMATION

Publications
Presentations
Conferences
Seminars/Training

Publications:

- Several articles in international trade journals
- 20 papers at international conferences and workshops
- 8 international patents from around 20 invention disclosures
- MBA Business Case – October 2011: “Das €CO-Wohlfühlhaus” – Design Your Desire, SMBS - Salzburg Management und Business School

Seminars:

- 28 non-technical seminars (coaching, management, project management, rhetoric, conflict management, etc.)
- 24 seminars on regulatory topics (NIS2, public procurement, data protection, ISO 27001, etc.)
- Around two dozen technical trainings/webinars (AI, MS365, etc.) and several conferences
- VSS sports instructor (South Tyrolean Sports Federation), October 2015 – November 2016
- AVS sport climbing instructor, multi-day course, March 2019