

General manager candidates

The shortlist, and the three pools of people under 50 drawn from the top teams of the Italian and Dutch yacht builders

16	24	23	50	3,607
SHORTLISTED	GM POOL	HYBRID POOL	COO POOL	PROFILES READ BY HAND

THE BRIEF

A yachting company that is building a new yard needs its first general manager: commercially driven, with a real understanding of the technical side, experience of yacht production and pricing discipline. The people here were read one by one on the top teams of the Italian and Dutch yacht builders and among their former senior staff; everyone in the pools is under 50 by the age estimate on their page.

THE BUILDERS

Forty yacht builders of Italy and the Netherlands

Twenty of them by their marks, Italy first: the builders graded A+ and A in the brief with a LinkedIn page of their own. The other 20 are in the tables and the builder sections.



Azimut Yachts



Benetti



Sanlorenzo



Ferretti Group



Baglietto



Tankoa Yachts



CRN



Overmarine Group · Mangusta



Rossinavi



The Italian Sea Group · Admiral



Feadship



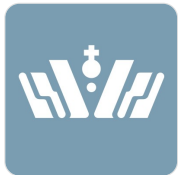
Heesen Yachts



Oceanco



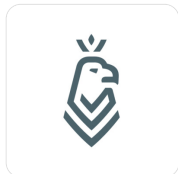
Damen Yachting · Amels



Royal Huisman



Moonen Yachts



Van der Valk Shipyard



Royal Hakvoort Shipyard



ICON Yachts



Vitters Shipyard

SUMMARY

What the map says, and what to do first

WHAT THE MAP SAYS

The map in numbers

40 builders; 3,607 profiles read one by one and placed in a function and a level; 227 people fit one of the three pools, 103 of them under 50 by the age estimate; 16 proposed for detailed evaluation; 60 people with a Turkish connection.

The commercially driven general manager is the rarest path

Five of the 37 top seats were reached from sales, every one of them inside the same yard. The hired outsiders are industrial chiefs brought in by investors and listed groups since 2023, always into a yard that already had a seller.

Three of the sixteen are reachable now

Two are independent after group commercial seats (de Vivo, Fanizza) and one lost his yard to a takeover (Rucconi). Seven need a trigger that is visible on this map: the Ferretti and TISG ownership changes, the outsider placed over Azimut's commercial chief, Sanlorenzo's sales reorganisation. Six took a new seat in 2025 or 2026 and are unlikely before 2027.

The number two at each builder is named

On every organisation chart the person who runs the yard day to day under an owner or a group chief executive is marked, with the reason: the people who would step up if the top seat moved, and the second layer a new yard could hire from.

The Dutch custom yards run on a Turkish engineering bench

Sixty people on the map have a Turkish connection; 37 of them are Turkish engineers and leads at Royal Van Lent, Damen Yachting and Oceanco, hired from Turquoise, Sedef, Tersan and Sirena since 2019. The senior people who know Türkiye are the ones who built there: a former Heesen COO, a former TISG operations chief, a former Feadship technology head.

What the seat costs

The listed Italian groups pay their senior layer EUR 300,000 to 900,000 and a general director a bonus equal to salary; Dutch directors average EUR 160,000. A European general manager at a new yard in Türkiye costs the European package plus 35 to 50 per cent once housing, schools and the tax gross-up are added.

THE FIRST FIVE TO APPROACH

Stefano de Vivo	Ten years Ferretti Group CCO, five running Wally; independent since 2024. Reachable now.
Sebastiano Fanizza	Six years Benetti CCO, five months Next Yacht Group CEO; advisory practice since December 2025. Reachable now.
Marzio Rucconi	General manager of OTAM and of Palumbo's Savona yard; lost his yard to Tankoa's takeover. Reachable now.
Giordano Pellacani	Ferretti Group CCO on an engineering base; reachable once the new chief executive settles his team.
Enrico Chiaussa	Azimut CCO for EMEA and APAC after eighteen years in the dealer network; an outsider sits over him since 2025.

RISKS

Three of the first five have no sitting seat to leave, which is also the first question to ask them. The reachability judgments come from careers, dates and the press, not from conversations. The age estimate can put a person a year either side of 50. The pay anchors are the listed groups' reports and two national surveys; no survey of shipyard general managers exists.

NEXT STEP

Approach the three who are reachable now this quarter, and agree the location model (one resident general manager, a European commercial lead beside a resident yard director, or a split week with a resident deputy) before the first call: it decides whether the Dutch hybrids and the Italian operations chiefs are in or out.

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HOW TO READ THIS REPORT

The shortlist and the three pools

What is in the report

The summary, then two pages that frame the search: reachability at a glance and the pay benchmarks. Then the shortlist: the people proposed for detailed evaluation, with the reason, the reachability judgement and what the open web adds. Then the three pools, each opened by an index: commercially driven general manager, hybrid commercial-technical, and COO or technical director. Each pool holds the best 50 people under 50 in the order of the reading. A shortlisted person appears in the index of their pool with a page reference and is not printed twice.

One page a person

The career on the left as the profile states it, latest role first, with the dates the person gave. The key facts on the right: an age estimate, where the person is based, the current seat and since when, the career length, the builders on the CV among the 40 in the study, education, languages. Under them, the reading: what the profile says, in a few lines. There are no scores in this report.

The age estimate

LinkedIn carries no birth date. The estimate rests on the dated education lines: a secondary school starts at 12 to 14, a first degree at 19. Where only a later degree or the first job is dated the page says so and gives a range. Where the profile was checked against a dated milestone the page says checked. The cut is under 50 by this estimate; a person a year either side of 50 can sit on the wrong side of it.

Reachability and the location model

For each shortlisted person a strip gives our judgement: reachable now, needs a trigger, or unlikely before 2027; what would move them; the trigger visible on the map; the type of route in; when to look again. The location model (A: one resident general manager; B: a European commercial lead beside a resident yard director; C: a split week with a resident deputy) is the one the profile points to. All of it comes from the career, the dates and the press, not from a conversation with the person.

From the web

For the shortlist, one open-web search a person was read by hand: appointments and departures in the trade press, interviews, conference and boat-show appearances, the person's own posts. The sources are named in the text; where nothing was found the page says so.

What the reader wrote

Nothing in this report was produced by a text rule or a language model. The pools, the reading, the reachability judgements, the pay benchmarks and the web summaries were written by hand from the profiles and the documents named.

REACHABILITY AT A GLANCE

3 reachable now, 7 need a trigger, 6 unlikely before 2027 (1 to 8 of 16)

Our judgement from the career, the dates and the press, not a conversation with the person. What would move each person, and the route in, are on their page.

PERSON	POOL	THE TRIGGER	LOCATION MODEL	REVISIT
Stefano de Vivo REACHABLE NOW	Commercially driven GM	None needed: independent since November 2024, running a refit-and-survey partnership and his own company.	A or C	Now
Daniele Lucà NEEDS A TRIGGER	Commercially driven GM	The end of the Asia posting or a change at the top of Sanlorenzo; eighteen months into a regional CEO seat he will not move before a first result.	A	March 2027, two years in the seat
Sebastiano Fanizza REACHABLE NOW	Commercially driven GM	None needed: left Next Yacht Group after five months as CEO and set up an advisory practice in December 2025.	A	Now
Enrico Chiaussa NEEDS A TRIGGER	Commercially driven GM	An outsider from Ferrari was put over him as general manager in May 2025; his next step at Azimut is the group, not the brand. A second year under the new general manager is the trigger.	B	January 2027, three years in the seat
Vincenzo Soria UNLIKELY BEFORE 2027	Commercially driven GM	The end of Perotti's reorganisation of sales, or a slowdown in Sanlorenzo's orders; a dealer-entrepreneur who kept his own company open can leave fast, but not in year two.	C	December 2026, two years in the seat
Giordano Pellacani NEEDS A TRIGGER	Hybrid commercial-technical	The settling of Ferretti's new ownership and chief executive (May 2026): if the new CEO brings his own commercial chief he is reachable within months; if not, not before 2027.	B or C	March 2027
Primiano Protano NEEDS A TRIGGER	Hybrid commercial-technical	A year into the Palumbo seat; the trigger is Palumbo's own plan for ISA and the Savona refit yards, or a greenfield he can specify himself.	A	November 2026, one year in the seat
Gianluca Ciniero UNLIKELY BEFORE 2027	Hybrid commercial-technical	Months into his first top seat; nothing before the first full year unless the yard's owners change.	A	June 2027

REACHABILITY AT A GLANCE

3 reachable now, 7 need a trigger, 6 unlikely before 2027 (9 to 16 of 16)

PERSON	POOL	THE TRIGGER	LOCATION MODEL	REVISIT
Marzio Rucconi REACHABLE NOW	Hybrid commercial-technical	Tankoa's takeover of OTAM in autumn 2025 took away the yard he ran; his seat after it is not public.	A	Now
Fabiano Ciampolini NEEDS A TRIGGER	Hybrid commercial-technical	Sanlorenzo's reorganisation of its superyacht division (a dealer-side sales chief in 2024, a new sales director in 2025, a new plant director): if superyacht sales go to the dealer-side team, he moves.	B	January 2027
Nicky van Zon NEEDS A TRIGGER	Hybrid commercial-technical	His first year as managing director under a remote owner couple; a change of owner at Moonen, or the end of its order book, is the trigger.	B	November 2026, one year in the seat
Andrea Antichi UNLIKELY BEFORE 2027	COO / technical	Eighteen months into a brief to consolidate the Azimut sites; nothing before the sites are consolidated, unless the group's shareholders change the plan.	A	May 2027
Marco Rodi UNLIKELY BEFORE 2027	COO / technical	Weeks into the seat; not before two years unless Azimut's reorganisation fails.	A	September 2028
Emiliano Austi NEEDS A TRIGGER	COO / technical	The sale of The Italian Sea Group, under way in October 2026 with five bidders: a buyer who brings its own technical chief frees him.	A or B	When the sale closes; check January 2027
Andrea Guido UNLIKELY BEFORE 2027	COO / technical	Weeks into the COO seat after nineteen years at Sanlorenzo; a lifer moves only with a change of ownership.	B	October 2028
Daniele Di Giampaolo UNLIKELY BEFORE 2027	COO / technical	Weeks into the seat; the trigger is the end of the service-division build-out or a return to a newbuild role.	B	September 2027

PAY BENCHMARKS

What the seat costs

The anchors that exist, each with its source, and our reading of what a general manager for a new yard in Türkiye will cost.

REFERENCE	FIGURE	WHAT IT TELLS US	SOURCE
Ferretti Group chief executive, 2025	EUR 1.86 m fixed + EUR 2.55 m short-term bonus = EUR 4.40 m	The top of the market: a listed group with EUR 1.2 bn revenue and 2,000 people. The bonus paid at 95% of target on adjusted EBITDA, operating cash flow and order intake.	Ferretti S.p.A., Remuneration report 2025 (April 2026)
Ferretti Group senior management by band, 2025	1 above EUR 1.5 m · 4 between EUR 300,001 and 900,000 · 10 up to EUR 300,000	The group's fifteen senior managers: the brand and function heads on this map earn EUR 300,000 to 900,000; the layer under them up to EUR 300,000.	Ferretti S.p.A., Annual report 2025, directors' report
The Italian Sea Group chief executive and general director	EUR 1.6 m fixed: EUR 0.6 m for the CEO office, EUR 1.0 m for the general director role	A founder's pay at a EUR 350 m listed yard; the general director component shows what the operating seat is valued at.	The Italian Sea Group, Remuneration policy report, March 2025
Sanlorenzo executives, policy	Bonus at target: 100% of fixed for the executive director and general director; 42.5% on average for the other strategic executives	The listed yards pay the general director a bonus equal to the salary, and the division heads under him 40 to 50 per cent of it.	Sanlorenzo S.p.A., Remuneration report 2023, policy section
Italian executives (dirigenti), private sector, 2025	Average gross salary EUR 106,600; industry about EUR 112,000; total pay 15 to 30 per cent more with the bonus	The floor for anyone on an executive contract; a yard's technical director or plant director sits here.	JobPricing, JP Salary Outlook 2026; Manageritalia pay observatory 2024
Dutch directors, national survey	Average salary EUR 158,000 (2023 survey); EUR 166,000 including bonus (2019 survey)	What a managing director of a Dutch company of a yard's size earns; the Dutch yards' chief executives sit above it, their department heads below.	NCD and Human Capital Group, Nationaal Beloningsonderzoek directeuren, 2019 and 2023
Superyacht shipyard general managers	No published survey	The crew salary guides (Quay Crew, Yachtly, Dockwalk, Flying Fish) cover captains and crew, not shipyards. A yard general manager's pay is negotiated, not surveyed.	Searched October 2026
Expatriate package elements in Türkiye	Housing, school fees, cost-of-living allowances and tax reimbursements are taxable income; international school fees in Istanbul USD 15,000 to 35,000 a child a year	Every allowance has to be grossed up. A family with two children adds USD 30,000 to 70,000 a year in school fees alone. A 20-year foreign-income exemption for executives moving to Türkiye was announced in 2026 and is worth checking for a candidate with investment income abroad.	KPMG, Taxation of international executives: Türkiye; KPMG flash alert 2026-149; ischooladvisor.com fee guide 2026

What the search should plan for

A sitting commercial chief or division general manager at one of the Italian groups sits in the EUR 300,000 to 900,000 band, most of them in its lower half, with a bonus of 40 to 100 per cent of fixed at target. A Dutch yard director comes in lower on fixed pay, EUR 160,000 to 250,000, with pension and a company car. These are our reading of the anchors above, not a survey.

The package for a European general manager at a new yard in Türkiye

Fixed pay at or above the current seat, a bonus tied to the first deliveries and the order book, housing near the yard or in Istanbul, school fees, home flights, a car and driver, international health cover and tax equalisation. Rule of thumb: the all-in cost is the European package plus 35 to 50 per cent. Equity or a founder's share is the one thing the dealer-side sellers and the founders on the shortlist would weigh above salary.

THE SHORTLIST

16 people proposed for detailed evaluation

In pool order: commercially driven general managers, then hybrid, then operations. Each page gives the reason, the career, the key facts and what the open web adds.



Stefano de Vivo

Executive Chairman & Partner at WOSA Yacht Refit & Survey · Milan, Italy

- SHORTLIST
- COMMERCIALLY DRIVEN GM
- NOT AT A LISTED BUILDER

Ten years as Ferretti Group chief commercial officer and five running Wally; independent since late 2024 with a refit and survey partnership. Naval architect with an MBA.

REACHABILITY	WHAT WOULD MOVE THEM	THE TRIGGER	THE ROUTE, AND THE LOCATION MODEL
Reachable now	A top seat with a build programme after ten years as a group chief commercial officer; the refit business is a platform, not a yard.	None needed: independent since November 2024, running a refit-and-survey partnership and his own company.	Direct approach; he speaks publicly about leaving Ferretti and about the industry. Milan-based with no yard to leave; a resident first year is plausible, a split week after it.
Revisit: Now · Location model A or C			

CAREER

Feb 2025 – now	Executive Chairman & Partner · WOSA Yacht Refit & Survey
Nov 2024 – now	Chief Executive Officer · POEM Srl.
Jan 2024 – now	Executive Chairman · The Superyacht Life Foundation
Mar 2023 – Jan 2024	Advisor to the Board · The Superyacht Life Foundation
May 2014 – Nov 2024	Chief Commercial Officer · Ferretti Group
Jan 2019 – Oct 2024	Managing Director · Wally Yachts S.A.
Feb 2016 – Oct 2024	Executive Director & Board Member · CRN YACHTS
Jun 2014 – Jan 2016	Board Member · CRN YACHTS
Jun 2014 – Oct 2024	Managing Director · Ferretti Group Asia Pacific

and 5 earlier roles on the profile

KEY FACTS

Age	About 48 checked against the dated milestones of the profile
Based in	Milan, Italy
Current seat	Executive Chairman & Partner, WOSA Yacht Refit & Survey, since 2025
Career	Since 2002, 24 years
Builders on the CV	Benetti (earlier); CRN (earlier); Ferretti Group (earlier)
Education	Hong Kong University of Science and Technology - School of B Master of Business Administration (MBA) · Specializing in St; University College London, U. of London Beng · Naval Architecture and Ocean Engineering
Languages	English, French, Italian, Spanish
Profile	linkedin.com/in/stefano-de-vivo-99087a3

IN BRIEF

Ferretti Group chief commercial officer, managing director of Wally, executive director and board member of CRN and managing director of Ferretti Asia Pacific, all to Oct-Nov 2024; CRN board member since 2016. HKUST MBA. Since 2025 chairman of a refit-and-survey firm and of the Superyacht Life Foundation. The most senior commercial leader among the Italian alumni, and available.

FROM THE WEB

Left Ferretti Group in November 2024 after ten years as chief commercial officer and five as managing director of Wally; Boat International and Trade Only Today covered the departure. Since February 2025 executive chairman and equity partner at WOSA Yacht Refit & Survey, a refit and survey firm, beside his own company POEM and the chair of The Superyacht Life Foundation. Told the story of the move on The Yacht Podcast in 2025 and posted a first-year review of WOSA in 2026.



Daniele Lucà

Chief Executive Officer // Asia Pacific at Sanlorenzo · Hong Kong

- SHORTLIST
- COMMERCIALLY DRIVEN GM
- AT SANLORENZO

Runs Sanlorenzo Asia Pacific, a regional group of ten companies, after two years as the group's global sales director; an industrial commercial general manager (Snam, FCA, Scania) who came to yachting in 2023.

REACHABILITY	WHAT WOULD MOVE THEM	THE TRIGGER	THE ROUTE, AND THE LOCATION MODEL
Needs a trigger Revisit: March 2027, two years in the seat · Location model A	A full P&L and a yard, which a regional sales seat does not give; an industrial general manager by background (Snam, FCA, Scania) who came to yachting in 2023.	The end of the Asia posting or a change at the top of Sanlorenzo; eighteen months into a regional CEO seat he will not move before a first result.	Through the Sanlorenzo and Azimut alumni on this map, or direct after the Singapore show. Already an expatriate in Hong Kong; a family abroad moves more easily than one in Viareggio.

CAREER

Mar 2025 – now	Chief Executive Officer // Asia Pacific · Sanlorenzo Yacht Driving the growth of Sanlorenzo, Bluegame and Nautor Swan across Asia Pacific, orchestrating a regional group of more than ten companies across highly diverse markets, cultures and ...
Aug 2023 – Mar 2025	Executive Sales Director // Global · Sanlorenzo Yacht
Mar 2020 – Aug 2023	Senior Vice President Energy Transition // Global · Snam S.p.A.
Apr 2017 – Mar 2020	Business Development Director // EMEA · FCA Fiat Chrysler Automobiles
Sep 2012 – Dec 2016	Head of Sales Development, Marketing & Communications // Italy · SCANIA Italy
Apr 2010 – Sep 2012	Head of Corporate Sales & International Development · Piaggio Group
2007 – 2010	Business Development Manager · FPT Industrial (FIAT Powertrain Technologies)
Sep 2004 – Sep 2007	Corporate & Investment Banking Analysit · Intesa Sanpaolo

KEY FACTS

Age	43 to 47 estimate from the degree years on the profile
Based in	Hong Kong
Current seat	Chief Executive Officer // Asia Pacific, Sanlorenzo, since 2025
Career	Since 2004, 22 years
Builders on the CV	Sanlorenzo (current)
Education	ESCP Europe MBA · Executive Master in Business Administration; Cornell University - Johnson Graduate School of Management Executive Education, Innovation Program
Languages	English, Italian, Spanish
Profile	linkedin.com/in/daniele-luca

IN BRIEF

CEO Asia Pacific since Mar 2025, running a regional group of more than ten companies for Sanlorenzo, Bluegame and Nautor Swan; Executive Sales Director Global Aug 2023-Mar 2025. Before yachting: Snam SVP energy transition, FCA business development EMEA, Scania Italy sales head, Piaggio corporate sales, investment banking; ESCP MBA. An industrial commercial general manager, 2.5 years in yachting.

FROM THE WEB

Appointed CEO of Sanlorenzo Asia Pacific and of Simpson Marine in March 2025, reporting to executive chairman Massimo Perotti (Yacht Style, Luxuo). Spoke at the Singapore Yachting Festival 2026 on the group's plans for the region (Robb Report Singapore); profiled by Luxuo and Yacht Style in 2025 and 2026.



Sebastiano Fanizza

Founder & Strategic Advisor at Elessargery · Viareggio, Italy

SHORTLIST

COMMERCIALLY DRIVEN GM

NOT AT A LISTED BUILDER

Sold for Azimut and Nautor Swan, six years chief commercial officer of Benetti, five months CEO of Next Yacht Group; independent since December 2025. Mechanical engineer.

REACHABILITY	WHAT WOULD MOVE THEM	THE TRIGGER	THE ROUTE, AND THE LOCATION MODEL
Reachable now	A yard where the commercial chief is also the chief executive, after six years as Benetti's commercial officer and a CEO seat that ended early. The five months at Next are the first question to ask.	None needed: left Next Yacht Group after five months as CEO and set up an advisory practice in December 2025.	Direct; he is at the shows and posts weekly. Viareggio-based; an advisory practice can be run from anywhere.
Revisit: Now · Location model A			

CAREER	
Dec 2025 – now	Founder & Strategic Advisor · Elessargery Boutique advisory serving yacht owners, investors and companies in the luxury and marine industries. We support clients with strategic clarity, negotiation excellence and high-value ...
Sep 2025 – Dec 2025	Luxury Yachting Executive Strategy, Global Growth & Innovation Strategic Advisor · Self-employed
Sep 2025 – Dec 2025	Luxury Yachting Executive Strategy, Global Growth & Innovation Strategic Advisor ·
Apr 2025 – Sep 2025	Chief Executive Officer · Next Yacht Group
Oct 2018 – Mar 2025	Chief Commercial Officer · Benetti Yachts
Dec 2015 – Oct 2018	Commercial and Business Development Director · Nautor's Swan (a brand of Nautor Holding Srl)
Sep 2013 – Nov 2015	Sales and Service Director EMEA & APAC · Azimut Yachts
Oct 2011 – Oct 2013	Vice Chairman · Azimut China
Jan 2013 – Aug 2013	Europe Sales Director · Azimut Yachts

and 6 earlier roles on the profile

KEY FACTS	
Age	45 to 49 estimate from the degree years on the profile
Based in	Viareggio, Italy
Current seat	Founder & Strategic Advisor, Elessargery, since 2025
Career	Since 2003, 23 years
Builders on the CV	Azimut Yachts (earlier); Benetti (earlier); Next Yacht Group · Maiora (earlier)
Education	Politecnico di Torino Mechanical Engineer; Centro Politecnico Superior de Zaragoza
Languages	Inglese, Italiano, Spagnolo
Profile	linkedin.com/in/sebafanizza

IN BRIEF
Azimut sales and service director EMEA and APAC to Nov 2015, Nautor's Swan commercial and business development director to Oct 2018, chief commercial officer of Benetti to Mar 2025, CEO of NEXT Yacht Group to Sep 2025; independent since Dec 2025. Mechanical engineer, Politecnico di Torino. A commercial leader who has sold for the two Azimut-Benetti brands and run a yard group, and is available.
FROM THE WEB

Resigned from Benetti in May 2024 after six years as chief commercial officer (Pressmare); appointed CEO of Next Yacht Group in April 2025 (Boat International, Yacht Style) and left in September 2025. Founded Elessargery, an advisory practice for owners, investors and luxury brands, in December 2025; speaks and posts on luxury sales and on sustainability in the yacht supply chain (Pressmare, 2026).



Enrico Chiaussa

Chief Commercial Officer EMEA-APAC at Azimut Yachts · Italy

- SHORTLIST
- COMMERCIALLY DRIVEN GM
- AT AZIMUT YACHTS

Eighteen years inside Azimut's dealer-network sales, chief commercial officer for EMEA and APAC since 2024: the in-house commercial leader of Italy's largest brand, two years into the seat.

