

Carlo Gambino

Innovation & Engineering Director at ITW Global Fasteners

Work Experience

Illinois Tool Works (Global Fasteners Platform)

Illinois Tool Works (ITW) is a diversified global industrial company, which is part of Fortune 500. With a substantial presence in the automotive sector, ITW is renowned for delivering innovative products and solutions, including advanced fastening systems, components, and specialty materials. With its unique business model centered around the three pillars of Decentralized, Entrepreneurial Culture, 80/20 Front-to-Back Process and Customer-Back Innovation, ITW has been able to consistently overperform its peers in both revenue growth and profitability over the course of the last decade.

Sep 2023

[Innovation & Engineering Director](#)

Present

In my role as the Director of Innovation & Engineering at ITW Global Fasteners, I oversee a team of 20 designers and engineers, aiming to create and develop innovative products that contribute to the sustainable growth of the division. Utilizing the company's proprietary Customer-Back process, the team consistently initiates innovation by addressing customers' complex technical challenges, rather than starting from the research and development center outward. Due to the unique nature of this approach, my responsibility entails not only overseeing the technical aspect of product development, but also establishing and nurturing a position as a trusted partner to our customers and strategically aligning innovations with the company's long-range plan to ensure a comprehensive and financially sound product roadmap.

Apr 2021

[Sales Manager](#)

Aug 2023

In 2021, the merger of two key customers, PSA and FCA posed significant challenges for ITW fasteners division. In response to this, ITW brought me on board to navigate the complexities of the transition. My role involved integrating the French and Italian teams responsible for overseeing the two distinct accounts and strategically managing the risks associated with potential business loss stemming from the merger. After a span of two years, the objective was successfully achieved. A cohesive team of 10 Salespeople, which included two new additions, was seamlessly collaborating to serve a shared customer. Additionally, the business relationship with the customer reached new heights of proficiency, marked by consistent year-over-year revenue growth.

VOSS Automotive

VOSS Automotive is a multinational manufacturer of fluid management systems used in trucks, passenger cars and industrial applications.

Jun 2019

[Sales Division Manager](#)

Apr 2021

In the position of Sales Division Manager, I was reporting directly to the VP Global Sales, and I was responsible for a group of customers with a >€20 million compound turnover in the EMEA region.

My main task was to maintain and consolidate the commercial and technical relationships with customers, ensuring the growth of revenues and profitability in accordance with company objectives. The customer portfolio included OEMs in the passenger car, truck, agriculture, and construction equipment segments, as well as two major Tier 1 suppliers specializing in air brake systems.

In this role, I also had the opportunity to manage other people for the first time, and I successfully acquired and developed new talents.

Feb 2017

[Key Account Manager](#)

Jun 2019

Reporting to the Sales Division Manager, I supervised two clients in the EMEA region: an established one (CNH AG/CE) and a newly acquired one (FCA) which my team and I successfully brought on board in late 2017. My primary responsibilities encompassed overseeing significant tenders, including the creation of technical documentation and the development of business cases for approval from upper management, up to the C-level. I also engaged in negotiating prices and Long-Term Agreements, as well as actively pursuing new business opportunities.

In 2018, alongside my existing responsibilities with the two mentioned clients, I was additionally tasked with initiating contact with three potential new customers (PSA, VOLVO Cars, and Renault) and identifying potential business opportunities with them.

Languages

Italian	Mother Tongue
English	C2
French	B1

- Mar 2015 **Norma Group**
Jan 2017 *Norma Group is a global supplier of engineered joining technology solutions for fluids and it operates in various industries, particularly water management and vehicle systems.*
[Application Engineer](#)
In this role, I acted as the primary technical liaison for my company, engaging with a client base within the automotive industry in Italy and Spain. My primary responsibility involved supporting Key Account Managers in identifying and pursuing new business opportunities with these automotive customers. In addition to my sales-related responsibilities, I also assumed the role of a project manager, overseeing the technical aspects throughout the definition, quoting, and validation phases.
- Nov 2013 **Fiat Chrysler Automobiles Italy**
Feb 2015 *Fiat Chrysler Automobiles (FCA) stood as one of the foremost giants in the automotive manufacturing landscape, boasting a diverse and prestigious portfolio encompassing renowned brands such as Alfa Romeo, Maserati, Fiat, Chrysler, Jeep, and Ram.*
[Engineering Specialist](#)
In my role as an Engineering Specialist, my responsibilities included defining, implementing, and testing technical solutions aimed at enhancing the perceived quality and comfort of seats. To achieve this goal, I utilized tools like Design for Six Sigma (specifically, the Taguchi Method) and conducted Competitor Benchmarking through methods such as Vehicle Tear Down and Consumer Testing.
- Sep 2012 **Chrysler US**
Sep 2013 [Intern Student](#)
- Jun 2011 **Teksid Aluminum**
Sep 2011 [Intern Student](#)

Education

Joint MASc Degree in Automotive Engineering

- Politecnico di Torino (2013 Turin – Italy)
- University of Windsor (2014 Ontario – Canada)

Executive Master in Business Administration

- SAA - School of Management (2023 Turin – Italy)