REACHABILITY	WHAT WOULD MOVE THEM	THE TRIGGER	THE ROUTE, AND THE LOCATION MODEL
Needs a trigger Revisit: January 2027, three years in the seat · Location model B	His own P&L after eighteen years selling one brand through dealers; the first top seat.	An outsider from Ferrari was put over him as general manager in May 2025; his next step at Azimut is the group, not the brand. A second year under the new general manager is the trigger.	Through the dealer network he built, or direct in Monaco or at the Düsseldorf show. A dealer-model seller is an export seat; a resident yard director beside him.

CAREER

Jan 2024 – now	Chief Commercial Officer EMEA-APAC · Azimut Yachts
Nov 2021 – Dec 2023	Asia, Middle East & Africa Head of Sales · Azimut Yachts
Jan 2013 – Oct 2021	Asia, Middle East & Africa Area Manager · Azimut Yachts
Sep 2009 – Feb 2013	Middle East & Africa Sales Manager · Azimut Yachts
Feb 2008 – Aug 2009	Europe Sales Manager Assistant · Azimut Yachts
Nov 2007 – Jan 2008	Back Office · Intesa Sanpaolo

KEY FACTS

Age	About 43 checked against the dated milestones of the profile
Based in	Italy
Current seat	Chief Commercial Officer EMEA-APAC, Azimut Yachts, since 2024
Career	Since 2007, 19 years
Builders on the CV	Azimut Yachts (current)
Education	Università degli Studi di Torino Laurea Specialistica · Economia
Languages	Not given
Profile	linkedin.com/in/enricochiaussa

IN BRIEF

CCO for EMEA and APAC since Jan 2024, head of sales for Asia, Middle East and Africa 2021-2023, area manager since 2009; economics degree. Grew up inside Azimut's dealer-network sales model.
FROM THE WEB Named chief commercial officer EMEA and APAC in January 2024; quoted by Azimut on new dealers in Indonesia and Australia and on the delivery of the Seadeck 9 (Superyacht24, January 2026). Interviewed by Living in Monaco and UHNW Magazine (September 2026) and on Azimut's Asia-Pacific view (Luxuo, April 2026); a regular at the Shanghai Yachting Festival.



Vincenzo Soria

Chief Sales Officer (CSO) at Sanlorenzo · Viareggio, Italy

- SHORTLIST
- COMMERCIALLY DRIVEN GM
- AT SANLORENZO
- BENCHMARK LEADER

Sanlorenzo chief sales officer since December 2024 after twenty years as an Azimut dealer and founder of V Marine; a distributor's commercial mind at the top sales seat of a listed builder.

REACHABILITY	WHAT WOULD MOVE THEM	THE TRIGGER	THE ROUTE, AND THE LOCATION MODEL
Unlikely before 2027 Revisit: December 2026, two years in the seat · Location model C	He has had his own business for twenty years; the pull would be equity or a founding role, not a salary.	The end of Perotti's reorganisation of sales, or a slowdown in Sanlorenzo's orders; a dealer-entrepreneur who kept his own company open can leave fast, but not in year two.	Through the Azimut dealer alumni who know him; not direct while he is building the sales organisation. A Viareggio-based founder; would run a yard from a distance with a resident deputy.

CAREER

Dec 2024 – now	Chief Sales Officer (CSO) · Sanlorenzo Yacht
Sep 2014 – now	Managing Director_Founder · V Marine
2018 – Aug 2022	Founder · Azimut Yachts France
Sep 2002 – Jul 2014	Sales Director · Danimar Srl_Official dealer AZIMUT YACHTS
Oct 2001 – May 2002	Export Luxury brand · Geodis Zust Ambrosetti
2000 – Sep 2001	Assistant · F.lli De Georgio

KEY FACTS

Age	About 49 checked against the dated milestones of the profile
Based in	Viareggio, Italy
Current seat	Chief Sales Officer (CSO), Sanlorenzo, since 2024
Career	Since 2000, 26 years
Builders on the CV	Sanlorenzo (current)
Education	Università di Bologna Master in Diritto ed Economia dei Trasporti e della Logistic; Libera Università degli Studi 'San Pio V', Roma Laurea in Scienze Politiche
Languages	Not given
Profile	linkedin.com/in/vincenzo-soria-03071064

IN BRIEF

CSO since Dec 2024; before that a dealer: founder of V Marine and of Azimut Yachts France, sales director at Danimar (Azimut dealer) 2002-2014. Law and political science degrees. The brief names him. A distributor's commercial mind now at the top sales seat of the second-largest builder; no shipyard or engineering role.

FROM THE WEB

Appointed Sanlorenzo chief sales officer in the group's reorganisation of December 2024, running the new Sanlorenzo Sales Management across the yacht and superyacht units (Forbes, Yacht Style, Superyacht Times). Before that an Azimut dealer: Danimar from 2002, founder of V Marine in 2014 and of Azimut Yachts France in 2018.



Giordano Pellacani

Chief Commercial Officer (CCO) at Ferretti Group · Bagnolo in Piano, Italy

- SHORTLIST
- HYBRID COMMERCIAL-TECHNICAL
- AT FERRETTI GROUP

Ferretti Group chief commercial officer since September 2025 on a nautical-engineering base: Riva and Benetti area manager, general manager of Benetti Asia, head of custom-business sales.

REACHABILITY	WHAT WOULD MOVE THEM	THE TRIGGER	THE ROUTE, AND THE LOCATION MODEL
Needs a trigger Revisit: March 2027 · Location model B or C	The top seat of a yard, which a group chief commercial officer at 41 cannot get inside Ferretti for a decade.	The settling of Ferretti's new ownership and chief executive (May 2026): if the new CEO brings his own commercial chief he is reachable within months; if not, not before 2027.	Through his former chief at Ferretti, who is on this shortlist. A group executive with a base in Emilia; a two-person model fits a custom-sales chief.

CAREER	
Sep 2025 – now	Chief Commercial Officer (CCO) · Ferretti Group
Nov 2024 – Oct 2025	Chief Sales Officer Custom Business · Ferretti Group
Jan 2019 – Nov 2024	Sales & Marketing Director Custom Business · Ferretti Group
Sep 2014 – Jan 2019	Head of Sales and Marketing · Riva
Feb 2012 – Aug 2014	General Manager · Benetti Asia ltd
Jan 2009 – Feb 2012	Area Manager Middle and Far East · Benetti
Oct 2006 – Jan 2009	Area Manager · Riva spa

KEY FACTS	
Age	39 to 43 estimate from the degree years on the profile
Based in	Bagnolo in Piano, Italy
Current seat	Chief Commercial Officer (CCO), Ferretti Group, since 2025
Career	Since 2006, 20 years
Builders on the CV	Ferretti Group (current); Benetti (earlier)
Education	University of Genova - La Spezia Nautical Engineer · Yacht Designer; ITI Leonardo da Vinci
Languages	Not given
Profile	linkedin.com/in/giordano-pellacani-88680748

IN BRIEF
CCO since Sep 2025; Chief Sales Officer and before that Sales & Marketing Director of the custom business (CRN, Custom Line, Wally) 2019-2025, head of sales and marketing at Riva, General Manager of Benetti Asia, Benetti and Riva area manager. Nautical engineer and yacht designer by training. Twenty years of yacht sales on an engineering base, with one general-management seat.

FROM THE WEB
Appointed Ferretti Group chief commercial officer on 3 September 2025, reporting to the CEO, in a reorganisation of the commercial division; Marco Viti, formerly of Sanlorenzo, joined to work with him on the dealer network (Ferretti Group release, Marine Industry News, Pressmare). Shown touring CRN's Ancona yard in a 2026 group video.



Primiano Protano

Direttore generale at Palumbo Superyachts · ISA · Savona, Italy

- SHORTLIST
- HYBRID COMMERCIAL-TECHNICAL
- AT PALUMBO SUPERYACHTS · ISA

Ten years as general director of The Italian Sea Group, general director of Palumbo Superyachts since November 2025; naval architect who was a commercial technical manager before his first top seat.

REACHABILITY	WHAT WOULD MOVE THEM	THE TRIGGER	THE ROUTE, AND THE LOCATION MODEL
Needs a trigger Revisit: November 2026, one year in the seat · Location model A	He ran The Italian Sea Group's yards for ten years, including the years it built hulls in Türkiye; a greenfield yard is the one thing he has not done.	A year into the Palumbo seat; the trigger is Palumbo's own plan for ISA and the Savona refit yards, or a greenfield he can specify himself.	Through the Palumbo and TISG alumni on this map; direct is possible, he answers technical questions. A resident technical chief executive; Savona-based, has run a two-country operation before.

CAREER

Nov 2025 – now	Direttore generale · Palumbo SuperYachts
Aug 2023 – now	Direttore Nuove Costruzioni · San Giorgio del Porto S.p.A.
Jan 2013 – Oct 2023	Direttore generale · The Italian Sea Group S.p.A
Sep 2009 – Jul 2013	Division Manager, commercial Technical Manager, R&D Director · Shipyard
Oct 2004 – Sep 2009	Technical Superintendent, Site NewBuilding Manager · ShipOwner Company

KEY FACTS

Age	43 to 49 estimate from the first dated job; less exact
Based in	Savona, Italy
Current seat	Direttore generale, Palumbo Superyachts · ISA, since 2025
Career	Since 2004, 22 years
Builders on the CV	Palumbo Superyachts · ISA (current); The Italian Sea Group · Admiral (earlier)
Education	Polytechnic of Turin; University of Genoa Naval Architect · Ingegneria navale
Languages	Not given
Profile	linkedin.com/in/primiano-protano-bb839870

IN BRIEF

General manager of Palumbo Superyachts since Nov 2025 (and newbuild director at the sister yard San Giorgio del Porto since 2023) after ten years as general manager of The Italian Sea Group (2013-2023). Naval architect (Genoa, Turin) who was a commercial technical manager and R&D director before the first GM seat. Two yard general-manager seats in a row; technical root, commercial exposure as technical manager, no pure sales seat.

FROM THE WEB

Listed on the Palumbo Superyachts staff as general director since November 2025; no press coverage of the move was found. The Italian Sea Group, where he was general director for ten years, went through a financial restructuring in late 2025 with founder Giovanni Costantino returning as CEO (YachtBuyer, November 2025).



Gianluca Ciniero

Managing Director at Cantiere delle Marche · Ancona, Italy

- SHORTLIST
- HYBRID COMMERCIAL-TECHNICAL
- AT CANTIERE DELLE MARCHE

Managing director of Cantiere delle Marche since 2026 after a year as its COO; head of engineering and operations at CRN before. Mechanical engineer, a yard MD in his forties.

REACHABILITY	WHAT WOULD MOVE THEM	THE TRIGGER	THE ROUTE, AND THE LOCATION MODEL
Unlikely before 2027 Revisit: June 2027 · Location model A	A larger yard and a build programme of his own; he has run engineering, operations and now a yard.	Months into his first top seat; nothing before the first full year unless the yard's owners change.	Direct in 2027; the CRN and Ferretti alumni on this map know him. An engineer who moved to Ancona for the yard; would move for a yard.

CAREER	
Jun 2026 – now	Managing Director · Cantiere delle Marche
Jun 2024 – Jul 2026	Chief Operating Officer · Cantiere delle Marche
Mar 2019 – Jun 2024	Head of Engineering · CRN YACHTS
Mar 2017 – Jul 2019	Operation Manager · CRN YACHTS
Nov 2014 – Feb 2017	Project Manager · Cantiere delle Marche
Jun 2012 – Dec 2014	Project Manager · CRN YACHTS
Jan 2010 – Dec 2012	Product Lifetime Manager · Ferretti Group
Jan 2006 – Jan 2010	Engineering Dept. · CRN YACHTS
Mar 2005 – Dec 2006	Consulenza industriale, formazione e sicurezza · Trecon S.r.l.

KEY FACTS	
Age	42 to 48 estimate from the first dated job; less exact
Based in	Ancona, Italy
Current seat	Managing Director, Cantiere delle Marche, since 2026
Career	Since 2005, 21 years
Builders on the CV	Cantiere delle Marche (current); CRN (earlier); Ferretti Group (earlier)
Education	Università Politecnica delle Marche Ingegnere Meccanico V.O. · Università Politecnica delle Marc
Languages	Inglese
Profile	linkedin.com/in/gianluca-ciniero-8340a243

IN BRIEF
Managing director of Cantiere delle Marche (Ancona, explorer yachts 30-45 m) since Jun 2026 after a year as its COO; CRN head of engineering 2024, CRN operations manager 2019-2024, project manager at CdM and CRN, Ferretti product lifetime manager. Mechanical engineer. The CRN engineering-and-operations career that ends in a yard MD seat, in his forties.
FROM THE WEB
Cantiere delle Marche announced him as chief operating officer in early 2025 (Superyacht Times, Boat International, the yard's own news page); the yard's directory and company registers show him as managing director since 2026. Twenty-one years in the Ferretti and CRN engineering organisation before.



Marzio Rucconi

General Manager at OTAM YACHTS · Genoa, Italy

- SHORTLIST
- HYBRID COMMERCIAL-TECHNICAL
- NOT AT A LISTED BUILDER

General manager of OTAM from 2021 and of Palumbo's Savona refit yard at 30; technical and sales seats at Amico & Co and CRN; naval engineer. His seat after Tankoa's takeover of OTAM in 2025 is to be checked.

REACHABILITY	WHAT WOULD MOVE THEM	THE TRIGGER	THE ROUTE, AND THE LOCATION MODEL
Reachable now	A yard to run in his late thirties after two general manager seats at small yards; Tankoa has its own general manager, so the step up is not there.	Tankoa's takeover of OTAM in autumn 2025 took away the yard he ran; his seat after it is not public.	Direct; a Genoa-based naval engineer with English, French and Spanish. Young, mobile, four languages, already moved between Genoa and Savona for a seat.
Revisit: Now · Location model A			

CAREER

Feb 2021 – now	General Manager · OTAM YACHTS
Jan 2019 – Feb 2021	General Sales Manager · Palumbo Superyachts Refit
Jul 2017 – Jan 2019	After Sales & Services Supervisor · CRN YACHTS
Jan 2017 – Jun 2017	Technical & Sales Manager · Amico & Co Srl
Apr 2013 – Dec 2016	Project Manager · Amico & Co Srl
Mar 2013 – Apr 2013	Junior Ship Manager · San Giorgio del Porto
Jan 2010 – Feb 2010	Trainee · American Bureau of Shipping

KEY FACTS

Age	About 38 estimate from the school years on the profile
Based in	Genoa, Italy
Current seat	General Manager, OTAM YACHTS, since 2021
Career	Since 2010, 16 years
Builders on the CV	CRN (earlier); Palumbo Superyachts · ISA (earlier)
Education	Università degli Studi di Genova / University of Genoa Master of Engineering (M.Eng.) · Naval Architecture and Mari; Università degli Studi di Genova / University of Genoa Bachelor of Engineering (B.E.) · Naval Architecture and Mari
Languages	English, French, Italian, Spanish
Profile	linkedin.com/in/marzio-rucconi-46829743

IN BRIEF

General manager of OTAM (Genoa, 30-45 m fast yachts) since Feb 2021; Palumbo Superyachts general sales manager, CRN after-sales supervisor, Amico & Co technical and sales manager, naval engineer (M.Eng.). A young GM who has done both the technical and the selling side at small scale.

FROM THE WEB

Became general manager of Palumbo's Savona refit yard in 2019 at 30 (Superyacht News speaker profile; Superyacht Times interview) and general manager of OTAM in Genoa in 2021. Tankoa took over OTAM's business division and workforce in September and October 2025 (Tankoa, Yachting News); his seat after the takeover is not public.



Fabiano Ciampolini

CUSTOMERS’ CARE EXECUTIVE DIRECTOR - Superyachts Under Costruction and After Sales at Sanlorenzo · Italy

SHORTLIST

HYBRID COMMERCIAL-TECHNICAL

AT SANLORENZO

Sanlorenzo vice president superyacht sales and customers' care after directing the project managers and twenty years of project management at Benetti, Baglietto and Sanlorenzo.

REACHABILITY	WHAT WOULD MOVE THEM	THE TRIGGER	THE ROUTE, AND THE LOCATION MODEL
Needs a trigger Revisit: January 2027 · Location model B	A general manager seat; at Sanlorenzo the top seats are family and long-tenured.	Sanlorenzo's reorganisation of its superyacht division (a dealer-side sales chief in 2024, a new sales director in 2025, a new plant director): if superyacht sales go to the dealer-side team, he moves.	Through the Benetti and Baglietto alumni on this map (he was a project manager at both). A project-manager-turned-seller: the hybrid half of a two-person model.

CAREER	
Jan 2025 – now	CUSTOMERS’ CARE EXECUTIVE DIRECTOR - Superyachts Under Costruction and After Sales · Sanlorenzo Yacht
Jul 2023 – now	VICE PRESIDENT SUPERYACHT Sales & Customers’ Care · Sanlorenzo Yacht
Jan 2023 – Jul 2023	VICE PRESIDENT SUPERYACHT - Project / Decor / Client Management · Sanlorenzo Yacht
Sep 2017 – Jan 2023	PROJECT MANAGERS DIRECTOR · Sanlorenzo Yacht
Mar 2010 – Sep 2017	Project and Production Manager · SANLORENZO SPA
Feb 2008 – Mar 2010	Project and Service Management Manager · Cantieri Navali Baglietto S.p.A.
Jan 2005 – Feb 2008	Project Manager · Benetti
Apr 2003 – Jan 2005	Project Manager and technical consultant · Trimarine Advanced Marine Projects LTD.

KEY FACTS	
Age	47 to 51 estimate from the degree years on the profile
Based in	Italy
Current seat	CUSTOMERS’ CARE EXECUTIVE DIRECTOR - Superyachts Under Costruction and After Sales, Sanlorenzo, since 2025
Career	Since 2003, 23 years
Builders on the CV	Sanlorenzo (current); Benetti (earlier)
Education	World Business Forum 2023 (WOBI Milano); World Business Forum 2022 (WOBI Milano)
Languages	Not given
Profile	linkedin.com/in/fabiano-ciampolini-903564110

IN BRIEF
VP Superyacht Sales and Customers' Care since Jul 2023 and Customers' Care Executive Director since Jan 2025; director of project managers 2017-2023, project and production manager from 2010; Baglietto and Benetti project manager before. A project-management career that now carries the superyacht division's client and sales side.
FROM THE WEB
Named by Burgess among the Sanlorenzo superyacht team behind the sale of the 50 m Annabella; reposts the group's service-partner awards (EKKA Yachts, 2023). Company directories list him as vice president superyacht sales and customers' care since 2023 and customers' care executive director since 2025. No press interviews found.



Nicky van Zon

Managing Director at Moonen Yachts · Tilburg, Netherlands

- SHORTLIST
- HYBRID COMMERCIAL-TECHNICAL
- AT MOONEN YACHTS
- BENCHMARK LEADER

Managing director of Moonen since November 2025 after five years as technical director and eighteen years at the yard; naval architect with a business-law master's. The technical director promoted to the top seat of a 30-person yard.

REACHABILITY	WHAT WOULD MOVE THEM	THE TRIGGER	THE ROUTE, AND THE LOCATION MODEL
Needs a trigger Revisit: November 2026, one year in the seat · Location model B	A bigger yard. Eighteen years at one 30-person yard and a step up only a year old make him the least likely mover on the Dutch side, except through a change at the top.	His first year as managing director under a remote owner couple; a change of owner at Moonen, or the end of its order book, is the trigger.	Direct; Dutch yard managers answer a direct approach. Dutch, family in Brabant; the yard-director half of a two-person model.

CAREER	
Nov 2025 – now	Managing Director · Moonen Yachts
Jun 2020 – now	Technical Director · Moonen Yachts
Jul 2014 – Jun 2020	Project Manager · Moonen Yachts
Jan 2008 – Aug 2014	Assistant Project Manager · Moonen Shipyards
Jan 2017 – Jun 2020	Member · Young Professionals in Yachting
2005 – Dec 2007	Tekenaar/werkvoorbereider · Snijtechniek Brabant B.V.

KEY FACTS	
Age	39 to 43 estimate from the degree years on the profile
Based in	Tilburg, Netherlands
Current seat	Managing Director, Moonen Yachts, since 2025
Career	Since 2005, 21 years
Builders on the CV	Moonen Yachts (current)
Education	Tilburg University Master of Laws (LLM) · Master Business law; Tilburg University Bachelor of Laws (LLB) · Business law
Languages	Not given
Profile	linkedin.com/in/nicky-van-zon-5b4bb865

IN BRIEF
Managing Director since Nov 2025 while keeping the Technical Director title he has held since 2020; project manager 2014-2020, assistant project manager from 2008; naval architecture bachelor plus a business-law master. The brief's example of a technical director promoted to the top seat, at a 30-person yard owned by a private couple. One year in the seat.
FROM THE WEB

Moonen's own team page records the path: assistant project manager 2008, project manager 2014, technical director 2020, managing director 2025. Quoted as managing director on the tenth Moonen 122 Martinique in October 2026 (Boat International, IYC) and on how owner feedback changed the layout.



Andrea Antichi

General Manager at Azimut Yachts · Italy

- SHORTLIST
- COO / TECHNICAL
- AT AZIMUT YACHTS
- BENCHMARK LEADER

General manager of Azimut Yachts since May 2025 after nineteen years at Ferrari, the last three as chief manufacturing officer; mechanical engineer with an executive MBA.

REACHABILITY	WHAT WOULD MOVE THEM	THE TRIGGER	THE ROUTE, AND THE LOCATION MODEL
Unlikely before 2027 Revisit: May 2027 · Location model A	A greenfield yard is the industrial project a chief manufacturing officer wants: Ferrari-grade production in a new building.	Eighteen months into a brief to consolidate the Azimut sites; nothing before the sites are consolidated, unless the group's shareholders change the plan.	Through the automotive alumni now at Azimut and the Bologna business school network; not direct. An industrial general manager: a resident seat, with a commercial chief beside him (he is the operations half).

CAREER	
May 2025 – now	General Manager · Azimut Yachts
Jan 2022 – May 2025	Chief Manufacturing Officer · Ferrari
Jun 2018 – Jan 2022	Head of vehicles assembly · Ferrari
Jun 2015 – Jun 2018	Haed of engine assembly line and machining · Ferrari
Jan 2014 – Jun 2015	Head of machining · Ferrari
Jan 2008 – Dec 2013	Engines Process Engineer · Ferrari
Mar 2006 – Dec 2007	Technologist of engine assembly line · Ferrari
Oct 2005 – Mar 2006	Technologist of engine assembly line · Piaggio
May 2005 – Sep 2005	Internship at Engine assembly line · Piaggio
and 1 earlier roles on the profile	

KEY FACTS	
Age	45 to 49 estimate from the degree years on the profile
Based in	Italy
Current seat	General Manager, Azimut Yachts, since 2025
Career	Since 2004, 22 years
Builders on the CV	Azimut Yachts (current)
Education	Bologna Business School Corporate Executive Master in Business Administration; Università di Pisa Laurea Ingegneria Meccanica
Languages	Not given
Profile	linkedin.com/in/andrea-antichi-65581839

IN BRIEF
General Manager since May 2025 from Ferrari, where he was Chief Manufacturing Officer (2022-2025) after heads of vehicle assembly, engine assembly and machining; mechanical engineer with an executive MBA. The brief names him as the technical-heavy alternative: a manufacturing chief now running a brand, with no sales history.
FROM THE WEB
Appointed general manager of the Azimut division in May 2025, reporting to group CEO Marco Valle, with a brief to consolidate the production sites (Azimut release, Boat International, Yacht Style); succeeded Daniele Romiti. Pressmare's March 2026 interview at Avigliana gives his birth year as 1979 and traces the Ferrari manufacturing career; he fronts Azimut's technical partnership with the Hypersail project.



Marco Rodi

Chief Operating Officer at Azimut Yachts · Cervia, Italy

- SHORTLIST
- COO / TECHNICAL
- AT AZIMUT YACHTS

Azimut chief operating officer since September 2026 over manufacturing, supply chain and process engineering; group COO of Quick, plant manager at Technogym, FCA world-class manufacturing before. Mechanical engineer, MBA.

REACHABILITY	WHAT WOULD MOVE THEM	THE TRIGGER	THE ROUTE, AND THE LOCATION MODEL
Unlikely before 2027 Revisit: September 2028 · Location model A	A plant of his own to design, after the Technogym and Quick plants and FCA's world-class manufacturing.	Weeks into the seat; not before two years unless Azimut's reorganisation fails.	Through the Quick Group and Technogym alumni; direct in 2028. Industrial, already mobile between Romagna and Piedmont.

CAREER

Sep 2026 – now	Chief Operating Officer · Azimut Yachts Leading Operations across manufacturing, production & supply chain planning, logistics and manufacturing/process engineering, supporting Azimut's continued industrial development and ...
Dec 2023 – Aug 2026	Group Chief Operating and Sustainability Officer · Quick Group
Nov 2023 – Aug 2026	Chief Operating Officer · Quick S.p.A.
Jan 2023 – Oct 2023	Production Manager/Plant Manager · Technogym
Jan 2017 – Dec 2022	Plant Manager · Technogym
Jan 2015 – Dec 2016	Inbound logistics manager · Technogym
Jan 2011 – Jan 2015	Project Manager · Technogym
Sep 2008 – Jan 2011	World Class Manufacturing · FCA Fiat Chrysler Automobiles
Sep 2005 – Sep 2008	Process engineer · Ferretti Group

KEY FACTS

Age	43 to 47 estimate from the degree years on the profile
Based in	Cervia, Italy
Current seat	Chief Operating Officer, Azimut Yachts, since 2026
Career	Since 2005, 21 years
Builders on the CV	Azimut Yachts (current); Ferretti Group (earlier)
Education	SDA Bocconi; Università di Bologna Master · MBA
Languages	Not given
Profile	linkedin.com/in/marco-rodi-mr

IN BRIEF

COO since Sep 2026 over manufacturing, supply chain planning, logistics and process engineering; Quick Group COO 2023-2026, Technogym plant manager 2017-2023, FCA world-class manufacturing; mechanical engineer with an MBA. An industrial operations chief from fitness equipment and marine hardware, weeks into the yard.

FROM THE WEB

Public sources still show him as group chief operating and sustainability officer of Quick Group, the deck-equipment maker, from December 2023; only his own profile carries the Azimut chief operating officer seat from September 2026. No announcement found, which fits an appointment weeks old.



Emiliano Austi

Chief Technical Officer - Technical & Maritime Engineering division at The Italian Sea Group · Admiral · La Spezia, Italy

- SHORTLIST
- COO / TECHNICAL
- AT THE ITALIAN SEA GROUP · ADMIRAL

Chief technical officer of The Italian Sea Group since March 2026; head of naval architecture at Maersk for nine years, Lloyd's Register surveyor; Delft and Genoa. An industrial-grade technical head.

REACHABILITY	WHAT WOULD MOVE THEM	THE TRIGGER	THE ROUTE, AND THE LOCATION MODEL
Needs a trigger Revisit: When the sale closes; check January 2027 · Location model A or B	An engineering organisation to build from zero, after nine years running Maersk's naval architecture department and a year in a group under restructuring.	The sale of The Italian Sea Group, under way in October 2026 with five bidders: a buyer who brings its own technical chief frees him.	Through the Maersk and Lloyd's Register network; direct after the sale closes. Lived in Copenhagen for nine years; mobile; the technical chief beside a commercial general manager.

CAREER

Mar 2026 – now	Chief Technical Officer - Technical & Maritime Engineering division · The Italian Sea Group S.p.A
Jan 2026 – Mar 2026	Engineering General Director · The Italian Sea Group S.p.A
Jul 2024 – Dec 2025	Director/Dirigente, Head Naval Architecture & Fleet Regulatory Compliance · A.P. Moller - Maersk
Dec 2016 – Jun 2024	Director, Head Naval Architecture Department & PMO · A.P. Moller - Maersk
Jul 2014 – Dec 2016	Project Manager - Sr. Naval Architect · A.P. Moller - Maersk
May 2021 – Jan 2025	Chairman TopTier · MARIN (Maritime Research Institute Netherlands)
Jan 2013 – Jun 2014	Senior Surveyor in Charge - Statutory Department Rotterdam - Copenhagen · Lloyd's Register
Oct 2012 – Jun 2014	Deputy Technical Support Office Manager (Rotterdam Copenhagen TSO) · Lloyd's Register
Dec 2010 – Jan 2013	Senior Surveyor in Charge - Statutory Computational Department · Lloyd's Register

and 9 earlier roles on the profile

KEY FACTS

Age	44 to 48 estimate from the degree years on the profile
Based in	La Spezia, Italy
Current seat	Chief Technical Officer - Technical & Maritime Engineering division, The Italian Sea Group · Admiral, since 2026
Career	Since 2002, 24 years
Builders on the CV	The Italian Sea Group · Admiral (current)
Education	IMD Mini MBA · Inspiring Maersk Management Program; Technische Universiteit Delft 2007 · Marine Technology (Ship production)
Languages	English, Italian, Romanian
Profile	linkedin.com/in/emilianoausti

IN BRIEF

CTO since Mar 2026 (engineering general director from Jan 2026); A.P. Moller-Maersk head of naval architecture and fleet regulatory 2016-2025, Lloyd's Register senior surveyor, Dutch design offices; Delft and Genoa. Contracting and technical negotiation are in his own description. An industrial-grade technical head who has never sold a yacht.

FROM THE WEB

Chief technical officer of The Italian Sea Group since March 2026 after joining as engineering general director in January 2026 (company directories; his profile). Chaired MARIN's TopTier joint industry project on container-ship safety from 2021 to 2025 while at Maersk. No interviews found; the group itself was restructured in late 2025.



Andrea Guido

Chief Operating Officer - BU Yacht at Sanlorenzo · La Spezia, Italy

- SHORTLIST
- COO / TECHNICAL
- AT SANLORENZO

Chief operating officer of Sanlorenzo's yacht business unit since October 2026 after four years as technical and new product development director; nineteen years at the yard; naval architect.

REACHABILITY	WHAT WOULD MOVE THEM	THE TRIGGER	THE ROUTE, AND THE LOCATION MODEL
Unlikely before 2027 Revisit: October 2028 · Location model B	He has the top operations seat; the pull would be a build programme of 50 m-plus yachts, which the yacht unit does not build.	Weeks into the COO seat after nineteen years at Sanlorenzo; a lifer moves only with a change of ownership.	Through his seniors at Sanlorenzo on this map; not direct. La Spezia family base; the yard-director half.

CAREER	
Oct 2026 – now	Chief Operating Officer - BU Yacht · Sanlorenzo Yacht
Dec 2022 – Oct 2026	Technical & NPD Director · Sanlorenzo Yacht
Sep 2021 – Dec 2022	New Product Development Director · Sanlorenzo Yacht
Jan 2018 – Sep 2021	Product Development Manager · Sanlorenzo S.p.a.
Jan 2016 – Jan 2018	Product Development Engineering Manager · Sanlorenzo S.p.a.
Feb 2007 – Dec 2015	Ingegnere Nuovi Progetti Ufficio Tecnico · Sanlorenzo S.p.a.

KEY FACTS	
Age	38 to 42 estimate from the degree years on the profile
Based in	La Spezia, Italy
Current seat	Chief Operating Officer - BU Yacht, Sanlorenzo, since 2026
Career	Since 2007, 19 years
Builders on the CV	Sanlorenzo (current)
Education	ESCP Candidate GMP 2026 · Business Administration and Management,; Università degli Studi di Genova / University of Genoa Laurea Specialistica in Ingegneria Nautica · Ingegneria Nava
Languages	Not given
Profile	linkedin.com/in/andrea-guido-11a26041

IN BRIEF
COO of the Yacht business unit since Oct 2026 after four years as Technical and New Product Development Director; new-project engineer at Sanlorenzo since 2007; naval architect, ESCP general management programme. The technical director promoted to run operations of the group's largest unit.
FROM THE WEB
Fronts Sanlorenzo's 2026 video on the engineering of the 26 m hybrid SHE as technical and new product development executive director; the COO seat of the yacht business unit from October 2026 is on his profile only, with no announcement found.



Daniele Di Giampaolo

Chief Operating Officer Service Division at Azimut Yachts · Genoa, Italy

- SHORTLIST
- COO / TECHNICAL
- AT AZIMUT YACHTS

COO of Azimut|Benetti's service division since September 2026 after two years running Azimut's Viareggio and Massa operations; co-director technical and sales of the Amico & Co refit yard before; naval engineer.

REACHABILITY	WHAT WOULD MOVE THEM	THE TRIGGER	THE ROUTE, AND THE LOCATION MODEL
Unlikely before 2027 Revisit: September 2027 · Location model B	Newbuild operations; the service division is a step sideways from running the Viareggio and Massa yards.	Weeks into the seat; the trigger is the end of the service-division build-out or a return to a newbuild role.	Through the Genoa refit network, where he was co-director of a yard for five years. Genoa-based with a company he co-founded; the operations half.

CAREER	
Sep 2026 – now	Chief Operating Officer Service Division · Azimut Benetti Group
Sep 2024 – Sep 2026	Viareggio and Massa Operations Director · Azimut Yachts
Mar 2021 – Nov 2024	Co-Founder & Managing Director · Marine Tools
Aug 2019 – Aug 2024	Technical & Sales Director Amico & Co · Amico & Co Srl
Jan 2018 – Aug 2019	Co-Director, Technical & Sales · Amico & Co Srl
Nov 2013 – Dec 2017	Technical and Sales Manager · Amico & Co Srl
Aug 2012 – Nov 2013	Ingegnere Navale · Verme Yacht Design
Sep 2011 – Jun 2012	Ingegnere Nautico e Yacht Designer · E.T. Yacht Design
Dec 2007 – Aug 2011	Elettricista di bordo · Elettronautica Tigullio s.n.c.

KEY FACTS	
Age	40 to 46 estimate from the first dated job; less exact
Based in	Genoa, Italy
Current seat	Chief Operating Officer Service Division, Azimut Yachts, since 2026
Career	Since 2007, 19 years
Builders on the CV	Azimut Yachts (current)
Education	Università degli Studi di Genova Laurea specialistica · Ingegneria nautica; Università degli Studi di Genova Laurea triennale in Ingegneria Navale
Languages	Inglese
Profile	linkedin.com/in/daniele-di-giampaolo-3021a53a

IN BRIEF
COO of the group's service division since Sep 2026 after running Azimut's Viareggio and Massa operations; co-director technical and sales at Amico & Co refit 2017-2024; naval engineer. A technical-and-sales operations leader inside the biggest Italian group.
FROM THE WEB
Listed as Viareggio and Massa operations director of Azimut since September 2024 and, in LinkedIn's directory, as chief operating officer of the group's service division; quoted in Superyacht24's 2023 piece on Italian refit beside Paolo Vitelli while at Amico & Co. No announcement of the September 2026 move found.

THE POOLS

Commercially driven general manager

24 people under 50, in the order of the reading. The index gives each person's page.

COMMERCIALY DRIVEN GENERAL MANAGER

The pool: 1 to 20 of 24

People who lead sales at a builder or run one from the commercial side: the brief's first profile, a general manager who sells.

PERSON	SEAT	COMPANY	AGE	PAGE
Stefano de Vivo SHORTLIST · REACHABLE NOW	Executive Chairman, WOSA Yacht Refit & Survey; CEO, POEM; former Chief Commercial Officer, Ferretti Group	WOSA Yacht Refit & Survey	About 48	10
Daniele Lucà SHORTLIST · NEEDS A TRIGGER	CEO, Asia Pacific	Sanlorenzo	43 to 47	11
Sebastiano Fanizza SHORTLIST · REACHABLE NOW	Founder and strategic advisor; former CEO NEXT Yacht Group and Chief Commercial Officer, Benetti	Elessargery	45 to 49	12
Vincenzo Soria SHORTLIST · UNLIKELY BEFORE 2027	Chief Sales Officer	Sanlorenzo	About 49	14
Francesco Ansalone	CEO, Marina di Varazze	Marina di Varazze	46 to 52	29
Chiel de Leeuw	Chief Commercial Officer, Econowind; former Commercial Director, Oceanco	Econowind	45 to 49	30
Enrico Chiaussa SHORTLIST · NEEDS A TRIGGER	Chief Commercial Officer EMEA and APAC	Azimut Yachts	About 43	13
Folkert Schoots	Commercial Director	Heesen Yachts	36 to 40	31
Jad Zakkak Migliorini	Chief Marketing Officer	Azimut Yachts	41 to 45	32
Neslihan Seflek	Sales manager Americas, Ferretti Yachts and Wally	Ferretti Group	39 to 43	33
Nick Mulder	Managing Director	Mulder Shipyard	37 to 41	34
Pier Posthuma de Boer	Sales Director (De Vries)	Feadship	About 44	35
Rose Damen	Managing Director	Damen Yachting · Amels	About 42	36
Rutger Dolk	Managing Director of a Damen company; former Commercial Manager, Damen Yachting	Damen	39 to 43	37
Sipke (Sip) Halbertsma	Commercial Director, Americas	Heesen Yachts	About 38	38
Tommaso Bilotta	Director for the Americas	Baglietto	45 to 49	39
Valerio Tesei	Sales Director	Sanlorenzo	47 to 51	40
Yoeni Bijker	Commercial Director	Van der Valk Shipyard	About 35	41
Bas Isselmann	Sales manager	Royal Huisman	41 to 45	42
Matt W.	Manager, Australia and New Zealand	Benetti	44 to 50	43

COMMERCIALLY DRIVEN GENERAL MANAGER

The pool: 21 to 24 of 24

PERSON	SEAT	COMPANY	AGE	PAGE
Filippo Beltrame	Sales manager EMEA, CRN and Custom Line; Wally sales manager	Ferretti Group	About 44	44
Marsha van Buitenen	Sales Director (De Vries)	Feadship	46 to 50	45
Robert Drontmann	Sales Director	Feadship	38 to 44	46
Niels Vaessen	CFO, Optisport; former CEO, Heesen Yachts	Optisport	About 47	47



Francesco Ansalone

Chief Executive Officer at Marina di Varazze · Turin, Italy

COMMERCIALLY DRIVEN GM

NOT AT A LISTED BUILDER

CAREER

Feb 2026 – now	Chief Executive Officer · Marina di Varazze Lead the company end to end, reporting to ownership and coordinating with D-Marin as operational partner. Own the P&L, the three-year strategic plan and its execution.
Nov 2016 – Jan 2026	CHIEF MARKETING OFFICER · ARCADIA YACHTS
May 2016 – Nov 2016	Sales and Marketing Manager · Sirena Marine Denizcilik San ve Tic AS
Dec 2014 – Feb 2016	Vice President - Head of Marketing Private Banking & Wealth Management Southern Europe · Credit Suisse
Sep 2009 – Nov 2014	MARKETING & COMMUNICATION DIRECTOR · Azimut Benetti Group
Jan 2008 – Sep 2009	Strategic Marketing Manager · Azimut Benetti Group
Jun 2004 – Dec 2007	Group Strategic Marketing Manager · FERRETTI GROUP
Sep 2002 – Jun 2004	Business Analyst · McKinsey & Company
Jan 2001 – Jul 2002	Assistant Consultant · Mars & Co.

KEY FACTS

Age	46 to 52 estimate from the first dated job; less exact
Based in	Turin, Italy
Current seat	Chief Executive Officer, Marina di Varazze, since 2026
Career	Since 2001, 25 years
Builders on the CV	Azimut Yachts (earlier); Ferretti Group (earlier)
Education	Télécom Paris Master's degree · Electrical, Electronics and Communications; Politecnico di Torino Master's degree · Electrical and Electronics Engineering
Languages	English, French, Italian
Profile	linkedin.com/in/francesco-ansalone-7a2546

IN BRIEF

CEO of a marina since Feb 2026; chief marketing officer Arcadia Yachts to Jan 2026, sales and marketing manager at Sirena Marine (Turkish yard) 2016, marketing and communication director Azimut-Benetti, Ferretti group strategic marketing manager. Télécom Paris engineer. Has sold for a Turkish builder.



Chiel de Leeuw

Chief Commercial Officer (CCO) at Econowind · Amsterdam, Netherlands

COMMERCIALLY DRIVEN GM

NOT AT A LISTED BUILDER

CAREER

Dec 2024 – now	Chief Commercial Officer (CCO) · Econowind
Sep 2021 – Dec 2024	Commercial Director · Oceanco
May 2018 – Sep 2021	Sales Director RoPax & RoRo - Newbuild · Damen Shipyards Group
Jan 2012 – Sep 2021	Sales manager Scandinavia · Damen Shipyards Group
Aug 2010 – Dec 2011	Sales Manager · Gaastra Pro Gear B.V.
Sep 2008 – Aug 2010	Project Manager · Nuon
Apr 2004 – Sep 2008	Manager Sales and Development · Contest Yachts
2003 – 2005	Project manager · Messink Yachting -- Hakvoort Shipyards

KEY FACTS

Age	45 to 49 estimate from the degree years on the profile
Based in	Amsterdam, Netherlands
Current seat	Chief Commercial Officer (CCO), Econowind, since 2024
Career	Since 2003, 23 years
Builders on the CV	Oceanco (earlier)
Education	Nyenrode Business University Leadership Development Program; Erasmus University Rotterdam Strategic Account Management Method
Languages	Not given
Profile	linkedin.com/in/chieldeleeuw

IN BRIEF

Commercial director at Oceanco to Dec 2024, now CCO of a wind-propulsion company; Damen sales director RoPax newbuild, Contest Yachts sales and development manager. Nyenrode leadership programme.



Folkert Schoots

Commercial Director at Heesen Yachts · Amsterdam, Netherlands

COMMERCIALLY DRIVEN GM

AT HEESSEN YACHTS

CAREER

Sep 2026 – now	Commercial Director · Heesen Yachts
Jan 2025 – Aug 2026	Feadship Resale - Commercial & Operations Manager · Feadship
Jan 2022 – Jan 2025	Business Development Manager · Feadship
Sep 2018 – Jan 2022	Business Development & Operations · Feadship
Sep 2016 – May 2020	Founding Chairman · Young Professionals in Yachting (YPY) The Netherlands
Feb 2016 – Oct 2018	After Sales & Yacht Services Coordinator · Koninklijke de Vries Scheepsbouw Aalsmeer
Jul 2014 – Feb 2016	Sales Assistant · Koninklijke de Vries Scheepsbouw Aalsmeer
Aug 2013 – Jul 2014	Marketing Assistant · Feadship
May 2012 – Aug 2013	Marketing Support · Feadship

KEY FACTS

Age	36 to 40 estimate from the degree years on the profile
Based in	Amsterdam, Netherlands
Current seat	Commercial Director, Heesen Yachts, since 2026
Career	Since 2012, 14 years
Builders on the CV	Heesen Yachts (current); Feadship · Koninklijke De Vries (earlier); Feadship (earlier)
Education	University of Westminster BA (HONS) · International Business; Nyenrode New Business School BA (HONS) · Entrepreneurship
Languages	Not given
Profile	linkedin.com/in/folkert-schoots-172b6713

IN BRIEF

Commercial Director since Sep 2026 (the appointment the brief mentions). Twelve years at Feadship and De Vries: marketing, after sales, business development, resale. Commercial through and through, no technical or P&L seat yet; a strong second-line name rather than a GM today.



Jad Zakkak Migliorini

Chief Marketing Officer at Azimut Yachts · Turin, Italy

COMMERCIALLY DRIVEN GM AT AZIMUT YACHTS

CAREER

Sep 2024 – now	Chief Marketing Officer · Azimut Yachts
Oct 2023 – Nov 2024	Europe Head of Sales & Delivery Operations - Head of Marketing · Azimut Yachts
Mar 2021 – Dec 2023	Europe Head of Sales and Delivery Operations · Azimut Yachts
Oct 2013 – Mar 2021	Europe Area Manager · Azimut Yachts
May 2011 – Oct 2013	Sales Manager Americas, and Australasia · SESSA MARINE
Mar 2010 – May 2011	Europe Sales Department · Azimut Yachts
May 2009 – Jun 2010	Business Development Analyst · Azimut Yachts
Dec 2008 – Apr 2009	Europe Sales Dept. · Azimut Yachts
May 2008 – Dec 2008	Strategic Marketing Dept. · Azimut Yachts
Apr 2007 – Dec 2007	Intern · Brands Beyond Borders

KEY FACTS

Age	41 to 45 estimate from the degree years on the profile
Based in	Turin, Italy
Current seat	Chief Marketing Officer, Azimut Yachts, since 2024
Career	Since 2007, 19 years
Builders on the CV	Azimut Yachts (current)
Education	Il Sole 24 ORE Business School Master's degree · Luxury Management; UC San Diego Certificate Program · Business Management - Marketing Emphas
Languages	English, French, Italian, Spanish
Profile	linkedin.com/in/jad-zakkak-migliorini-a6984118

IN BRIEF

CMO since Sep 2024 after Europe head of sales and delivery operations 2021-2024 and Europe area manager since 2013; luxury-management master.



Neslihan Seflek

Ferretti Yachts and Wally Sales Manager | Americas at Ferretti Group · Fort Lauderdale, United States

COMMERCIALIALLY DRIVEN GM AT FERRETTI GROUP

CAREER

Jan 2020 – now	Ferretti Yachts and Wally Sales Manager Americas · Ferretti Group
Jan 2020 – now	Ferretti Yachts Brand Sales Manager · Ferretti Group
Jun 2014 – Dec 2019	Founder · NESMARIN
Oct 2008 – Jun 2014	Azimut Yachts Sales Manager · Sirena Marine
Nov 2006 – Oct 2008	Project Manager 45m New Construction · Gino Yachting
2004 – 2006	Azimut Yachts Sales & Aftersales Executive · Gino Yachting
2003 – 2004	Project Manager Refit Department · Gino Yachting

KEY FACTS

Age	39 to 43 estimate from the degree years on the profile
Based in	Fort Lauderdale, United States
Current seat	Ferretti Yachts and Wally Sales Manager Americas, Ferretti Group, since 2020
Career	Since 2003, 23 years
Builders on the CV	Ferretti Group (current)
Education	Mugla University Faculty of Economy Bachelor's degree · Economics; Muğla Sıtkı Koçman Üniversitesi Bachelor's degree · Economics
Languages	Not given
Profile	linkedin.com/in/neslihan-seflek-000831343

IN BRIEF

Americas sales manager for two brands since 2020 from Fort Lauderdale; founded her own yacht company, sold Azimut for Sirena Marine in Türkiye 2008 to 2014 and ran new builds and refits at Gino Yachting; Turkish, Muğla University, about 42.



Nick Mulder

Managing Director at Mulder Shipyard · Zoeterwoude-Dorp, Netherlands

- COMMERCIALLY DRIVEN GM
- AT MULDER SHIPYARD
- OWNER FAMILY

CAREER

Aug 2022 – now	Managing Director · Mulder Shipyard
Dec 2016 – Aug 2022	Commercial Director · Mulder Shipyard
Apr 2010 – Nov 2016	Sales Manager · Mulder Shipyard

KEY FACTS

Age	37 to 41 estimate from the degree years on the profile
Based in	Zoeterwoude-Dorp, Netherlands
Current seat	Managing Director, Mulder Shipyard, since 2022
Career	Since 2010, 16 years
Builders on the CV	Mulder Shipyard (current)
Education	Amsterdam University of Applied Sciences Bouwtechnische bedrijfskunde; DOC Maritiem EMCI Certified Yacht Broker
Languages	Dutch, English
Profile	linkedin.com/in/nick-mulder-shipyard

IN BRIEF

Managing director since Aug 2022 after six years as commercial director and sales manager; owning family (fourth generation); building management degree. A seller who took over the family yard.



Pier Posthuma de Boer

Sales Director at Feadship · Amsterdam, Netherlands

COMMERCIALLY DRIVEN GM

AT FEADSHIP

CAREER

Apr 2024 – now	Sales Director · Feadship Based in the Netherlands and with roots dating back to 1849, Feadship is recognised as the world leader in the field of pure custom super yachts. Each Feadship is defined by its superb ...
Jan 2018 – Apr 2024	Director Refit & Services · Feadship
Apr 2016 – Dec 2017	Manager Refit & Yacht Services at Koninklijke De Vries Scheepsbouw (Feadship) · Feadship
Mar 2015 – Apr 2016	Manager Yacht Services at Koninklijke De Vries Scheepsbouw (Feadship) · Feadship - Koninklijke De Vries Scheepsbouw
Sep 2014 – Mar 2015	Yacht Services at De Vries Scheepsbouw Makkum (Feadship) · Feadship - De Vries Scheepsbouw Makkum
Dec 2010 – Jul 2014	Associate · Clifford Chance LLP
Dec 2007 – Nov 2010	Trainee lawyer · Clifford Chance LLP
Apr 2012 – Jul 2012	Legal Counsel Antitrust (seconded from Clifford Chance) · Shell

KEY FACTS

Age	About 44 estimate from the school years on the profile
Based in	Amsterdam, Netherlands
Current seat	Sales Director, Feadship, since 2024
Career	Since 2007, 19 years
Builders on the CV	Feadship (current)
Education	Maastricht University Doctoraal European Law School · Law; Wolfert van Borselen (Rotterdam) VWO (béta) & International Baccalaureaat English (Bilingual)
Languages	Dutch, English, German
Profile	linkedin.com/in/pierposthumadeboer

IN BRIEF

Sales Director since Apr 2024 after six years running Refit & Services (director from 2018) and yacht services at both De Vries yards. Clifford Chance M&A lawyer before yachting. Commercial with a services P&L behind him; no engineering.



Rose Damen

Member Board of Directors at Damen Yachting · Amels · Vlissingen, Netherlands

- COMMERCIALLY DRIVEN GM
- AT DAMEN YACHTING · AMELS
- BENCHMARK LEADER

CAREER

May 2023 – now	Member Board of Directors · BOMBARDIER
Jul 2015 – now	Managing Director · Damen Yachting
Sep 2014 – Jun 2015	Sales Trainee · Damen Shipyards Group
Apr 2008 – Dec 2012	Analyst · Intrinsic Value Investors (IVI) LLP
Jan 2008 – Mar 2008	Intern · ABN AMRO

KEY FACTS

Age	About 42 checked against the dated milestones of the profile
Based in	Vlissingen, Netherlands
Current seat	Member Board of Directors, Damen Yachting · Amels, since 2023
Career	Since 2008, 18 years
Builders on the CV	Damen Yachting · Amels (current)
Education	INSEAD Master of Business Administration (MBA); Erasmus University Rotterdam
Languages	Not given
Profile	linkedin.com/in/rose-damen-9761b44

IN BRIEF

Managing Director since Jul 2015; Damen family; INSEAD MBA, investment analyst, one year as group sales trainee before taking the seat; Bombardier board member. The brief's benchmark for a family-held top seat over a professional yacht team. Not a mover.



Rutger Dolk

Managing Director @ DAMEN at Damen

COMMERCIALLY DRIVEN GM NOT AT A LISTED BUILDER

CAREER

Nov 2024 – now	Managing Director @ DAMEN · Damen
Aug 2020 – Oct 2024	Managing Director Damen Technical Cooperation · Damen
Jan 2018 – Oct 2020	Commercial Manager · Damen Yachting
Sep 2012 – Jan 2018	Area Sales Manager · Damen Shipyards Group
Oct 2012 – Dec 2012	Design and Proposal Engineer · Damen Shipyards Group
Feb 2012 – Oct 2012	Assistant Project Manager O&T · Damen Shipyards Group
Sep 2011 – Feb 2012	Project Purchaser · Damen Shipyards
Sep 2010 – Jul 2011	Project Design Engineer · SBM Schiedam
Jan 2010 – Sep 2010	Design Coordinator 25.000 tons Taisun II · Yantai CIMC Raffles Offshore Ltd.
Sep 2009 – Dec 2009	Internship · Yantai Raffles Shipyard

and 1 earlier roles on the profile

KEY FACTS

Age	39 to 43 estimate from the degree years on the profile
Based in	Not given
Current seat	Managing Director @ DAMEN , Damen, since 2024
Career	Since 2005, 21 years
Builders on the CV	Damen Yachting · Amels (earlier)
Education	Technische Universiteit Delft MSc · Offshore Engineering; Erasmus University Rotterdam Minor · Turning Technology into Business
Languages	Duits, Dutch, English, Portuguese
Profile	linkedin.com/in/rutgerdolk

IN BRIEF

Managing director within Damen since Nov 2024 (Damen Technical Cooperation before); commercial manager of Damen Yachting to Oct 2020, Damen area sales manager, design and proposal engineer. Delft offshore engineer. An engineer-seller who reached a Damen MD seat around 40; yachting was one chapter.



Sipke (Sip) Halbertsma

Commercial Director - America at Heesen Yachts · Miami, United States

COMMERCIALLY DRIVEN GM

AT HEESSEN YACHTS

CAREER

Aug 2026 – now	Commercial Director - America · Heesen Yachts
Aug 2018 – Jul 2026	Commercial Director · Feadship
Mar 2015 – Aug 2018	Sales Manager · Feadship
Mar 2011 – Mar 2015	Owner & Founder · Yacht Consult
Dec 2010 – Oct 2011	Sales Consultant & MT-lid · VOC Maatwerk
Jul 2010 – Dec 2010	Intern · Mulder Hardenberg
Feb 2009 – Jul 2010	Founder · School in a Can
Aug 2008 – Feb 2009	Organiser, and marketing assistant · St Maarten Yacht Club

KEY FACTS

Age	About 38 estimate from the school years on the profile
Based in	Miami, United States
Current seat	Commercial Director - America, Heesen Yachts, since 2026
Career	Since 2008, 18 years
Builders on the CV	Heesen Yachts (current); Feadship (earlier)
Education	Amsterdam University of Applied Sciences Bachelor · Marketing; Sint Nicolaas Lyceum Amsterdam High School · HAVO
Languages	Dutch, English, German
Profile	linkedin.com/in/sipke-sip-halbertsma-24a81415

IN BRIEF

Feadship Commercial Director 2018-2026 (sales manager from 2015), moved to Heesen Aug 2026 to run the Americas from Miami. Pure sales career, marketing degree; no general management or technical role.



Tommaso Bilotta

Director for the Americas at Baglietto · Miami, United States

COMMERCIALY DRIVEN GM

AT BAGLIETTO

CAREER

Jul 2024 – now	Director for the Americas · Baglietto Yachts Director for the Americas at Baglietto Yachts. Overseeing the sales activities for Baglietto in the Americas, bringing a localized approach to better serve our American clients and ...
Mar 2020 – now	President & Founder · TB Yachting, LLC - YACHT ADVISOR
Sep 2018 – Jun 2024	Sales Yacht Advisor · Camper & Nicholson's
Apr 2014 – Sep 2018	Brand Manager - Benetti Americas · Azimut Benetti Service USA, Inc.
Feb 2012 – Mar 2014	Vice President · Azimut Benetti Service USA, Inc.
Jan 2008 – Jan 2012	Sales Area Manager · Benetti Yachts
Jan 2005 – Nov 2007	Marketing Manager - Riva Yachts · Ferretti Group

KEY FACTS

Age	45 to 49 estimate from the degree years on the profile
Based in	Miami, United States
Current seat	Director for the Americas, Baglietto, since 2024
Career	Since 2005, 21 years
Builders on the CV	Baglietto (current); Benetti (earlier); Ferretti Group (earlier)
Education	Harvard Business School Online Certificate in Negotiation Mastery; ISPI School Postgraduate Certificate Business in China · International B
Languages	English, English, French, Italian, Italian, Portuguese
Profile	linkedin.com/in/tommasobilotta

IN BRIEF

Since Jul 2024 beside his own advisory firm; Camper & Nicholson's, Benetti Americas brand manager and VP, Riva marketing before.



Valerio Tesei

Sales Director at Sanlorenzo · Viareggio, Italy

COMMERCIALLY DRIVEN GM

AT SANLORENZO

CAREER

Jan 2025 – now	Sales Director · Sanlorenzo Yacht
Sep 2014 – May 2025	Managing Partner · V Marine
Jan 2018 – Aug 2022	Managing Director · Azimut Yachts France
Sep 2003 – Aug 2014	Sales and Marketing Manager · Danimar
Sep 2003 – Dec 2008	Free Lance Journalist · Edisport
Mar 2002 – Aug 2003	Account Executive · Saatchi & Saatchi Advertising
Oct 2000 – Mar 2002	Lieutenant · Italian Air Force

KEY FACTS

Age	47 to 51 estimate from the degree years on the profile
Based in	Viareggio, Italy
Current seat	Sales Director, Sanlorenzo, since 2025
Career	Since 2000, 26 years
Builders on the CV	Sanlorenzo (current)
Education	Università degli studi Roma TRE BS · Economics
Languages	English, French
Profile	linkedin.com/in/valeriotesei

IN BRIEF

Since Jan 2025, arriving with the CSO from V Marine (managing partner) and Azimut Yachts France (managing director); dealer-side sales since 2003.



Yoeri Bijker

Commercial Director at Van der Valk Shipyard · Waalwijk, Netherlands

COMMERCIALLY DRIVEN GM AT VAN DER VALK SHIPYARD

CAREER

Aug 2010 – now	Commercial Director · Van der Valk Shipyard Van der Valk is one of a handful of yards in the world with the capacity and flexibility to build fully bespoke superyachts above the waterline between 25 and 45 metres. And if you're ...
May 2019 – now	Member · International Yacht Brokers Association (IYBA)
Oct 2016 – now	Member · Young Professionals in Yachting (YPY) The Netherlands
Aug 2008 – Jun 2012	Bachelor of Economics · Hogeschool van Arnhem en Nijmegen
Sep 2009 – Aug 2010	Board Member · YOB Society

KEY FACTS

Age	About 35 estimate from the school years on the profile
Based in	Waalwijk, Netherlands
Current seat	Commercial Director, Van der Valk Shipyard, since 2010
Career	Since 2008, 18 years
Builders on the CV	Van der Valk Shipyard (current)
Education	HAN University of Applied Sciences 4th · Small Business & Retail Management; Merlet College Secondary education - Discipline Economics and Society
Languages	Dutch, English, French, German
Profile	linkedin.com/in/yoeri-bijker-62313313

IN BRIEF

Commercial director since Aug 2010, straight from his economics degree; member of the international yacht brokers' association. Fifteen years selling one yard's aluminium yachts.



Bas Isselmann

Sales manager at Royal Huisman · Castricum, Netherlands

COMMERCIALLY DRIVEN GM

AT ROYAL HUISMAN

CAREER

Apr 2019 – now	Sales manager · Royal Huisman
May 2017 – Apr 2019	Sales Engineer · Royal Huisman
Jul 2014 – Apr 2017	Sales Engineer · Holland Jachtbouw Zaandam BV
Jan 2010 – Aug 2014	Project Engineer · Holland Jachtbouw Zaandam BV
Jul 2002 – Sep 2011	Sales Assistant · DAKA Sport

KEY FACTS

Age	41 to 45 estimate from the degree years on the profile
Based in	Castricum, Netherlands
Current seat	Sales manager, Royal Huisman, since 2019
Career	Since 2002, 24 years
Builders on the CV	Royal Huisman (current)
Education	Delft University of Technology Bachelor of Science (BSc) · Marine Technology
Languages	Duits, Engels, Frans, Nederlands
Profile	linkedin.com/in/bas-isselmann-8a572a62

IN BRIEF

Sales manager since Apr 2019 after sales engineer; Holland Jachtbouw project and sales engineer before; Delft engineer, about 42.



Matt W.

Committee Member at Benetti · Australia

COMMERCIALLY DRIVEN GM

AT BENETTI

CAREER

May 2025 – now	Committee Member · Superyacht Australia
Feb 2025 – now	Manager - Australia & New Zealand · Benetti Yachts
Sep 2017 – Jan 2025	CEO of d’Albora Marine · d'Albora Marine
Jan 2014 – Dec 2017	Senior Broker · Ray White Marine Ferretti Group of Brands
Jan 2011 – Dec 2013	Business Development Manager · Austal Oceanfast
Jan 2009 – Dec 2011	Senior Broker · CRS Yachts Fairline Yachts Australia
Jan 2007 – Dec 2008	Associate - Private Wealth · UBS
Jan 2003 – Dec 2006	Sales Broker · Chapman Marine Group Princess Yachts Australia

KEY FACTS

Age	44 to 50 estimate from the first dated job; less exact
Based in	Australia
Current seat	Committee Member, Benetti, since 2025
Career	Since 2003, 23 years
Builders on the CV	Benetti (current)
Education	RMIT University Bachelor of Business · Entrepreneurship; Kaplan Australia Graduate Diploma in Finance and Investment
Languages	Not given
Profile	linkedin.com/in/matt-w-b8418917

IN BRIEF

Runs Benetti's Australia and New Zealand business since Feb 2025; CEO of the d'Albora Marine group 2017 to 2025, twenty years in yacht sales and brokerage; about 46.



Filippo Beltrame

Wally Sales Manager at Ferretti Group · Forlì, Italy

COMMERCIALLY DRIVEN GM

AT FERRETTI GROUP

CAREER

May 2025 – now	Wally Sales Manager · Ferretti Group Sales Manager for the Sales Department of Wally
Jun 2022 – now	CRN and Custom Line Sales Manager EMEA · Ferretti Group
Jun 2013 – Jun 2022	CRN and Custom Line Sales Manager Americas · Ferretti Group
Oct 2011 – Jun 2013	CRN Yachts Sales Area Manager · Ferretti Group
Mar 2011 – Sep 2011	Marketing Department · Ferretti Group
Feb 2010 – Nov 2010	Sales Department · Ducati Motor Holding
Sep 2002 – Feb 2009	Praticante · Studio Zannini e associati

KEY FACTS

Age	About 44 checked against the dated milestones of the profile
Based in	Forlì, Italy
Current seat	Wally Sales Manager, Ferretti Group, since 2025
Career	Since 2002, 24 years
Builders on the CV	Ferretti Group (current)
Education	Alma Mater Studiorum – Università di Bologna laurea specialistica · Economia e Diritto
Languages	Inglese, Italiano, Spagnolo
Profile	linkedin.com/in/filippo-beltrame-

IN BRIEF

Superyacht sales manager for EMEA since 2022 and for Wally since May 2025; the Americas sales manager for CRN and Custom Line 2013 to 2022; at Ferretti since 2011; Bologna 2008, about 43.



Marsha van Buitenen

Sales Director at Feadship · Haarlem, Netherlands

COMMERCIALLY DRIVEN GM

AT FEADSHIP

CAREER

Feb 2017 – now	Sales Director · Feadship Sales Director for Feadship / Koninklijke De Vries Scheepsbouw. Feadship is recognized as the world leader in the field of pure custom super yachts.
Apr 2018 – Aug 2023	Board Member · Holland Yachting Group
Jan 2016 – Jan 2017	Senior Client Portfolio Manager Real Estate · Syntrus Achmea Real Estate & Finance
Aug 2012 – Dec 2015	Client Portfolio Manager Real Estate · Syntrus Achmea Real Estate & Finance
May 2012 – Jan 2017	Owner · Realsolu
Feb 2011 – Jan 2012	Project Manager · 100 dagen voor KiKa
Feb 2007 – Mar 2011	Concept Developer · LSI project investment nv
May 2005 – Feb 2007	Property Developer · LSI project investment nv
Jun 2004 – Apr 2005	Researcher · Real Estate Council of The Netherlands
Mar 2003 – Mar 2004	Internship for MSc thesis · NACO, Netherlands Airport Consultants

KEY FACTS

Age	46 to 50 estimate from the degree years on the profile
Based in	Haarlem, Netherlands
Current seat	Sales Director, Feadship, since 2017
Career	Since 2003, 23 years
Builders on the CV	Feadship (current)
Education	RSM Erasmus University MBA · Strategy; Amsterdam School of Real Estate Real Estate Investments
Languages	Dutch, English
Profile	linkedin.com/in/mvanbuitenen

IN BRIEF

Sales Director since 2017; real estate investment and development before; RSM MBA, Delft architecture. Board of Holland Yachting Group 2018-2023. A seller of full-custom Feadships without technical or general management experience.



Robert Drontmann

Sales Director at Feadship at Feadship · Belgium

COMMERCIALLY DRIVEN GM

AT FEADSHIP

CAREER

Jul 2026 – now	Sales Director at Feadship · Feadship
Jun 2021 – May 2026	Sales Director · Heesen Yachts
Feb 2014 – Aug 2022	Sales Manager · Heesen Yachts
Jun 2009 – Feb 2014	Sales Manager & Yacht Broker · Moonen shipyard

KEY FACTS

Age	38 to 44 estimate from the first dated job; less exact
Based in	Belgium
Current seat	Sales Director at Feadship, Feadship, since 2026
Career	Since 2009, 17 years
Builders on the CV	Feadship (current); Heesen Yachts (earlier)
Education	Not given
Languages	Not given
Profile	linkedin.com/in/robert-drontmann-63562aa

IN BRIEF

Joined Jul 2026 from Heesen (Sales Director 2021-2026, sales manager from 2014), Moonen sales and brokerage before. Seventeen years selling Dutch yachts at three yards; no technical or P&L role.



Niels Vaessen

CFO at Optisport · Netherlands

COMMERCIALLY DRIVEN GM

NOT AT A LISTED BUILDER

BENCHMARK LEADER

CAREER

Jan 2026 – now	CFO · Optisport
Nov 2023 – Aug 2025	CEO · Heesen Yachts
Jul 2013 – Nov 2023	CFO · Heesen Yachts
Apr 2012 – Jun 2013	Finance Manager · Heesen Yachts
Apr 2012 – Apr 2013	Owner · Vaessen Consulting
Sep 2003 – Mar 2012	Manager · PwC Nederland

KEY FACTS

Age	About 47 estimate from the school years on the profile
Based in	Netherlands
Current seat	CFO, Optisport, since 2026
Career	Since 2003, 23 years
Builders on the CV	Heesen Yachts (earlier)
Education	Universiteit van Tilburg RA · Postmaster Accounting; Tilburg University Drs. · Business Economics (Accountancy)
Languages	Not given
Profile	linkedin.com/in/nielsvaessen

IN BRIEF

Finance manager and CFO of Heesen from 2013, CEO from Nov 2023 to Aug 2025, left with the ownership change; now CFO of a sports-facilities operator. Registered accountant (Tilburg), PwC before. Named in the brief as a benchmark leader; a finance-born CEO rather than a seller.

THE POOLS

Hybrid commercial-technical

23 people under 50, in the order of the reading. The index gives each person's page.

HYBRID COMMERCIAL-TECHNICAL

The pool: 1 to 20 of 23

People who carry both a commercial seat and a technical base: engineers who sell, or sellers who have run projects and yards.

PERSON	SEAT	COMPANY	AGE	PAGE
Giordano Pellacani SHORTLIST · NEEDS A TRIGGER	Chief Commercial Officer	Ferretti Group	39 to 43	15
Fabiano Ciampolini SHORTLIST · NEEDS A TRIGGER	Vice President Superyacht, Sales and Customers' Care	Sanlorenzo	47 to 51	19
Marzio Rucconi SHORTLIST · REACHABLE NOW	General Manager, OTAM Yachts	OTAM YACHTS	About 38	18
Primiano Protano SHORTLIST · NEEDS A TRIGGER	Direttore generale, Palumbo Superyachts	Palumbo Superyachts · ISA	43 to 49	16
Gianluca Ciniero SHORTLIST · UNLIKELY BEFORE 2027	Managing Director, Cantiere delle Marche	Cantiere delle Marche	42 to 48	17
Johan Kaasjager	Executive director, Life Cycle Support	Oceanco	About 46	51
Stefano Arlunno	President, Americas	Overmarine Group · Mangusta	45 to 49	52
Gencay OK	Project manager engineering	Damen Yachting · Amels	43 to 47	53
Nicky van Zon SHORTLIST · NEEDS A TRIGGER	Managing Director	Moonen Yachts	39 to 43	20
Simone Lorenzano	Managing Director, Sanguineti (deck equipment); former General Manager FIART, Perini Navi production director, CRN head of project management	Sanguineti	About 49	54
Gabriele Stella	Sales Director, Superyacht division	Sanlorenzo	About 41	55
Jacob Jochem Hamstra	Design and proposal manager	Royal Huisman	43 to 47	56
Marco Santoro	Senior Director, Service Yacht	Sanlorenzo	45 to 51	57
Vittorio Blengini	Sales Director, custom business	Ferretti Group	About 41	58
Andrea Parodi	General Manager, Eurocraft Cantieri Navali	Eurocraft Cantieri Navali srl	46 to 52	59
Emre Sandan	Founder, MES Marine and Turkuaz Marine (Antalya); broker at Denison; former project manager, Damen Yachting	MES MARINE (Marine Engineering Services)	About 48	60
Sebastiano Vida	Head of Product	Benetti	39 to 43	61
Andrea Anastasio	Head of Sales & Marketing, Ferretti Yachts	Ferretti Group	46 to 50	62
Filippo Tomasoni	Head of Sales, Azimut Grande EMEA and APAC	Azimut Yachts	37 to 41	63
Martijn L.	Proposal manager new build	Feadship · Koninklijke De Vries	About 32	64

HYBRID COMMERCIAL-TECHNICAL

The pool: 21 to 23 of 23

PERSON	SEAT	COMPANY	AGE	PAGE
Joachim Kieft	Sales Manager Yacht Refit, Damen Shiprepair; former Managing Director Claasen Shipyards and Bloemsma; advisor to Royal Huisman shareholders	Damen	About 42	65
Wim Verhoeff	Sales Director	Oceanco	About 36	66
Enrique Tintore	Commercial Director, Astilleros de Mallorca (refit yard)	Astilleros de Mallorca - Refit and Repair Shipyard	34 to 38	67



Johan Kaasjager

Uitvoerend directeur at Oceanco · Vught, Netherlands

HYBRID COMMERCIAL-TECHNICAL

AT OCEANCO

CAREER

Jul 2024 – now	Uitvoerend directeur · Oceanco
Jan 2020 – now	Eigenaar · YachtSuit
Jul 2020 – Jun 2024	Commercial Director · Den Breejen Shipyard
May 2016 – Jul 2020	Sales & Marketing Manager · Heesen Yachts
Dec 2009 – Apr 2016	Sales Manager · Damen Yachting
Oct 2006 – Dec 2009	Sales Engineer · Damen Yachting
Sep 2004 – Sep 2006	Sales Support Engineer · Wärtsilä

KEY FACTS

Age	About 46 estimate from the school years on the profile
Based in	Vught, Netherlands
Current seat	Uitvoerend directeur, Oceanco, since 2024
Career	Since 2004, 22 years
Builders on the CV	Oceanco (current); Damen Yachting · Amels (earlier); Heesen Yachts (earlier)
Education	University of Haarlem Bachelor of Maritime Engineering · Scheepsbouwkunde / Mariti; Koning Willem I College English Degree
Languages	Not given
Profile	linkedin.com/in/johan-kaasjager-28853b197

IN BRIEF

Executive director ('uitvoerend directeur') since Jul 2024, headline Director Life Cycle Support. Commercial Director of Den Breejen Shipyard 2020-2024, Heesen sales and marketing manager 2016-2020, Damen Yachting sales manager and sales engineer 2006-2016, Wärtsilä sales support engineer; maritime engineering degree. Engineer to seller to commercial director, now running an after-sales line.



Stefano Arlunno

President Americas at Overmarine Group · Mangusta · Miami Beach, United States

HYBRID COMMERCIAL-TECHNICAL AT OVERMARINE GROUP · MANGUSTA

CAREER

Dec 2019 – now	President Americas · Mangusta Yachts
Jun 2012 – Dec 2019	Area Manager Americas · Mangusta Yachts
Dec 2004 – Jan 2006	Azimut Yachts - Production Engineer · Azimut-Benetti
1998 – 2004	Boat Show Supervisor · Ucina Confindustria Nautica

KEY FACTS

Age	45 to 49 estimate from the degree years on the profile
Based in	Miami Beach, United States
Current seat	President Americas, Overmarine Group · Mangusta, since 2019
Career	Since 1998, 28 years
Builders on the CV	Overmarine Group · Mangusta (current); Azimut Yachts (earlier)
Education	Politecnico di Torino 2004 · Engineering; Politecnico di Torino
Languages	English, Italian
Profile	linkedin.com/in/stefano-arlunno-0a2a22a

IN BRIEF

President of Mangusta Americas since Dec 2019 (area manager before), Azimut production engineer earlier; Politecnico di Torino engineer. Runs the US arm from Miami.



Gencay OK

Project Manager Engineering at Damen Yachting · Amels · Netherlands

HYBRID COMMERCIAL-TECHNICAL AT DAMEN YACHTING · AMELS

CAREER

May 2021 – now	Project Manager Engineering · Damen Yachting Leading the execution of high-value, complex premium superyacht construction and yacht support vessel projects within Damen Yachting’s global production lines. Responsible for driving ...
Apr 2012 – Jun 2021	Marketing and Business Development · Sedef Shipbuilding Inc.
Jul 2005 – Jul 2012	Project Coordinator · TVK Shipyard

KEY FACTS

Age	43 to 47 estimate from the degree years on the profile
Based in	Netherlands
Current seat	Project Manager Engineering, Damen Yachting · Amels, since 2021
Career	Since 2005, 21 years
Builders on the CV	Damen Yachting · Amels (current)
Education	Karadeniz Technical University
Languages	Not given
Profile	linkedin.com/in/gencayok

IN BRIEF

Engineering project manager since May 2021 on custom and yacht-support projects; nine years of marketing and business development at Sedef and seven as a TVK project coordinator before; Turkish naval architect, Karadeniz Technical University 2004, about 44.



Simone Lorenzano

Managing Director at Sanguineti · Massa, Italy

HYBRID COMMERCIAL-TECHNICAL

NOT AT A LISTED BUILDER

CAREER

Feb 2025 – now	Managing Director · Sanguineti
Oct 2022 – Feb 2025	Yacht Consulting & Project Management · Self-employed
Oct 2022 – Feb 2025	Yacht Consulting & Project Management ·
Sep 2020 – Apr 2023	General Manager · FIART
Nov 2019 – Sep 2020	Head of Special Projects · Perini Navi
Jan 2018 – Oct 2019	Director of Production · Perini Navi
Nov 2014 – Dec 2017	Head of Project Management · CRN YACHTS
Jul 2007 – Nov 2014	Senior Project Manager · CRN spa - Ferretti Group
Dec 2005 – Jun 2007	Deputy Program Manager · AgustaWestland

KEY FACTS

Age	About 49 checked against the dated milestones of the profile
Based in	Massa, Italy
Current seat	Managing Director, Sanguineti, since 2025
Career	Since 2005, 21 years
Builders on the CV	CRN (earlier); Ferretti Group (earlier)
Education	Università di Pisa Ingegneria aerospaziale
Languages	Inglese, Italiano, Tedesco
Profile	linkedin.com/in/simone-lorenzano-b31a0420

IN BRIEF

Head of project management at CRN to Dec 2017, Perini Navi director of production and head of special projects to 2020, general manager of FIART (series motor yachts) to Apr 2023, then consulting, and since Feb 2025 managing director of a deck-equipment supplier. Aerospace engineer, Pisa. Has run a boat builder and a supplier after CRN and Perini delivery roles.



Gabriele Stella

Superyacht Sales Director at Sanlorenzo · Lerici, Italy

HYBRID COMMERCIAL-TECHNICAL AT SANLORENZO

CAREER

Feb 2025 – now	Superyacht Sales Director · Sanlorenzo Yacht Passionate about the yachting industry and with solid experience in the luxury sector, I serve as Sales Director for the Superyacht Division at Sanlorenzo S.p.A., a global leader in ...
Jul 2023 – Feb 2025	Head of Sales · Sanlorenzo Yacht
Feb 2020 – Sep 2023	Sales Manager · Sanlorenzo Yacht
Sep 2016 – Feb 2020	Project Manager · Sanlorenzo S.p.a.
Apr 2015 – Aug 2016	Deputy Project Manager · SANLORENZO SPA
Jan 2013 – Apr 2015	After Sales Manager · SANLORENZO SPA
Oct 2012 – Jan 2013	General Manager Assistant · SANLORENZO SPA
Jul 2008 – Sep 2008	Service and Warranty Assistant · Allied Richard Betram Marine Group
Jun 2007 – Sep 2007	Production Assistant · Viking Yacht Company
Jul 2006 – Sep 2006	Maintenance Assistant · Viking Yacht Company

and 1 earlier roles on the profile

KEY FACTS

Age	About 41 estimate from the school years on the profile
Based in	Lerici, Italy
Current seat	Superyacht Sales Director, Sanlorenzo, since 2025
Career	Since 2003, 23 years
Builders on the CV	Sanlorenzo (current)
Education	Politecnico di Milano Laurea in Ingegneria Gestionale · Facoltà di Ingegneria dei; Liceo G.D. Cassini Maturità Classica
Languages	Francese, Inglese, Italiano
Profile	linkedin.com/in/gabriele-stella-4455a032

IN BRIEF

Sales Director since Feb 2025 after head of sales, sales manager, project manager, deputy project manager and after-sales manager at Sanlorenzo since 2012; Politecnico di Milano management engineering, ESCP EMBA candidate. The in-house hybrid at an earlier stage of career than the brief's seat needs.



Jacob Jochem Hamstra

Design & Proposal Manager at Royal Huisman · Amsterdam, Netherlands

HYBRID COMMERCIAL-TECHNICAL

AT ROYAL HUISMAN

CAREER

Feb 2023 – now	Design & Proposal Manager · Royal Huisman Working closely with the Owners Representatives, Naval Architects, Interior Architects, Designers and our RH Team in the early stages of sales, design and engineering to create ...
Jan 2019 – Jun 2023	Project Manager Engineering · Royal Huisman
Dec 2009 – Apr 2019	Design Manager Concept · Royal Huisman
Mar 2006 – Dec 2009	Structural and Deck equipment Engineer · Royal Huisman
Sep 2005 – Mar 2006	Graduation Project · Royal Huisman
Jan 2017 – Aug 2017	Sailing Rolex Fastnet Race two-handed 2017 · Rolex Fastnet Race Cherbourg
Jan 2015 – Jan 2015	Sailing Rolex Fastnet Race two-handed 2015 · Rolex Fastnet Race Cherbourg
Jan 2013 – Aug 2013	Sailing Rolex Fastnet Race two-handed 2013 · Rolex Fastnet Race Cherbourg
Feb 2003 – Jan 2004	Industrial Designer · TRICAS
Apr 2002 – Jul 2002	Industrial Designer · TRICAS

KEY FACTS

Age	43 to 47 estimate from the degree years on the profile
Based in	Amsterdam, Netherlands
Current seat	Design & Proposal Manager, Royal Huisman, since 2023
Career	Since 2002, 24 years
Builders on the CV	Royal Huisman (current)
Education	Enschede University of Applied Sciences Bachelor of Science (BSc) · Industrial Design - Mechanical E
Languages	English, French, German, Netherlands
Profile	linkedin.com/in/jacob-jochem-hamstra-6918b66

IN BRIEF

Design and proposal manager since Feb 2023 after engineering project manager and ten years as concept design manager; works with owners' representatives and architects; Enschede 2006, about 45.



Marco Santoro

Senior Director Service Yacht at Sanlorenzo · La Spezia, Italy

HYBRID COMMERCIAL-TECHNICAL AT SANLORENZO

CAREER

Sep 2026 – now	Senior Director Service Yacht · Sanlorenzo Yacht There are moments in a career when passion aligns with an industry icon. I’am very excited for this new adventure.
Jul 2023 – Aug 2026	Managing Director Quick USA · Quick USA
Jan 2023 – Jul 2023	Chief Executive Officer · RMK Merrill-Stevens
Mar 2020 – Dec 2022	Vice President Refit & Retail Works · Ferretti Group
Feb 2015 – Mar 2020	After Sales & Service Director - Global · Ferretti Group
Jan 2013 – Jan 2015	After Sales & Service Director - Americas · Ferretti Group
Feb 2002 – Oct 2002	Engeneering Department · Rodriquez Yachts Srl
Jan 2010 – Dec 2012	Ferretti Group After Sales & Service Manager · Ferretti Spa
Jan 2007 – Dec 2009	After Sales and Technical Services Manager, Ferretti Yachts & Custom Line – Worldwide · Ferretti Group
Nov 2002 – Dec 2006	After Sales and Customer Service Coordinator - Italy - Russia & Middle Eastern Market · Ferretti Group

and 1 earlier roles on the profile

KEY FACTS

Age	45 to 51 estimate from the first dated job; less exact
Based in	La Spezia, Italy
Current seat	Senior Director Service Yacht, Sanlorenzo, since 2026
Career	Since 2002, 24 years
Builders on the CV	Sanlorenzo (current); Ferretti Group (earlier)
Education	Bologna Business School Corporate master in business administration; Università degli Studi di Napoli Federico II Naval Architect and Marine Engineer
Languages	English, Italian, Spanish
Profile	linkedin.com/in/marco-santoro-74675935

IN BRIEF

Joined Sep 2026. Naval architect; Ferretti Group after-sales director for the Americas and then global (2013-2020), Vice President Refit 2020-2022, CEO of a Miami refit yard for six months in 2023, Managing Director of Quick USA 2023-2026. The sales exposure is after-sales and refit, not new-build.



Vittorio Blengini

Sales Director Custom Business at Ferretti Group · Italy

HYBRID COMMERCIAL-TECHNICAL

AT FERRETTI GROUP

CAREER

Sep 2025 – now	Sales Director Custom Business · Ferretti Group
Jan 2025 – Jan 2026	Head of Sales Superyacht Division · Ferretti Group
May 2023 – Jan 2025	Sales Director · The Italian Sea Group S.p.A
Apr 2022 – May 2023	Sales manager · The Italian Sea Group S.p.A
Mar 2021 – Apr 2022	Sales manager Riva · Ferretti Group
Sep 2017 – Mar 2021	Senior Sales Manager - Sailing Yachts · Perini Navi
Jan 2012 – Sep 2017	Sales manager · Perini Navi
Jan 2008 – Dec 2011	Project Manager - Sailing System Dept · Perini Navi
Aug 2002 – Aug 2004	Istruttore/ ADV · Centro Velico Caprera

KEY FACTS

Age	About 41 estimate from the school years on the profile
Based in	Italy
Current seat	Sales Director Custom Business, Ferretti Group, since 2025
Career	Since 2002, 24 years
Builders on the CV	Ferretti Group (current); The Italian Sea Group · Admiral (earlier)
Education	Liceo Classico Carducci (Viareggio, Italy) Diploma · maturità classica; Saint Anthony High School (Kahului, Maui, USA) high school degree · High School Degree (Senior Year)
Languages	Inglese, Italiano
Profile	linkedin.com/in/vittorio-blengini-7153a229

IN BRIEF

Since Sep 2025 (head of superyacht sales from Jan 2025); TISG sales director 2023-2025, Riva sales, Perini Navi sales from 2012 after four years as a Perini project manager.



Andrea Parodi

General Manager at Eurocraft Cantieri Navali srl · Genoa, Italy

HYBRID COMMERCIAL-TECHNICAL

NOT AT A LISTED BUILDER

CAREER

Dec 2022 – now	General Manager · Eurocraft Cantieri Navali srl
2007 – Dec 2022	HEAD OF TECHNICAL DEPARTMENT · TANKOA YACHTS SpA
Nov 2006 – Sep 2007	Capo Ufficio Tecnico · Cantieri Navali Baglietto
2001 – 2006	Responsabile Ufficio Tecnico · Mondomarine Spa

KEY FACTS

Age	46 to 52 estimate from the first dated job; less exact
Based in	Genoa, Italy
Current seat	General Manager, Eurocraft Cantieri Navali srl, since 2022
Career	Since 2001, 25 years
Builders on the CV	Tankoa Yachts (earlier)
Education	facoltà di architettura di genova Laurea in architettura
Languages	Inglese
Profile	linkedin.com/in/andrea-parodi-6324b929

IN BRIEF

General manager of a small Genoa yard since Dec 2022; head of technical department at Tankoa, head of technical office at Baglietto 2007-2022, Mondomarine before. An engineer-GM.



Emre Sandan

Founder at MES MARINE (Marine Engineering Services) · Antalya, Turkey

HYBRID COMMERCIAL-TECHNICAL

NOT AT A LISTED BUILDER

CAREER

Jun 2021 – now	Founder · MES MARINE (Marine Engineering Services) MAVI MARINE, TURKUAZ MARINE and LACIVERT MARINE are registered trademarks of MES MARINE Yatçılık Sanayi ve Ticaret A.Ş. Consists of Experienced Executive Managers and Naval Architects ...
Dec 2025 – now	Yacht Broker · Denison Yachting
Jun 2021 – now	Founder · TURKUAZ MARINE
Jun 2021 – now	Founder & Naval Architect · MAVİ MARINE
Jun 2021 – now	Founder · TURKUAZ MARINE
Jun 2021 – now	Founder · LACIVERT MARINE
Dec 2025 – now	Yacht Broker · Denison Yachting
Apr 2023 – Jun 2025	Project Manager 53m Yacht Support Series · Damen Yachting
Jan 2012 – Dec 2021	Shipyard Manager · SARP YACHTS
Apr 2008 – Mar 2012	Projects & Facility Manager · PERI YACHTS

and 4 earlier roles on the profile

KEY FACTS

Age	About 48 estimate from the school years on the profile
Based in	Antalya, Turkey
Current seat	Founder, MES MARINE (Marine Engineering Services), since 2021
Career	Since 2001, 25 years
Builders on the CV	Damen Yachting · Amels (earlier)
Education	Koç Üniversitesi Executive MBA Class of 21 · Business Administration and Mana; Yıldız Technical University BSc · Naval Architecture and Marine Engineering
Languages	English, Italian, Turkish
Profile	linkedin.com/in/emre-sandan-b8049a46

IN BRIEF

Turkish engineer who ran a 53 m yacht-support build at Damen Yachting to Jun 2025; shipyard manager at Sarp Yachts, projects and facility manager at Peri, deputy general manager at Alen, prototype head at Numarine. Koç executive MBA. Reached through Damen Yachting, but his career is in Turkish yards, which the brief excludes as a source.



Sebastiano Vida

Head of Product Benetti at Benetti · Torre del Lago Puccini, Italy

HYBRID COMMERCIAL-TECHNICAL AT BENETTI

CAREER

Dec 2023 – now	Head of Product Benetti · Benetti Yachts Find the customer insight to define the product vision and product strategy for all the Benetti yachts
Jul 2022 – Dec 2023	Head of Product Development Custom Yacht · Benetti Yachts
Mar 2021 – Jul 2022	Pre-Contractual Design Manager & Cost Estimation Benetti Custom · Benetti Yachts
Sep 2018 – Jul 2022	Project Manager · Benetti Yachts
Jul 2014 – Jul 2018	Project manager · Nuovi Cantieri Apuania
Dec 2011 – Jun 2014	Architect, Yacht Designer · Axis Group Yacht Design
May 2009 – Oct 2011	Architetto · Sanlorenzo spa
May 2009 – Oct 2011	Arcitetto responsabile di commessa · Sanlorenzo spa

KEY FACTS

Age	39 to 43 estimate from the degree years on the profile
Based in	Torre del Lago Puccini, Italy
Current seat	Head of Product Benetti, Benetti, since 2023
Career	Since 2009, 17 years
Builders on the CV	Benetti (current)
Education	Università degli Studi di Genova, Politecnico di Milano Laurea Magistrale Yacht design · Yacht design; Università degli Studi di Udine Laurea in Scienze dell'Architettura · Facoltà di Ingegneria
Languages	Francese, Inglese
Profile	linkedin.com/in/sebastiano-vida-25203542

IN BRIEF

Head of Product since Dec 2023 over the whole range (37 m composite to 85 m plus steel): product vision from customer insight; head of custom product development, pre-contractual design and cost estimation manager, project manager at Benetti and Nuovi Cantieri Apuania; architect and yacht designer who began at Sanlorenzo. Product strategy sits between the technical and the commercial side.



Andrea Anastasio

Head of Sales & Marketing - Ferretti Yachts at Ferretti Group · Forlì, Italy

HYBRID COMMERCIAL-TECHNICAL AT FERRETTI GROUP

CAREER

Jan 2019 – now	Head of Sales & Marketing - Ferretti Yachts · Ferretti Group
Oct 2012 – now	Sales Area Manager EMEA - Ferretti Yachts · Ferretti Group
Sep 2011 – Oct 2012	Area Manager Latin America · Ferretti Group
Oct 2009 – Sep 2011	Sales Manager - Ferretti Yachts · Ferretti Group
Feb 2008 – Oct 2009	Executive Assistant to Group CEO · Ferretti Group
Apr 2004 – Jan 2008	Stress Engineer · Alenia Aeronautica
Jun 2007 – Jul 2007	MBA Summer Project · 3M

KEY FACTS

Age	46 to 50 estimate from the degree years on the profile
Based in	Forlì, Italy
Current seat	Head of Sales & Marketing - Ferretti Yachts, Ferretti Group, since 2019
Career	Since 2004, 22 years
Builders on the CV	Ferretti Group (current)
Education	SDA Bocconi 2007 · MBA; Università degli Studi di Napoli Federico II Aerospace Engineering
Languages	Not given
Profile	linkedin.com/in/andreaanastasio

IN BRIEF

Since 2019; area manager and sales manager at the group since 2009, executive assistant to the group CEO before; aerospace engineer, SDA Bocconi MBA.



Filippo Tomasoni

Head of Sales Azimut Grande EMEA-APAC at Azimut Yachts · Avigliana, Italy

HYBRID COMMERCIAL-TECHNICAL AT AZIMUT YACHTS

CAREER

Dec 2023 – now	Head of Sales Azimut Grande EMEA-APAC · Azimut Yachts
Apr 2021 – Dec 2023	Area Manager APAC Azimut Grande Direct Sales · Azimut Yachts
Apr 2018 – Apr 2021	Sales Manager Far East · Azimut Yachts
Sep 2015 – Mar 2018	Sales Representative - Southern Europe · Seakeeper, Inc.
Nov 2013 – Aug 2015	Sales - Business Unit Yacht · SB Group
Feb 2013 – Oct 2013	Credit sales management dept. · Interfinance Spa
Jan 2012 – Oct 2012	Yacht designer · Cantieri Navali Spertini Alalunga
Sep 2011 – Mar 2012	Final Master Thesis Project · WMG (Warwick manufacturing group) , University of Warwick

KEY FACTS

Age	37 to 41 estimate from the degree years on the profile
Based in	Avigliana, Italy
Current seat	Head of Sales Azimut Grande EMEA-APAC, Azimut Yachts, since 2023
Career	Since 2011, 15 years
Builders on the CV	Azimut Yachts (current)
Education	SAA - School of Management, Università di Torino Executive Master of Business Administration - EMBA; Università degli Studi di Genova / University of Genoa Master Degree (M.A. First class honours (1st)) · “Yacht and
Languages	Inglese, Italiano
Profile	linkedin.com/in/filippo-tomasoni-14141730

IN BRIEF

Since Dec 2023; Azimut Far East sales since 2018, Seakeeper sales, yacht designer by first training; executive MBA.



Martijn L.

Proposal Manager New Build at Feadship · Koninklijke De Vries · Amsterdam, Netherlands

HYBRID COMMERCIAL-TECHNICAL AT FEADSHIP · KONINKLIJKE DE VRIES

CAREER

Apr 2026 – now	Proposal Manager New Build · Koninklijke de Vries Scheepsbouw te Aalsmeer Proposal Manager for new build sales of the Feadship De Vries shipyards.
Sep 2023 – Apr 2026	Manager Refit & Services USA · Feadship
Nov 2022 – Oct 2023	Service Coördinator · Koninklijke De Vries Scheepsbouw
Nov 2021 – Nov 2022	Service Engineer · Koninklijke De Vries Scheepsbouw
Nov 2019 – Nov 2021	Management Trainee · Feadship
May 2021 – Oct 2021	Proposal Engineer at Royal van Lent Shipyard · Feadship
Aug 2020 – May 2021	Projectteam at Koninklijke De Vries Scheepsbouw Aalsmeer · Feadship
Nov 2019 – Jul 2020	Engineering at Royal van Lent Shipyard · Feadship
Feb 2019 – Aug 2019	Graduate Intern Design · De Voogt Naval Architects
Sep 2018 – Jan 2019	Intern Knowledge and Innovation · De Voogt Naval Architects

and 3 earlier roles on the profile

KEY FACTS

Age	About 32 estimate from the school years on the profile
Based in	Amsterdam, Netherlands
Current seat	Proposal Manager New Build, Feadship · Koninklijke De Vries, since 2026
Career	Since 2014, 12 years
Builders on the CV	Feadship · Koninklijke De Vries (current); Feadship · De Vries Scheepsbouw Makkum (earlier); Feadship (earlier)
Education	Technische Universiteit Delft Ingenieur (Ir.) · Complex Systems Engineering and Management; Vrije Universiteit Amsterdam Minor · Technology Entrepreneurship
Languages	Engels, Frans, Nederlands
Profile	linkedin.com/in/martijn-l-b9a05889

IN BRIEF

Proposal manager since Apr 2026 after two and a half years as manager refit and services USA; Feadship trainee programme; Delft 2019, about 32.



Joachim Kieft

Sales Manager Yacht Refit - Damen Shiprepair & Conversion at Damen · Haarlem, Netherlands

HYBRID COMMERCIAL-TECHNICAL

NOT AT A LISTED BUILDER

CAREER

Oct 2024 – now	Sales Manager Yacht Refit - Damen Shiprepair & Conversion · Damen
Jan 2009 – now	Owner - Maritime Yacht Service - Owners representative · Maritime Yacht Service
Oct 2018 – now	Board Member · Stichting Kinder Intensive Care
Oct 2021 – Jul 2024	Advisor - Consultant - Senior Project Manager - OceanXplorer - Conversion · Damen
Aug 2018 – Aug 2020	Advisor to the management - OceanXplorer - Manager Luxury interior · Damen Shiprepair Rotterdam BV
Mar 2018 – Sep 2018	Advisor to Directors / Shareholders on Sales & Service · Royal Huisman
Jan 2012 – Jul 2017	Managing Director · Claasen Shipyards
Jun 2010 – Apr 2015	Managing Director · Bloemsma
Aug 2008 – Dec 2008	Projectmanagement · Claasen Jachtbouw BV
Apr 2005 – Apr 2008	Captain · S.Y SCORPIONE dei mari

and 1 earlier roles on the profile

KEY FACTS

Age	About 42 estimate from the school years on the profile
Based in	Haarlem, Netherlands
Current seat	Sales Manager Yacht Refit - Damen Shiprepair & Conversion, Damen, since 2024
Career	Since 2003, 23 years
Builders on the CV	Royal Huisman (earlier)
Education	University of Amsterdam Master of Business Administration (MBA); Hogeschool van Amsterdam Amsterdam University of Applied S ing. · Maritime technics
Languages	Dutch, English, German, Spanish
Profile	linkedin.com/in/joachimkieft

IN BRIEF

Ran two small Dutch sailing-yacht yards, advised Royal Huisman's owners in 2018, now sells refits for Damen. MBA. A small-yard GM, not at the brief's scale.



Wim Verhoeff

Sales Director at Oceanco · Rotterdam, Netherlands

HYBRID COMMERCIAL-TECHNICAL

AT OCEANCO

CAREER

Dec 2025 – now	Sales Director · Oceanco
Jan 2024 – Jan 2026	Sales Manager · Oceanco
May 2021 – Mar 2024	Project Manager Fleet Support · Oceanco
Nov 2017 – May 2021	Innovation Designer · Oceanco
Nov 2016 – Nov 2017	Industrial Designer · Oceanco
May 2015 – Nov 2016	Product Design Engineer · Weltevree®
Oct 2014 – Apr 2015	Graduate Student · Weltevree®
Feb 2014 – Jul 2014	Product Designer · DelightFULL
Aug 2010 – Dec 2012	Junior Driver · E-Drivers B.V.

KEY FACTS

Age	About 36 estimate from the school years on the profile
Based in	Rotterdam, Netherlands
Current seat	Sales Director, Oceanco, since 2025
Career	Since 2010, 16 years
Builders on the CV	Oceanco (current)
Education	Technische Universiteit Delft Master of Science (MSc) · Integrated Product Design; Technische Universiteit Delft Bachelor of Science (BSc) · Industrial Design
Languages	Dutch, English, French, German
Profile	linkedin.com/in/wimverhoeff

IN BRIEF

Sales Director since Dec 2025 after sales manager (2024), fleet support project manager and innovation designer at Oceanco; Delft industrial design, graduated 2015. The junior version of the design-to-sales hybrid; ten years of career.



Enrique Tintore

Commercial Director at Astilleros de Mallorca - Refit and Repair Shipyard · Palma, Spain

HYBRID COMMERCIAL-TECHNICAL

NOT AT A LISTED BUILDER

CAREER

Jun 2026 – now	Commercial Director · Astilleros de Mallorca - Refit and Repair Shipyard
Feb 2024 – Jul 2026	Product Manager Xplorer & Yacht Support · Damen Yachting
Aug 2020 – Jul 2026	Product Manager SeaXplorer · Damen Yachting
Jul 2017 – Aug 2020	Design & Proposal Engineer · Damen Yachting
Jun 2015 – Aug 2015	Intern New Building Site Office · Swire Shipping
Apr 2013 – Jul 2013	Engine Cadet · ORION BULKERS
Mar 2012 – Jun 2012	Engine Cadet · ORION BULKERS
Jul 2011 – Aug 2011	Intern Technical Department · ORION BULKERS
Jun 2007 – Jul 2010	Tennis Coach and Activity Manager · Jonathan Markson Tennis Ltd.

KEY FACTS

Age	34 to 38 estimate from the degree years on the profile
Based in	Palma, Spain
Current seat	Commercial Director, Astilleros de Mallorca - Refit and Repair Shipyard, since 2026
Career	Since 2007, 19 years
Builders on the CV	Damen Yachting · Amels (earlier)
Education	University of Strathclyde MEng · Naval Architecture with High Performance Marine Vehic; Universitat Politècnica de Catalunya Bachelor’s Degree · Marine Engineering
Languages	Catalan, English, Italian, Spanish
Profile	linkedin.com/in/enrique-tintore

IN BRIEF

Commercial director of the Palma refit yard since Jun 2026; product manager for the Xplorer and Yacht Support lines and design and proposal engineer at Damen Yachting 2020-2026; Strathclyde naval architect, engine cadet before. An engineer who moved to the commercial side young; too early for a GM seat.

THE POOLS

COO or technical director

50 people under 50, in the order of the reading. The index gives each person's page.

COO OR TECHNICAL DIRECTOR

The pool: 1 to 20 of 50

People who run production, operations or engineering at a builder: the technical half of a two-person model, or a general manager with an operations root.

PERSON	SEAT	COMPANY	AGE	PAGE
Dennis van Haasteren MBA	Director, Amsterdam shipyard	Feadship · Royal Van Lent	About 49	72
Emiliano Austi SHORTLIST · NEEDS A TRIGGER	Chief Technical Officer	The Italian Sea Group · Admiral	44 to 48	23
Andrea Antichi SHORTLIST · UNLIKELY BEFORE 2027	General Manager, Azimut Yachts	Azimut Yachts	45 to 49	21
Marco Ricci	Director of Purchasing; CEO of Zago	Ferretti Group	42 to 46	73
Marco Rodi SHORTLIST · UNLIKELY BEFORE 2027	Chief Operating Officer	Azimut Yachts	43 to 47	22
Danilo Frixione	Plant Director, Superyacht business unit (La Spezia)	Sanlorenzo	47 to 51	74
Francesco Calvetti	Plant Director, final assembly (Custom Line, Pershing, Itama, Wally, FSD; Ferretti brand since 2024)	Ferretti Group	About 49	75
Alan de Candiziis	Chief Production Officer	The Italian Sea Group · Admiral	47 to 51	76
Andrea Guido SHORTLIST · UNLIKELY BEFORE 2027	Chief Operating Officer, Yacht business unit	Sanlorenzo	38 to 42	24
Daniele Di Giampaolo SHORTLIST · UNLIKELY BEFORE 2027	Chief Operating Officer, Service Division, Azimut Benetti Group	Azimut Yachts	40 to 46	25
Deniz de Koningh	Project Director	Oceanco	About 41	77
Marco Tommaso Coiatelli	Benetti Custom Engineering Director, Azimut Benetti Group	Azimut Yachts	44 to 48	78
Stefan Regtvoort	Project manager	Damen Yachting · Amels	36 to 40	79
Tjarco Ekkelkamp	Director of Operations, Damen division Offshore and Specialised Vessels; former Project Director, Damen Yachting	Damen	44 to 50	80
Alessandro Soderò	Process engineering manager	Azimut Yachts	About 46	81
Alvise Narduzzi	Chief Technical Officer, Alpha Custom Yachts	Alpha Custom Yachts	37 to 43	82
Daan Langezaal	Head of Design and Development	Damen Yachting · Amels	39 to 43	83
Erwin de Loeff	Project Director	Oceanco	40 to 44	84
Fabio Marcellino	Chief Operations Officer, Anvera Yacht	Anvera Yacht	47 to 51	85
Giovanni Luca Morra	CEO, Trapani Shipyard (fast ferries)	Trapani Shipyard S.r.l.	About 47	86

COO OR TECHNICAL DIRECTOR

The pool: 21 to 40 of 50

PERSON	SEAT	COMPANY	AGE	PAGE
Kasper Silvius	Project manager	Feadship · Royal Van Lent	42 to 46	87
Mark Platschorre	Manager production	Damen Yachting · Amels	44 to 48	88
Paul van Herpen	Operations Director	Heesen Yachts	40 to 44	89
Roderick Gort	Business Unit General Manager Projects Maritime, Bakker Sliedrecht; former Project Director, Oceanco	Bakker Sliedrecht	About 42	90
Roely Ruissen	Head of Technology	Feadship · Koninklijke De Vries	46 to 50	91
Thomas Belcore	Product manager	Sanlorenzo	44 to 50	92
Carlijn van den Hoonaard	Project manager, custom superyachts	Feadship · Koninklijke De Vries	32 to 36	93
Cristian Gasparri	Project Management Director	Ferretti Group	46 to 50	94
Elske Stellingwerff Beintema	Engineering manager	Feadship · Royal Van Lent	About 48	95
Enzo Costa	Head of Project Management (new product development)	Azimut Yachts	About 47	96
Isacco Piroddi	Global fleet and service development manager	Vanquish Yachts	45 to 49	97
Murat Karabulut	Project manager engineering	Feadship · Royal Van Lent	About 41	98
Pier Giorgio Finatti	Technical Director, metal division; new project development	Overmarine Group · Mangusta	47 to 51	99
Alessandro Carossa	Production Director, 100 m line	The Italian Sea Group · Admiral	29 to 35	100
Alfredo M Pugliese	Head of Manufacturing, Avigliana site	Azimut Yachts	42 to 46	101
Andrea Greco	Vice General Manager; technical production manager, ISA	Palumbo Superyachts · ISA	About 37	102
Clint Romsom	Manager mechanical production	Heesen Yachts	About 38	103
Gabriele Andreani	Production Director, Admiral 70 m line	The Italian Sea Group · Admiral	39 to 45	104
Giacomo Paiotti	Plant Director	Sanlorenzo	40 to 44	105
Giampiero Attanasio	Shipyard Manager (Civitavecchia)	Tankoa Yachts	43 to 47	106

COO OR TECHNICAL DIRECTOR

The pool: 41 to 50 of 50

PERSON	SEAT	COMPANY	AGE	PAGE
Gijs Van Der Molen	Lead production	Feadship · Royal Van Lent	44 to 48	107
Hans van der Wiel	Head of Production, deputy director	Feadship · Koninklijke De Vries	About 48	108
Ivan Polidoro	Plant Director, Riva (La Spezia)	Ferretti Group	44 to 48	109
Leonardo De Vita	Plant Director, Yacht business unit (Viareggio)	Sanlorenzo	About 49	110
Marius Ciobanu	Head of Projects	ICON Yachts	44 to 48	111
Piero Tramontano	Operations Manager	Amer Yachts · Permare	44 to 48	112
Sieger Hoekstra	Production general manager; exterior manager	Feadship · De Vries Scheepsbouw Makkum	About 40	113
Simone Mattioli	Site manager, Fano	Azimut Yachts	34 to 40	114
Stefano Amici	Plant Director (Forlì)	Ferretti Group	44 to 48	115
Tom Jansen	Manager shipbuilding production	Heesen Yachts	About 37	116



Dennis van Haasteren MBA

Director Amsterdam Shipyard at Feadship · Royal Van Lent · Netherlands

COO / TECHNICAL AT FEADSHIP · ROYAL VAN LENT

CAREER

Dec 2023 – now	Director Amsterdam Shipyard · Royal Van Lent Shipyard
Nov 2023 – Dec 2023	Project Director a.i. · Royal Van Lent Shipyard
Apr 2021 – now	Owner and founder of 7Ambitions bv · 7Ambitions b.v.
Feb 2022 – Oct 2023	Project Director · Damen Naval
Apr 2021 – Jan 2022	Project Manager · REICHEALTH B.V.
May 2013 – Apr 2021	Director · Koninklijke de Vries Scheepsbouw te Aalsmeer
Jul 2010 – Apr 2013	Director of Operations · Koninklijke de Vries Scheepsbouw te Aalsmeer
Apr 2008 – Jun 2010	Manager Operations · Koninklijke de Vries Scheepsbouw te Aalsmeer
2006 – Apr 2008	Executive Officer Submarines · Royal Dutch Navy

KEY FACTS

Age	About 49 estimate from the school years on the profile
Based in	Netherlands
Current seat	Director Amsterdam Shipyard, Feadship · Royal Van Lent, since 2023
Career	Since 2006, 20 years
Builders on the CV	Feadship · Royal Van Lent (current); Feadship · Koninklijke De Vries (earlier)
Education	IBO Business School Master of Business Administration (M.B.A.); Eindhoven University of Technology Technische Bedrijfskunde
Languages	Not given
Profile	linkedin.com/in/dennis-van-haasteren-mba-87950831

IN BRIEF

Director of Royal Van Lent's Amsterdam yard since Dec 2023. Before: Director of Koninklijke De Vries Aalsmeer 2013-2021 (Director of Operations 2010-2013, operations manager from 2008), Damen Naval project director, Royal Netherlands Navy submarine executive officer; Eindhoven industrial engineering, MBA. Eight years running a Feadship yard: a ready COO half, no sales.



Marco Ricci

Director of Purchasing at Ferretti Group · Modena, Italy

COO / TECHNICAL AT FERRETTI GROUP

CAREER

May 2025 – now	Director of Purchasing · Ferretti Group Leading global procurement strategies and managing an €800M budget across the Group's entire yacht brand portfolio. Focused on securing commercial margins, optimizing supply chain ...
May 2023 – Jun 2025	Industrial Development Director · Ferretti Group
Dec 2023 – now	Chief Executive Officer · Zago Spa - Ferretti Group Company
May 2023 – now	Board Member · Fratelli Canalicchio & Massello - Ferretti Group Company
2018 – 2023	Managing Plant Director · Ferrari
2009 – 2018	Senior Production Manager - F1 · Ferrari
2007 – 2009	Logistic Project Manager Moto GP · Ducati Motor Holding
2006 – 2007	Project Engineer · Automobili Lamborghini S.p.A.
2005 – 2005	Structural Engineer · Atr Group & Picchio Racing Cars

KEY FACTS

Age	42 to 46 estimate from the degree years on the profile
Based in	Modena, Italy
Current seat	Director of Purchasing, Ferretti Group, since 2025
Career	Since 2005, 21 years
Builders on the CV	Ferretti Group (current)
Education	Bologna Business School Executive Master of Business Administration; SDA Bocconi Executive Master in Supply Chain Management
Languages	Not given
Profile	linkedin.com/in/marco-ricci-797749417

IN BRIEF

Group purchasing director since May 2025 (EUR 800 million budget) and CEO of the Zago interiors subsidiary since Dec 2023; industrial development director 2023-2025; Ferrari plant director 2018-2023, F1 production; racing-car engineer with two executive masters.



Danilo Frixione

Plant Director at Sanlorenzo · La Spezia, Italy

COO / TECHNICAL AT SANLORENZO

CAREER

Nov 2025 – now	Plant Director · Sanlorenzo Yacht
Apr 2024 – Nov 2025	Head of Production · Sanlorenzo Yacht
Oct 2020 – Apr 2024	Production Director over 500 GT · Sanlorenzo Yacht
Jul 2018 – Oct 2020	Direttore · Eurocompositi srl
Sep 2017 – Jul 2018	Shipyard Director · Perini Navi
Nov 2014 – Aug 2017	Shipyard manager - Responsabile di Cantiere · Picchiotti Yachts
Jul 2014 – Sep 2016	Project Manager · Picchiotti Srl - Perini Navi Group
Apr 2008 – Sep 2014	On Board Coordinator / Capobarca · Picchiotti Srl - Perini Navi Group
Dec 2005 – Mar 2008	Project Manager · Intermarine S.p.A
Oct 2004 – Dec 2005	Technical Department - Naval Architecture · Intermarine S.p.A.

KEY FACTS

Age	47 to 51 estimate from the degree years on the profile
Based in	La Spezia, Italy
Current seat	Plant Director, Sanlorenzo, since 2025
Career	Since 2004, 22 years
Builders on the CV	Sanlorenzo (current)
Education	Università degli Studi di Genova laura in ingegneria navale V.O.; Liceo GD Cassini
Languages	Francese, Inglese
Profile	linkedin.com/in/danilo-frixione-4b414047

IN BRIEF

Plant director since Nov 2025, head of production 2024-2025, production director over 500 GT 2020-2024; Perini Navi shipyard director, Picchiotti shipyard manager, Intermarine naval architect. Leads production of eleven 42-75 m yachts.



Francesco Calvetti

Plant Director at Ferretti Group · Fano, Italy

COO / TECHNICAL

AT FERRETTI GROUP

CAREER

Apr 2024 – now	Plant Director · Ferretti Group Brand Ferretti
Mar 2015 – now	Plant Director · Ferretti Group
May 2011 – Feb 2015	Production - AW139 Final Assembly Line Manager · AgustaWestland
Jan 2009 – Jun 2011	Manufacturing Engineering - Mechanical's & Structural's Methods Manager · AgustaWestland
Jan 2008 – Dec 2008	Manufacturing Engineering - Mechanical's Methods Manager · AgustaWestland
Jun 2006 – Dec 2007	Continuous Improvement Engineer · AgustaWestland
Dec 2002 – May 2006	Manufacturing Engineering - Deputy of NH90 Program Responsible Manager · AgustaWestland

KEY FACTS

Age	About 49 estimate from the school years on the profile
Based in	Fano, Italy
Current seat	Plant Director, Ferretti Group, since 2024
Career	Since 2002, 24 years
Builders on the CV	Ferretti Group (current)
Education	Università di Pisa LAUREA · INGEGNERIA AERONAUTICA; Ecole international de langue et de civilisation françaises Certificat d'Etudes de Français pratique II Degré · lingua f
Languages	Not given
Profile	linkedin.com/in/francesco-calvetti-09743922

IN BRIEF

Plant director since 2015 for the group's final-assembly yard and since Apr 2024 for the Ferretti brand too; AgustaWestland AW139 final assembly line manager and manufacturing engineering before; aeronautical engineer.



Alan de Candiziis

Chief Production Officer at The Italian Sea Group · Admiral · Carrara, Italy

COO / TECHNICAL AT THE ITALIAN SEA GROUP · ADMIRAL

CAREER

Mar 2026 – now	Chief Production Officer · The Italian Sea Group S.p.A
Sep 2023 – Feb 2026	Industrial Process Director · The Italian Sea Group S.p.A
Sep 2022 – Sep 2023	Picchiotti Yacht Director · The Italian Sea Group S.p.A
Mar 2022 – Sep 2022	Chief manufacturing engineer & planning · NEXT Yacht Group
Feb 2021 – Mar 2022	Production Director Tecnomar · The Italian Sea Group
Jan 2019 – Jan 2021	Production Manager · The Italian Sea Group
Mar 2018 – Dec 2018	Production Manager · Maori Yacht
Jun 2013 – Feb 2018	Industrial engineering Supervisor · Ferretti Group
Apr 2010 – 2013	Project Engineering Manager · Ferretti Group
2006 – Mar 2010	engineering · Ferretti Group

KEY FACTS

Age	47 to 51 estimate from the degree years on the profile
Based in	Carrara, Italy
Current seat	Chief Production Officer, The Italian Sea Group · Admiral, since 2026
Career	Since 2006, 20 years
Builders on the CV	The Italian Sea Group · Admiral (current); Ferretti Group (earlier); Next Yacht Group · Maiora (earlier)
Education	Politecnico di Milano master yacht design; Politecnico di Milano pianificazione territoriale urbanistica ed ambientale · Yach
Languages	Not given
Profile	linkedin.com/in/alan-de-candiziis-1b682137

IN BRIEF

CPO since Mar 2026; industrial process director 2023-2026, Picchiotti director, Tecnomar production director, production manager; Ferretti industrial engineering before. Politecnico di Milano yacht design master. Grew from engineering to the group's production C-seat.



Deniz de Koningh

Project Director at Oceanco · Netherlands

COO / TECHNICAL AT OCEANCO

CAREER

May 2024 – now	Project Director · Oceanco End-to-end responsibility for the delivery of a highly complex, multi-year custom shipbuilding project. Additionally, as part of the Directors team, work on company generic topics that ...
Dec 2020 – May 2024	Sr. Project Manager · Oceanco
Aug 2019 – Dec 2020	Tender Manager Cruise and RoPax · Damen Shipyards Group
May 2015 – Sep 2019	Project Manager Newbuild Projects · Damen Shipyards Group
Mar 2011 – May 2015	Research & Development Engineer · Damen Shipyards Group
Mar 2010 – Feb 2011	Naval Architect · SARC BV
Aug 2009 – Nov 2009	Technical Superintendent · Van Oord
Jan 2008 – Jul 2008	Naval Architect · Fairmount Marine B.V.

KEY FACTS

Age	About 41 estimate from the school years on the profile
Based in	Netherlands
Current seat	Project Director, Oceanco, since 2024
Career	Since 2008, 18 years
Builders on the CV	Oceanco (current)
Education	TU Delft Master of Science (MSc) · Marine Design - Ship Design (Cum L; Norwegian University of Science and Technology (NTNU) Master of Science (MSc) · Marin Teknikk
Languages	Dutch, English, German, Nynorsk, Norwegian
Profile	linkedin.com/in/ddekoningh

IN BRIEF

Project director since May 2024 with end-to-end delivery of one multi-year custom build and a seat on the directors team; Damen tender manager and newbuild project manager before; Delft and NTNU marine design.



Marco Tommaso Coiatelli

Benetti Custom Engineering Director at Azimut Yachts · Livorno, Italy

COO / TECHNICAL AT AZIMUT YACHTS

CAREER

Mar 2025 – now	Benetti Custom Engineering Director · Azimut Benetti Group
Sep 2024 – Feb 2025	Head of Engineering - Benetti Custom · Benetti Yachts
Feb 2021 – Aug 2024	Head of Basic and Executive Design Departments · Benetti Yachts
Jul 2020 – Jan 2021	Head of Basic Design Department · Benetti Yachts
Mar 2019 – Jan 2021	Pre-Contractual Design and Cost Estimation Department Manager · Benetti Yachts
Sep 2017 – Mar 2019	Sales Engineering Department Manager · Benetti Yachts
Nov 2016 – Aug 2017	Project Engineer · Benetti Yachts
Nov 2013 – Nov 2016	Technical Employee · Studio Engineering
Nov 2011 – Oct 2013	Surveyor · Lloyd's Register EMEA
Feb 2008 – Oct 2011	Technical Employee · Studio Engineering S.r.l.

KEY FACTS

Age	44 to 48 estimate from the degree years on the profile
Based in	Livorno, Italy
Current seat	Benetti Custom Engineering Director, Azimut Yachts, since 2025
Career	Since 2008, 18 years
Builders on the CV	Azimut Yachts (current); Benetti (earlier)
Education	MIP Politecnico di Milano Master of Business Administration - MBA · Executive MBA; Università degli Studi di Genova Laurea Magistrale in Ingegneria Navale
Languages	Not given
Profile	linkedin.com/in/marco-tommaso-coiatelli

IN BRIEF

Engineering director of Benetti Custom since Mar 2025, up from project engineer in 2017 through sales engineering department manager, pre-contractual design and cost estimating, and head of basic design. MBA (MIP). The one Benetti engineer whose career runs through the pricing step the brief cares about.



Stefan Regtvoort

Project Manager at Damen Yachting · Amels · Netherlands

COO / TECHNICAL AT DAMEN YACHTING · AMELS

CAREER

Nov 2020 – now	Project Manager · Damen Yachting
Nov 2016 – Nov 2020	Owner / CEO · Scheepswerf de Volharding B.V.
Jan 2019 – Mar 2019	Project Manager · Damen Shiprepair Rotterdam BV
Nov 2011 – Nov 2016	Project Manager · Damen Shiprepair Rotterdam BV
Sep 2002 – Sep 2011	Allround operator · Scheepswerf de Volharding
Feb 2011 – Jul 2011	Graduate at research and development · Royal IHC
Feb 2010 – Jan 2011	Student Engineer · IHC Dredgers B.V.
Aug 2009 – Jan 2010	Internship at the engineering department · IHC Dredgers B.V.

KEY FACTS

Age	36 to 40 estimate from the degree years on the profile
Based in	Netherlands
Current seat	Project Manager, Damen Yachting · Amels, since 2020
Career	Since 2002, 24 years
Builders on the CV	Damen Yachting · Amels (current)
Education	Rotterdam University of Applied Sciences Bachelor of Engineering (BEng) · Mechanical engineering
Languages	Not given
Profile	linkedin.com/in/stefan-regtvoort-26333286

IN BRIEF

Project manager since Nov 2020; owner and chief executive of the family repair yard De Volharding for four years and Damen Shiprepair project manager before; Rotterdam 2011, about 38.



Tjarco Ekkelkamp

Director of Operations division Offshore and Specialized Vessels at Damen · Netherlands

COO / TECHNICAL NOT AT A LISTED BUILDER

CAREER

2022 – now	Director of Operations division Offshore and Specialized Vessels · Damen
2021 – 2022	Change Program Manager division Mid Size Vessels · Damen
2018 – 2021	Project Director OceanXplorer1 · Damen Yachting
2018 – 2018	Development Manager Damen Yachting · Damen Yachting
2016 – 2018	Manager Projects - SeaXplorer and YachtSupport · Damen Yachting
2011 – 2016	Project Manager Transport & Offshore · Damen Shipyards Group
2008 – 2011	Production Manager / Project Manager · Holland Jachtbouw BV
2003 – 2008	Project Manager · Holland Jachtbouw BV

KEY FACTS

Age	44 to 50 estimate from the first dated job; less exact
Based in	Netherlands
Current seat	Director of Operations division Offshore and Specialized Vessels, Damen, since 2022
Career	Since 2003, 23 years
Builders on the CV	Damen Yachting · Amels (earlier)
Education	HTS Haarlem Bachelor Naval Architecture; MIWB Terschelling Bachelor Maritime Officer
Languages	Not given
Profile	linkedin.com/in/tjarco-ekkelkamp-6871107b

IN BRIEF

Director of operations of a Damen division since 2022; at Damen Yachting 2016-2021 as manager projects for SeaXplorer and yacht support, development manager and project director of OceanXplorer; Holland Jachtbouw production and project manager before. Naval architect. A Damen operations director who built the explorer line.



Alessandro Sodero

Process Engineering Manager at Azimut Yachts · Turin, Italy

COO / TECHNICAL

AT AZIMUT YACHTS

CAREER

Jan 2026 – now	Process Engineering Manager · Azimut Yachts
May 2024 – Dec 2025	Responsabile Allestimento · Azimut Yachts
2019 – Apr 2024	Project Manager · Azimut Yachts
May 2015 – Apr 2019	Plant Manager · Sanlorenzo S.p.a.
Sep 2013 – Apr 2015	Project leader · EXITone S.p.A.
Mar 2012 – Aug 2013	Ufficio gestione progetti · Poliedra Sanità S.p.a
Mar 2008 – Feb 2012	Information Technology · Sanlorenzo S.p.a.
Jan 2004 – Apr 2008	Ingegnere di industrializzazione · Azimut Yachts

KEY FACTS

Age	About 46 checked against the dated milestones of the profile
Based in	Turin, Italy
Current seat	Process Engineering Manager, Azimut Yachts, since 2026
Career	Since 2004, 22 years
Builders on the CV	Azimut Yachts (current); Sanlorenzo (earlier)
Education	Politecnico di Torino Laurea Magistrale · Ingegneria gestionale/Gestione industria
Languages	Not given
Profile	linkedin.com/in/alessandro-sodero-aa486a146

IN BRIEF

Process engineering manager since Jan 2026 after fit-out head and project manager seats; ran a Sanlorenzo plant 2015 to 2019; Turin engineer, about 46.



Alvis Narduzzi

Chief Technical Officer at Alpha Custom Yachts · Venice, Italy

COO / TECHNICAL NOT AT A LISTED BUILDER

CAREER

Jun 2024 – now	Chief Technical Officer · Alpha Custom Yachts
Jun 2022 – May 2024	Project Manager · CRN YACHTS
Sep 2019 – Jun 2022	Product Line Manager · Ferretti Group
Jun 2017 – Jun 2022	Resident Engineer · Ferretti Group
Sep 2015 – Jun 2017	Product line manager 26mt DL Yachts · DL Yachts-Dreamline
Sep 2012 – Jun 2017	Technical Department · Dreamline Yacht
Apr 2012 – Jul 2012	Internship · Willis
2010 – 2011	Studente · Cantiere motonautico San Pietro
Jun 2007 – Aug 2007	Internship · FB DESIGN

KEY FACTS

Age	37 to 43 estimate from a later degree; less exact
Based in	Venice, Italy
Current seat	Chief Technical Officer, Alpha Custom Yachts, since 2024
Career	Since 2007, 19 years
Builders on the CV	CRN (earlier); Ferretti Group (earlier)
Education	MIB Trieste School of Management Candidate · EMBA; Università degli studi di Trieste Master of Science (M.S.) · Naval Architecture and Marine Eng
Languages	Not given
Profile	linkedin.com/in/alvis-narduzzi-759a9849

IN BRIEF

CTO of a new custom brand since Jun 2024; CRN project manager to May 2024, Ferretti product line manager and resident engineer, Dreamline product line manager. EMBA candidate. Technical head at a start-up yard.



Daan Langezaal

Head of Design and Development at Damen Yachting · Amels · Breda, Netherlands

COO / TECHNICAL AT DAMEN YACHTING · AMELS

CAREER

Feb 2026 – now	Head of Design and Development · Damen Yachting
Jan 2019 – Feb 2026	Sr. Project Manager · Damen Yachting
Nov 2017 – Jan 2019	Project Manager SeaXplorer · Damen
Apr 2014 – Nov 2017	Project Manager High Speed Craft · Damen
Jul 2011 – Apr 2014	Project Manager · Damen
May 2011 – Jul 2011	Technical Consultant · Zarafa
Aug 2010 – Jan 2011	Graduate · Fugro

KEY FACTS

Age	39 to 43 estimate from the degree years on the profile
Based in	Breda, Netherlands
Current seat	Head of Design and Development, Damen Yachting · Amels, since 2026
Career	Since 2010, 16 years
Builders on the CV	Damen Yachting · Amels (current)
Education	TIAS School for Business and Society Executive MBA; De Haagse Hogeschool / The Hague University of Applied Scien B Eng · Mechanical Engineering
Languages	Not given
Profile	linkedin.com/in/daan-langezaal-66837115

IN BRIEF

Since Feb 2026; senior project manager on Damen Yachting builds 2019-2026, SeaXplorer and high-speed craft project manager before; mechanical engineer with an executive MBA.



Erwin de Looff

Project Director at Oceanco · The Hague, Netherlands

COO / TECHNICAL AT OCEANCO

CAREER

Oct 2017 – now	Project Director · Oceanco
Jan 2015 – Oct 2017	Project Manager · Oceanco
Aug 2012 – Jan 2015	Project Coordinator · Oceanco
Aug 2011 – Jul 2012	Production Engineer · Oceanco
Sep 2010 – Jun 2011	Master thesis Ship-production · Oceanco
Jan 2007 – Jun 2007	Bachelor thesis Mechanical Engineering · Thermphos
Jan 2006 – Jun 2006	Engineering Intern · Damen Yachting

KEY FACTS

Age	40 to 44 estimate from the degree years on the profile
Based in	The Hague, Netherlands
Current seat	Project Director, Oceanco, since 2017
Career	Since 2006, 20 years
Builders on the CV	Oceanco (current); Damen Yachting · Amels (earlier)
Education	RSM Erasmus University Master of Science in Business Administration; TU Delft Master of Science in Marine Technology
Languages	Not given
Profile	linkedin.com/in/erwin-de-looff-08a60ba

IN BRIEF

Project director since Oct 2017, grown inside Oceanco from production engineer (2011); Delft marine technology and RSM business master.



Fabio Marcellino

CHIEF OPERATIONS OFFICER at Anvera Yacht · Italy

COO / TECHNICAL NOT AT A LISTED BUILDER

CAREER

Oct 2025 – now	CHIEF OPERATIONS OFFICER · Anvera Yacht
Sep 2024 – Sep 2025	PROFESSOR · Università degli Studi di Genova
Sep 2022 – Feb 2025	CHIEF TECHNICAL&OPERATIONS OFFICER · Nautor's Swan
Jan 2021 – Sep 2022	NEW PRODUCT DEVELOPMENT DIRECTOR · Sanlorenzo Yacht
Jul 2018 – Dec 2020	HEAD OF PRODUCT DEVELOPMENT · Sanlorenzo Yacht
Sep 2017 – Jul 2018	HEAD OF DEVELOPMENT · Bavaria Yachtbau GmbH
Jan 2015 – Sep 2017	PRODUCT MANAGER · Bavaria Yachtbau GmbH
Jan 2011 – Jan 2015	PRODUCT MANAGER · Ferretti Group
Sep 2009 – Jan 2011	Senior Project Manager · Ferretti Group
Sep 2006 – Sep 2009	Senior Project Manager · Ferretti Group

and 2 earlier roles on the profile

KEY FACTS

Age	47 to 51 estimate from the degree years on the profile
Based in	Italy
Current seat	CHIEF OPERATIONS OFFICER , Anvera Yacht, since 2025
Career	Since 2002, 24 years
Builders on the CV	Ferretti Group (earlier); Sanlorenzo (earlier)
Education	Alma Mater Studiorum – Università di Bologna MBA · Master Business Administration; Università degli Studi di Napoli Federico II Ingegneria · Ingegneria Navale
Languages	Inglese, Italiano, Spagnolo, Tedesco, francese
Profile	linkedin.com/in/fabio-marcellino-5a732421

IN BRIEF

COO since Oct 2025; chief technical and operations officer at Nautor's Swan to Feb 2025, Sanlorenzo new product development director and head of product development 2018-2022, Bavaria head of development. MBA. A product-development engineer turned COO at small builders.



Giovanni Luca Morra

Chief Executive Officer (CEO) at Trapani Shipyard S.r.l. · Trapani, Italy

COO / TECHNICAL NOT AT A LISTED BUILDER

CAREER

Mar 2026 – now	Chief Executive Officer (CEO) · Trapani Shipyard S.r.l.
Oct 2014 – Mar 2026	Shipyard Director - Direttore Cantiere Navale · Liberty Lines S.p.a.
Jun 2014 – Oct 2014	Project Director - New shipbuilding · Ustica lines S.p.a.
Oct 2010 – Jun 2014	Head of Technical Department - New shipbuilding · Ustica lines S.p.a.
Mar 2010 – Sep 2010	Head of Technical Department - New shipbuilding · AIR NAVAL
Sep 2008 – Feb 2010	Senior Engineer - Engineering Department · CRN YACHTS
Sep 2006 – Sep 2008	Engineer · NavalDesignandConsulting
Oct 2003 – Sep 2006	Junior Engineer · Gagliotta Yachts

KEY FACTS

Age	About 47 checked against the dated milestones of the profile
Based in	Trapani, Italy
Current seat	Chief Executive Officer (CEO), Trapani Shipyard S.r.l., since 2026
Career	Since 2003, 23 years
Builders on the CV	CRN (earlier)
Education	Bologna Business School MBA · Master in Business Administration; Università degli Studi di Napoli Federico II M.Sc. · Naval Architect and Marine Engineer
Languages	English, Italian, Spanish
Profile	linkedin.com/in/giovanni-luca-morra-33706629

IN BRIEF

CEO of a Sicilian ferry-building yard since Mar 2026; Liberty Lines shipyard director, Ustica Lines project director for new shipbuilding, CRN senior engineer 2008-2010. MBA. A shipbuilding CEO with only a short yacht chapter.



Kasper Silvius

Project Manager at Feadship · Royal Van Lent · Delft, Netherlands

COO / TECHNICAL AT FEADSHIP · ROYAL VAN LENT

CAREER

Jun 2025 – now	Project Manager · Royal Van Lent Shipyard Building a superyacht to the satisfaction of the Owner
Sep 2024 – Jul 2025	Manager of Operations · Royal Van Lent Shipyard
Nov 2022 – Nov 2024	Manager Projects · Royal Van Lent Shipyard
Sep 2021 – Nov 2022	Project Manager · Oceanco
Dec 2019 – May 2021	Manager PMO and business support · Damen
Jan 2017 – Dec 2019	Manager Projects · Damen
Apr 2014 – Jan 2017	Project Manager DTC · Damen
Jun 2012 – Dec 2014	Project Manager DTC · Damen Shipyards Group
Sep 2010 – Jan 2014	Project Manager DTC NDSQ · Damen Shipyards
Oct 2008 – Aug 2010	Project Manager · Damen Shipyards

and 3 earlier roles on the profile

KEY FACTS

Age	42 to 46 estimate from the degree years on the profile
Based in	Delft, Netherlands
Current seat	Project Manager, Feadship · Royal Van Lent, since 2025
Career	Since 1999, 27 years
Builders on the CV	Feadship · Royal Van Lent (current); Oceanco (earlier)
Education	Delft University of Technology Master · Transport Infrastructure and Logistics; Delft University of Technology Bachelor · Technology, Policy and Management
Languages	Dutch, English
Profile	linkedin.com/in/ksilvius

IN BRIEF

Project manager since Jun 2025 after a year as manager of operations and two as manager projects at the yard; Oceanco project manager and Damen manager projects before; Delft, about 43.



Mark Platschorre

Manager Production at Damen Yachting · Amels · Vlissingen, Netherlands

COO / TECHNICAL AT DAMEN YACHTING · AMELS

CAREER

Jan 2023 – now	Manager Production · Damen Yachting
Oct 2018 – Jan 2023	Project Leader Production · Damen Yachting
Oct 2009 – Sep 2018	Fabrication Engineering Manager · Heerema Fabrication Group
Jan 2009 – Oct 2009	Jr. Construction manager · Heerema Fabrication Group
Jan 2008 – Dec 2008	Discipline engineer · Heerema Fabrication Group
2001 – 2007	Fabrication engineer · Heerema Fabrication Group

KEY FACTS

Age	44 to 48 estimate from the degree years on the profile
Based in	Vlissingen, Netherlands
Current seat	Manager Production, Damen Yachting · Amels, since 2023
Career	Since 2001, 25 years
Builders on the CV	Damen Yachting · Amels (current)
Education	Inizio; Immens groeien
Languages	Not given
Profile	linkedin.com/in/mark-platschorre-99bab09

IN BRIEF

Production manager since Jan 2023 after four years as production project leader; Heerema fabrication engineering manager before; about 48.



Paul van Herpen

Operations Director at Heesen Yachts · Netherlands

COO / TECHNICAL AT HEESSEN YACHTS

CAREER

Jan 2026 – now	Operations Director · Heesen Yachts
Jan 2023 – Dec 2025	General Manager Production · Heesen Yachts
Jul 2020 – Jan 2023	Manager Projects & After Sales · Heesen Yachts
Mar 2016 – Jul 2020	Manager Customer Support & After Sales · Heesen Yachts
Aug 2014 – Mar 2016	Contract Manager Purchasing · Heesen Yachts
Jan 2012 – Aug 2014	Assistent General Manager Purchasing · Heesen Yachts
Jan 2009 – Dec 2011	Project Leader Process Improvements/ Purchaser · Heesen Yachts
Aug 2006 – Dec 2008	Planner · Heesen Yachts

KEY FACTS

Age	40 to 44 estimate from the degree years on the profile
Based in	Netherlands
Current seat	Operations Director, Heesen Yachts, since 2026
Career	Since 2006, 20 years
Builders on the CV	Heesen Yachts (current)
Education	de Baak High Performance Leadership; de Baak Young Executives Program
Languages	Not given
Profile	linkedin.com/in/paul-van-herpen-72222249

IN BRIEF

Operations Director since Jan 2026 after 20 years inside Heesen: planner, purchasing, after sales, GM Production 2023-2025. Insider who grew through every operational function; no sales or P&L role.



Roderick Gort

Business Unit General Manager Projects Maritime at Bakker Sliedrecht · 's-Hertogenbosch, Netherlands

COO / TECHNICAL NOT AT A LISTED BUILDER

CAREER

Jan 2026 – now	Business Unit General Manager Projects Maritime · Bakker Sliedrecht
Oct 2023 – Jan 2026	CEO · Seable&Co
Jul 2017 – Nov 2023	Project Director · Oceanco
Feb 2017 – Jul 2017	Project Manager · Oceanco
Jul 2016 – Jan 2017	Sr. Project & Operations Manager · VEKA Group
Mar 2013 – Jun 2016	Project Manager · Damen Shipyards Group
Feb 2012 – Mar 2013	Assistant Project Manager · Damen Shipyards Group
Nov 2011 – Jan 2012	Project Manager · IHC Global Production BV
Nov 2009 – Jan 2012	Naval Architect · IHC Global Production BV
Jul 2002 – Oct 2009	Graduate Student Marine Technology, specialisation: Shipping Management · TU Delft

and 1 earlier roles on the profile

KEY FACTS

Age	About 42 estimate from the school years on the profile
Based in	's-Hertogenbosch, Netherlands
Current seat	Business Unit General Manager Projects Maritime, Bakker Sliedrecht, since 2026
Career	Since 2002, 24 years
Builders on the CV	Oceanco (earlier)
Education	TIAS School for Business and Society Executive MBA · Business Administration and Management, Gene; Technische Universiteit Delft Master of Science · Marine Technology
Languages	Not given
Profile	linkedin.com/in/roderickgort

IN BRIEF

Project director at Oceanco to Nov 2023 after project manager from 2017; VEKA and Damen project management before; a short spell as CEO of a start-up, now business-unit GM at an electrical integrator. Executive MBA (TIAS).



Roely Ruissen

Head of Technology at Feadship · Koninklijke De Vries · Leiden, Netherlands

COO / TECHNICAL AT FEADSHIP · KONINKLIJKE DE VRIES

CAREER

Jan 2025 – now	Head of Technology · Koninklijke de Vries Scheepsbouw te Aalsmeer
Jan 2021 – Jan 2025	Project Manager · Koninklijke de Vries Scheepsbouw te Aalsmeer
Apr 2010 – Jan 2021	Technical Manager · Koninklijke de Vries Scheepsbouw te Aalsmeer
Dec 2006 – Apr 2010	Technical Superintendent SSCV Thialf · Heerema Marine Contractors
Aug 2005 – Dec 2006	Engineer · Heerema Marine Contractors
Dec 2004 – Aug 2005	Pipeline Installation Engineer · Allseas
2001 – 2003	Maroff · TOS - Transport & Offshore Services

KEY FACTS

Age	46 to 50 estimate from the degree years on the profile
Based in	Leiden, Netherlands
Current seat	Head of Technology, Feadship · Koninklijke De Vries, since 2025
Career	Since 2001, 25 years
Builders on the CV	Feadship · Koninklijke De Vries (current)
Education	Mechanical Engineering, Delft University of Technology. Master of Science (MSc) · Marine Engineering; Nautical college, Hogeschool Zeeland. Bachelor of Applied Science (BASc) · Maritime Officer
Languages	Not given
Profile	linkedin.com/in/roely-ruissen-6578795b

IN BRIEF

Since Jan 2025; technical manager 2010-2021 and project manager 2021-2025 at the yard; Heerema and Allseas offshore engineer; Delft marine engineering.



Thomas Belcore

Product Manager at Sanlorenzo · Italy

COO / TECHNICAL AT SANLORENZO

CAREER

May 2025 – now	Product Manager · Sanlorenzo Yacht
Dec 2024 – Feb 2025	Direttore tecnico · Next Yacht Group
Sep 2023 – Nov 2024	Direttore di produzione · Next Yacht Group
Jul 2017 – Aug 2023	Process Engineer Manager · Benetti Yachts
May 2012 – Jun 2017	Product Manager · Benetti Yachts
May 2006 – Apr 2012	Junior product manager · Azimut Yachts
May 2004 – Apr 2006	Responsabile di Linea · Azimut Yachts
Mar 2004 – Jun 2004	Ingegnere di processo · PENTAIR sta-rite
Nov 2003 – Feb 2004	Ingegnere progettista · studio architetti associati

KEY FACTS

Age	44 to 50 estimate from the first dated job; less exact
Based in	Italy
Current seat	Product Manager, Sanlorenzo, since 2025
Career	Since 2003, 23 years
Builders on the CV	Sanlorenzo (current); Azimut Yachts (earlier); Benetti (earlier)
Education	Università degli studi di Pisa Laurea · Ingegneria aerospaziale, aeronautica e astronautica
Languages	Not given
Profile	linkedin.com/in/thomas-belcore-53104b2a4

IN BRIEF

Product manager since May 2025 after fifteen months as Next's production director and then technical director; Benetti process engineering manager 2017 to 2023, Azimut product manager before; Pisa aerospace engineer, about 47.



Carlijn van den Hoonaard

Project Manager | Custom super yachts | Feadship at Feadship · Koninklijke De Vries · Netherlands

COO / TECHNICAL AT FEADSHIP · KONINKLIJKE DE VRIES

CAREER

Aug 2024 – now	Project Manager Custom super yachts Feadship · Koninklijke de Vries Scheepsbouw te Aalsmeer Leading the full execution of new-build custom super yachts, from early engineering through to delivery, within a multidisciplinary project environment. Manage client communication and ...
Nov 2021 – Aug 2024	Technical Manager Custom super yachts Feadship · Koninklijke de Vries Scheepsbouw te Aalsmeer
Oct 2019 – Nov 2021	Management Trainee · Feadship
May 2014 – Apr 2017	Assistant Maintenance Engineer · Allseas

KEY FACTS

Age	32 to 36 estimate from the degree years on the profile
Based in	Netherlands
Current seat	Project Manager Custom super yachts Feadship, Feadship · Koninklijke De Vries, since 2024
Career	Since 2014, 12 years
Builders on the CV	Feadship · Koninklijke De Vries (current); Feadship (earlier)
Education	Vrije Universiteit Amsterdam (VU Amsterdam) Master of Science - MSc · Business Administration - Transpor; Rotterdam University of Applied Sciences Minor · Maritime and Port Management
Languages	Dutch, English, French, Italian
Profile	linkedin.com/in/carlijnvandenhoonaard

IN BRIEF

Project manager since Aug 2024 after three years as technical manager; Feadship trainee programme; Rotterdam 2016, about 33.



Cristian Gasparri

Project Management Director at Ferretti Group · Bologna, Italy

COO / TECHNICAL AT FERRETTI GROUP

CAREER

May 2023 – now	Project Management Director · Ferretti Group Leading product development governance for luxury yacht programmes, with executive focus on programme portfolio control, contribution margin, product cost, milestone discipline and ...
Feb 2014 – Apr 2023	Head of Vehicle Project Management · Ducati Motor Holding
Apr 2010 – Feb 2014	Vehicle Project Manager · Ducati Motor Holding
Sep 2001 – Apr 2010	Vehicle Project Engineer · Ducati Motor Holding

KEY FACTS

Age	46 to 50 estimate from the degree years on the profile
Based in	Bologna, Italy
Current seat	Project Management Director, Ferretti Group, since 2023
Career	Since 2001, 25 years
Builders on the CV	Ferretti Group (current)
Education	Alma Mater Studiorum – Università di Bologna Ingegnere Meccanico
Languages	Not given
Profile	linkedin.com/in/cristian-gasparri-15784949

IN BRIEF

Since May 2023 from Ducati (head of vehicle project management); programme portfolio, contribution margin and product cost governance.



Elske Stellingwerff Beintema

Engineering Manager at Feadship · Royal Van Lent · Delft, Netherlands

COO / TECHNICAL AT FEADSHIP · ROYAL VAN LENT

CAREER

Jun 2026 – now	Engineering Manager · Royal Van Lent Shipyard
Feb 2026 – now	Interim Engineering & Operations Manager Project & Program Management · Stellingwerff Projects and Strategy
Apr 2024 – Jan 2026	Chair MT Huisman Netherlands · Huisman
Oct 2018 – Jan 2026	Global Manager Engineering · Huisman
Jan 2017 – Oct 2018	Global Manager Mechanical Engineering · Huisman
Nov 2007 – Jan 2017	Groupleader Mechanical Engineering · Huisman Equipment B.V.
Jan 2005 – Oct 2007	Lead Engineer Mechanical Engineering · Huisman Equipment B.V.
Jan 2003 – Jan 2005	Design Engineer · Huisman Equipment B.V.

KEY FACTS

Age	About 48 checked against the dated milestones of the profile
Based in	Delft, Netherlands
Current seat	Engineering Manager, Feadship · Royal Van Lent, since 2026
Career	Since 2003, 23 years
Builders on the CV	Feadship · Royal Van Lent (current)
Education	Delft University of Technology Master of Science (M.Sc.) · Mechanical Engineering
Languages	Not given
Profile	linkedin.com/in/elske-stellingwerff-beintema-a3425312a

IN BRIEF

Engineering manager since Jun 2026; Huisman's global engineering manager 2018 to 2026 and chair of its Dutch management team 2024 to 2026; Delft 2002, about 48.



Enzo Costa

Head of Project Management | Azimut Headquarters at Azimut Yachts · Turin, Italy

COO / TECHNICAL AT AZIMUT YACHTS

CAREER

Sep 2018 – now	Head of Project Management Azimut Headquarters · Azimut Yachts - Oversee the end-to-end development and launch of new models, directing a team of 4+ Project Managers and overseeing aggregated teams of ~80 internal and external specialists on 5–10 ...
Sep 2014 – Aug 2018	Senior Product & Project Manager · Azimut Yachts
Jan 2013 – Aug 2014	Brand manager · Azimut Yachts
Jun 2009 – Dec 2012	Project Manager · Azimut Yachts
Jan 2008 – May 2009	Program Manager · Azimut Yachts
Oct 2002 – Dec 2007	Early career: Technical Path · Azimut Yachts

KEY FACTS

Age	About 47 checked against the dated milestones of the profile
Based in	Turin, Italy
Current seat	Head of Project Management Azimut Headquarters, Azimut Yachts, since 2018
Career	Since 2002, 24 years
Builders on the CV	Azimut Yachts (current)
Education	SDA Bocconi Finance for non finance manager (Lettura e Analisi del Bilan; SDA Bocconi Project Management (Tutti i Numeri del Progetto)
Languages	Not given
Profile	linkedin.com/in/enzo-costa-68a127196

IN BRIEF

Since 2018; leads four project managers and about 80 specialists on five to ten concurrent model launches; brand manager and project manager at Azimut since 2002.



Isacco Piroddi

Global Fleet & Service Development Manager at Vanquish Yachts · Netherlands

COO / TECHNICAL AT VANQUISH YACHTS

CAREER

Sep 2026 – now	Global Fleet & Service Development Manager · Vanquish Yachts Developing Vanquish Yachts’ global fleet and service strategy, with a focus on ownership experience, service partner development, warranty excellence, fleet intelligence and long-term ...
Feb 2022 – Aug 2026	Global Operations Leader Lifetime Maintenance Governance · Nautor's Swan Global Service
Aug 2018 – Dec 2021	Production Director · Southern Wind Shipyard
Jun 2017 – Jun 2018	Production Director · CNO Yacht Construction – Structural Subcontractor for Ferretti Group
Oct 2015 – Jun 2017	Production Manager · Alstom
Nov 2014 – Oct 2015	Production Manager · Attewell Ltd
Jun 2008 – Feb 2014	Production Manager · CNO yachts construction
Jan 2007 – May 2008	Production/Planning assistant Manager · Nautica Ogliastro (Subcontractor of Azimut, Terranova Yachts and Primatist)
Sep 2006 – Dec 2006	Site Manager · Nautica Ogliastro (Subcontractor of Terranova Yachts)
Feb 2006 – Aug 2006	Welding Inspector · Saipem

and 1 earlier roles on the profile

KEY FACTS

Age	45 to 49 estimate from the degree years on the profile
Based in	Netherlands
Current seat	Global Fleet & Service Development Manager, Vanquish Yachts, since 2026
Career	Since 2004, 22 years
Builders on the CV	Vanquish Yachts (current)
Education	Università degli Studi di Cagliari Bachelor’s Degree · Mechanical Engineering
Languages	English, Italian, Spanish
Profile	linkedin.com/in/isacco-piroddi-91668020

IN BRIEF

Since Sep 2026; Nautor's Swan global operations leader, production director at Southern Wind (Cape Town) and CNO, Alstom production manager; mechanical engineer. A production director now running service.



Murat Karabulut

Project Manager Engineering at Feadship · Royal Van Lent · Hoofddorp, Netherlands

COO / TECHNICAL AT FEADSHIP · ROYAL VAN LENT

CAREER

Nov 2024 – now	Project Manager Engineering · Royal Van Lent Shipyard
Dec 2019 – Jul 2024	Project Manager Engineering · Damen Yachting
Dec 2016 – Dec 2019	Project Manager · RMK Marine Gemi Yapım Sanayii ve Deniz Taşımacılığı İşletmesi A.Ş
Jun 2014 – Aug 2016	Deputy Project Manager · Sunrise Yachts
Jul 2013 – Jun 2014	Senior Design Engineer · Sunrise Yachts
Oct 2010 – Jul 2013	Yacht Design & Project Engineer · Turquoise Yachts
Nov 2009 – Mar 2010	Naval Architect · SUNTAYDESIGN
May 2009 – Nov 2009	Production Engineer · Varna Yachting
Oct 2008 – Apr 2009	Design Engineer · Dearsan Shipyard

KEY FACTS

Age	About 41 checked against the dated milestones of the profile
Based in	Hoofddorp, Netherlands
Current seat	Project Manager Engineering, Feadship · Royal Van Lent, since 2024
Career	Since 2008, 18 years
Builders on the CV	Feadship · Royal Van Lent (current); Damen Yachting · Amels (earlier)
Education	Yıldız Teknik Üniversitesi / Yildiz Technical University Naval Architecture and Marine Engineering,Msc; Yıldız Teknik Üniversitesi Naval Architecture and Marine Engineering,BSc
Languages	Türkçe, İngilizce
Profile	linkedin.com/in/murat-karabulut-3b363265

IN BRIEF

Project manager engineering since Nov 2024 after five years in the same seat at Damen Yachting; project manager at a Tuzla yard 2016 to 2019, Sunrise and Turquoise before; Turkish, Yıldız naval architect, about 40.



Pier Giorgio Finatti

New Project Development at Overmarine Group · Mangusta · Lucca, Italy

COO / TECHNICAL AT OVERMARINE GROUP · MANGUSTA

CAREER

Jan 2016 – now	New Project Development · MANGUSTA Overmarine Group
2016 – now	Technical Director - metal division - Overmarine · MANGUSTA Overmarine Group
Aug 2012 – Jan 2016	Technical Director · vsy
Aug 2006 – Jul 2012	yacht production manager · vsy
Jul 2005 – Aug 2006	coordinatore tecnico / produzione · Azimut Yachts
Jul 2002 – Jul 2005	Project Manager · Riva spa
Sep 2000 – Sep 2001	Naval Architect · Vismara Design

KEY FACTS

Age	47 to 51 estimate from the degree years on the profile
Based in	Lucca, Italy
Current seat	New Project Development, Overmarine Group · Mangusta, since 2016
Career	Since 2000, 26 years
Builders on the CV	Overmarine Group · Mangusta (current); Azimut Yachts (earlier)
Education	Solent University BEng(HONS) · yacht design, naval architecture
Languages	Francese, Inglese, Italiano
Profile	linkedin.com/in/piergiorgiofinatti

IN BRIEF

Since 2016; VSY technical director and production manager, Azimut technical and production coordinator, Riva project manager; Solent yacht design.



Alessandro Carossa

Direttore di Produzione 100 mt at The Italian Sea Group · Admiral · Carrara, Italy

COO / TECHNICAL AT THE ITALIAN SEA GROUP · ADMIRAL

CAREER

Sep 2022 – now	Direttore di Produzione 100 mt · The Italian Sea Group S.p.A Cantiere Navale Yacht
Sep 2018 – now	Operation Manager · RM marine srl

KEY FACTS

Age	29 to 35 estimate from the first dated job; less exact
Based in	Carrara, Italy
Current seat	Direttore di Produzione 100 mt, The Italian Sea Group · Admiral, since 2022
Career	Since 2018, 8 years
Builders on the CV	The Italian Sea Group · Admiral (current)
Education	Universita dei studi di Pisa Laurea ingegneria elettrotecnica · Ingegneria elettrica ed e
Languages	Not given
Profile	linkedin.com/in/alessandro-carossa-053a54228

IN BRIEF

Since Sep 2022; also runs his own marine firm. Electrical engineer.



Alfredo M Pugliese

Head of Manufacturing | Sito di Avigliana | Produzione | Operations at Azimut Yachts · Turin, Italy

COO / TECHNICAL AT AZIMUT YACHTS

CAREER

Sep 2024 – now	Head of Manufacturing Sito di Avigliana Produzione Operations · Azimut Yachts
Oct 2017 – Aug 2024	Value Stream Production Manager · Tenneco
Dec 2016 – Sep 2017	Responsabile Unità Operativa · DENSO Thermal Systems S.p.A.
Dec 2012 – Dec 2016	Manufacturing Team Leader · ITT Motion Technologies
Feb 2012 – Dec 2012	Logistic Engineer · ITT Motion Technologies
Nov 2003 – Jan 2012	Warehouse Employee & Team Leader · AFM Admenta Italia S.p.A. - CELESIO

KEY FACTS

Age	42 to 46 estimate from the degree years on the profile
Based in	Turin, Italy
Current seat	Head of Manufacturing Sito di Avigliana Produzione Operations, Azimut Yachts, since 2024
Career	Since 2003, 23 years
Builders on the CV	Azimut Yachts (current)
Education	Politecnico di Torino MASIEO - Master Of Advanced Studies in Engineering and Opera; Scuola universitaria professionale della Svizzera italiana (Master di II Livello in Ingegneria dei Processi Industriali
Languages	Francese, Inglese, Italiano
Profile	linkedin.com/in/alfredo-m-pugliese-07a82356

IN BRIEF

Since Sep 2024 from Tenneco and Denso automotive production.



Andrea Greco

Vice General Manager at Palumbo Superyachts · ISA · Naples, Italy

COO / TECHNICAL AT PALUMBO SUPERYACHTS · ISA

CAREER

Dec 2023 – now	Vice General Manager · Palumbo SuperYachts
Jan 2021 – now	Technical Production Manager · ISA YACHTS
Aug 2019 – Jan 2021	Senior Engineering Project Manager · ISA YACHTS
Feb 2017 – Sep 2019	Senior project manager · Guida Design
Feb 2017 – Jan 2018	Naval Architect & Marine Engineer · ISA YACHTS
Mar 2015 – Feb 2017	Naval Architect & Marine engineer · Arcadia Yachts
Jan 2014 – Dec 2014	Trainee · Arcadia Yachts
May 2013 – Oct 2013	Stage · Arcadia Yachts

KEY FACTS

Age	About 37 estimate from the school years on the profile
Based in	Naples, Italy
Current seat	Vice General Manager, Palumbo Superyachts · ISA, since 2023
Career	Since 2013, 13 years
Builders on the CV	Palumbo Superyachts · ISA (current)
Education	Università degli Studi di Napoli 'Federico II' Master's degree · Naval Architecture & Marine Engineering; Università degli Studi di Napoli 'Federico II' Bachelor's degree · Naval Architecture & Marine Engineering
Languages	Not given
Profile	linkedin.com/in/andrea-greco-44989163

IN BRIEF

Vice general manager since Dec 2023 while keeping the technical production manager seat held since 2021; senior engineering project manager, naval architect at ISA and Arcadia. The technical number two.



Clint Romsom

Manager Mechanical Production at Heesen Yachts · Netherlands

COO / TECHNICAL AT HEESEN YACHTS

CAREER

Dec 2025 – now	Manager Mechanical Production · Heesen Yachts
Sep 2019 – Nov 2025	Manager Interior Production · Heesen Yachts
Sep 2016 – Aug 2019	Manager production · ESTEPE
Sep 2013 – Sep 2016	Project leader production · ESTEPE
Jun 2002 – Sep 2014	Offroad instructor · Motor Action Days
Jan 2012 – Jan 2013	Accountmanager & Purchase · Amacom, The Amazing Company
Jan 2010 – Jul 2010	Internship · EquiTech LTD Bangkok

KEY FACTS

Age	About 38 estimate from the school years on the profile
Based in	Netherlands
Current seat	Manager Mechanical Production, Heesen Yachts, since 2025
Career	Since 2002, 24 years
Builders on the CV	Heesen Yachts (current)
Education	Netherlands Maritime Institute of Technology Jachtbouw techniek; Mansal Management Training Heesen Yachts Masters training program; leadership
Languages	Dutch, English, German, Spanish
Profile	linkedin.com/in/clint-romsom-35a83724

IN BRIEF

Mechanical production manager since Dec 2025 after six years as manager interior production; ESTEPE production manager before; about 39.



Gabriele Andreani

Direttore di produzione at The Italian Sea Group · Admiral · Viareggio, Italy

COO / TECHNICAL AT THE ITALIAN SEA GROUP · ADMIRAL

CAREER

Jan 2026 – now	Direttore di produzione · The Italian Sea Group S.p.A
Nov 2023 – Dec 2025	Senior Site Manager - Yacht construction and delivery · Azimut Yachts
Oct 2022 – Nov 2025	Capo linea Azimut Trideck · Azimut Yachts
2021 – Oct 2022	Capo barca · Azimut Yachts
2018 – Jul 2021	Head Hvac production department · FINCANTIERI S.p.A.
2008 – 2018	Ship systems commissioning technician · Azimut - Benetti S.p.a.

KEY FACTS

Age	39 to 45 estimate from the first dated job; less exact
Based in	Viareggio, Italy
Current seat	Direttore di produzione, The Italian Sea Group · Admiral, since 2026
Career	Since 2008, 18 years
Builders on the CV	The Italian Sea Group · Admiral (current); Azimut Yachts (earlier)
Education	Università di Pisa Bachelor's degree · Mechanical Engineering
Languages	Not given
Profile	linkedin.com/in/gabriele-andreani-7979b78a

IN BRIEF

Since Jan 2026; Azimut site manager and line head 2021-2025, Fincantieri HVAC production head, Azimut-Benetti commissioning technician from 2008.



Giacomo Paiotti

Plant Director at Sanlorenzo · Lucca, Italy

COO / TECHNICAL AT SANLORENZO

CAREER

Dec 2024 – now	Plant Director · Sanlorenzo Yacht
Apr 2019 – Nov 2024	GRP Production Manager · Sanlorenzo Yacht
Mar 2007 – Apr 2019	Technical Department · Sanlorenzo Yacht

KEY FACTS

Age	40 to 44 estimate from the degree years on the profile
Based in	Lucca, Italy
Current seat	Plant Director, Sanlorenzo, since 2024
Career	Since 2007, 19 years
Builders on the CV	Sanlorenzo (current)
Education	Università di Pisa Ingegnere Aerospaziale · Ingegneria
Languages	Not given
Profile	linkedin.com/in/giacomo-paiotti-63b81a47

IN BRIEF

Since Dec 2024; GRP production manager 2019-2024, technical department since 2007; aerospace engineer.



Giampiero Attanasio

Shipyard Manager at Tankoa Yachts · Civitavecchia, Italy

COO / TECHNICAL

AT TANKOA YACHTS

CAREER

Dec 2024 – now	Shipyard Manager · Tankoa Yachts
Sep 2022 – Nov 2024	Head of Project Management · Tankoa Yachts
Mar 2020 – Jul 2022	Senior project manager · The Italian Sea Group
Nov 2017 – Mar 2020	Supplier Development & Expediting Manager · FINCANTIERI S.p.A.
Oct 2010 – Nov 2017	Project Manager · Azimut Benetti Group
Dec 2007 – Sep 2010	Service Manager · Azimut Benetti Group
Jan 2006 – Dec 2007	Progettazione Aircraft Ground Equipment · Alenia Aeronautica

KEY FACTS

Age	43 to 47 estimate from the degree years on the profile
Based in	Civitavecchia, Italy
Current seat	Shipyard Manager, Tankoa Yachts, since 2024
Career	Since 2006, 20 years
Builders on the CV	Tankoa Yachts (current); Azimut Yachts (earlier); The Italian Sea Group · Admiral (earlier)
Education	Università degli Studi di Napoli 'Federico II' Laurea in ingegneria meccanica; Università Politecnica delle Marche Master di 1° livello in Mega Yacht Planning
Languages	Not given
Profile	linkedin.com/in/giampiero-attanasio-7445ba59

IN BRIEF

Since Dec 2024 after a month as head of project management; TISG senior project manager, Fincantieri supplier development, Azimut-Benetti project and service manager; mechanical engineer.



Gijs Van Der Molen

Lead production at Feadship · Royal Van Lent · Noord-Scharwoude, Netherlands

COO / TECHNICAL AT FEADSHIP · ROYAL VAN LENT

CAREER

Jan 2022 – now	Lead production · Royal Van Lent Shipyard
Sep 2019 – Dec 2021	Project manager · Royal Huisman
Mar 2017 – Aug 2019	Yard manager · Damen Shipyards Den Helder & Damen Shiprepair Harlingen
May 2013 – Mar 2017	Projectmanager · Damen Shipyards Den Helder & Damen Shiprepair Harlingen
Mar 2012 – May 2013	afdeling manager pu-kbw · Marinebedrijf
2010 – Feb 2012	senior engineer scheepsbouw · Marinebedrijf (Dutch MoD)
Jan 2009 – Dec 2009	tle coordinator · marine bedrijf
Jan 2009 – Dec 2009	project coordinator · USG Innotiv
Jan 2006 – Dec 2008	engineer · Icon Yachts
2001 – 2006	verkoop medewerker · van den berg surf

KEY FACTS

Age	44 to 48 estimate from the degree years on the profile
Based in	Noord-Scharwoude, Netherlands
Current seat	Lead production, Feadship · Royal Van Lent, since 2022
Career	Since 2001, 25 years
Builders on the CV	Feadship · Royal Van Lent (current); Royal Huisman (earlier)
Education	Vrije Universiteit Amsterdam (VU Amsterdam) bachelor · business administration; Hogeschool Haarlem Bachelor of Science (BSc) · Naval Architecture and Marine En
Languages	Not given
Profile	linkedin.com/in/gijs-van-der-molen-4a20a85

IN BRIEF

Production lead since 2022; Royal Huisman project manager and yard manager at Damen Den Helder before; about 45.



Hans van der Wiel

Head of Production at Feadship · Koninklijke De Vries · Katwijk aan den Rijn, Netherlands

COO / TECHNICAL AT FEADSHIP · KONINKLIJKE DE VRIES

CAREER

Sep 2025 – now	Head of Production · Koninklijke de Vries Scheepsbouw te Aalsmeer Building the best yachts together. Management Team member. Deputy Director
Jun 2020 – Sep 2025	Project Leader Newbuilding · Koninklijke de Vries Scheepsbouw te Aalsmeer
Mar 2019 – Jun 2020	Project Manager Refit · Koninklijke de Vries Scheepsbouw te Aalsmeer
Mar 2008 – Feb 2019	Project Manager · Fugro Marine Services B.V. - Fleet Development
Feb 2007 – Nov 2008	Naval Architect · Offshore Ship Designers (OSD)
Jun 2005 – Feb 2007	Project Manager / Cost Estimator · Oostingh Staalbouw BV
Apr 1999 – Jun 2005	Project Manager / Naval Architect · Damen Shipyards / Werf "De Hoop" Schiedam B.V.

KEY FACTS

Age	About 48 estimate from the school years on the profile
Based in	Katwijk aan den Rijn, Netherlands
Current seat	Head of Production, Feadship · Koninklijke De Vries, since 2025
Career	Since 1999, 27 years
Builders on the CV	Feadship · Koninklijke De Vries (current)
Education	Bureau Zuidema Inzicht in Invloed; DNV GL Training ISO 9001&14001-2015 & Internal Auditor ISO9001&14001 shippin
Languages	English, German
Profile	linkedin.com/in/hans-van-der-wiel-a1059118

IN BRIEF

Head of Production and management team member since Sep 2025 (deputy director); newbuild project leader 2020-2025; Fugro fleet project manager; naval architect at Damen's De Hoop yard before.



Ivan Polidoro

Direttore di Stabilimento - Riva Plant Director at Ferretti Group · La Spezia, Italy

COO / TECHNICAL AT FERRETTI GROUP

CAREER

Jan 2017 – now	Direttore di Stabilimento - Riva Plant Director · Ferretti Group
Feb 2015 – Dec 2016	Plant Director - Plugs and Moulds Plant · Ferretti Group
Apr 2013 – Feb 2015	Responsabile Ingegneria Industriale · Ferretti Group
Mar 2010 – Mar 2013	Resp Tecnologie Produttive e Riduzione Costi Trasformazione · Ferretti Group
Jun 2008 – Mar 2010	Quality Coordinator · CRN SpA
Sep 2007 – Jun 2008	Production Planning and Control Manager · RCN SpA, IMMSI Group
Jun 2005 – Aug 2007	Production Planning and Control Manager · Apremare SpA
Dec 2003 – Dec 2004	Staff Researcher · Elasis
Jan 2004 – May 2004	Supply Chain Management Teacher · Private School

KEY FACTS

Age	44 to 48 estimate from the degree years on the profile
Based in	La Spezia, Italy
Current seat	Direttore di Stabilimento - Riva Plant Director, Ferretti Group, since 2017
Career	Since 2003, 23 years
Builders on the CV	Ferretti Group (current)
Education	Università degli Studi di Napoli Federico II Degree in · Mechanical Engineering
Languages	Not given
Profile	linkedin.com/in/ivan-polidoro-838b6615

IN BRIEF

Since 2017; plugs and moulds plant director, industrial engineering head; mechanical engineer.



Leonardo De Vita

Direttore di Stabilimento at Sanlorenzo · La Spezia, Italy

COO / TECHNICAL AT SANLORENZO

CAREER

Oct 2023 – now	Direttore di Stabilimento · Sanlorenzo Yacht
Nov 2022 – Sep 2023	Deputy Direttore di Stabilimento - BU Yacht · Sanlorenzo Yacht
Jan 2020 – Nov 2022	Technical Director - BU Yacht · Sanlorenzo Yacht
Jan 2018 – Dec 2019	Responsabile tecnico BU Yacht · Sanlorenzo S.p.a.
Jan 2015 – Dec 2017	Responsabile ufficio tecnico BU Yacht · SANLORENZO SPA
Jan 2012 – Dec 2014	Responsabile area impianti ed allestimento · SANLORENZO SPA
Jan 2011 – Dec 2011	Project Engineer · SANLORENZO SPA
Nov 2005 – Dec 2010	Project Manager · SANLORENZO SPA
Jun 2004 – Oct 2005	Progettista · Rodriquez Yacht

KEY FACTS

Age	About 49 estimate from the school years on the profile
Based in	La Spezia, Italy
Current seat	Direttore di Stabilimento, Sanlorenzo, since 2023
Career	Since 2004, 22 years
Builders on the CV	Sanlorenzo (current)
Education	Università "Federico II" - Napoli Laurea · Ingegneria Navale; Liceo Scientifico "Leonardo Da Vinci" - Salerno Diploma
Languages	Not given
Profile	linkedin.com/in/ldevita

IN BRIEF

Plant director since Oct 2023, technical director of the unit 2020-2022, project manager and engineer at Sanlorenzo since 2005; naval engineer.



Marius Ciobanu

Head of Projects at ICON Yachts · Harlingen, Netherlands

COO / TECHNICAL AT ICON YACHTS

CAREER

Apr 2023 – now	Head of Projects · ICON Yachts
Sep 2022 – Apr 2023	Project Manager · ICON Yachts
Dec 2019 – Jun 2022	Project Manager - Naval/Defence · Albwardy Damen
Jul 2017 – Nov 2019	Overall Project Manager - Super Yachts · NDSQ – Nakilat Damen Shipyards Qatar
Dec 2015 – Jun 2017	Asst. Project Manager - Super Yachts · NDSQ – Nakilat Damen Shipyards Qatar
Oct 2013 – Dec 2015	Projects Coordination Manager · NDSQ – Nakilat Damen Shipyards Qatar
Dec 2015 – Jun 2017	Asst. Project Manager - Super Yachts · Nakilat Damen Shipyards Qatar (NDSQ)
Oct 2013 – Dec 2015	Projects Coordination Manager · Nakilat Damen Shipyards Qatar(NDSQ)
Mar 2013 – Oct 2013	Project Coordinator · Nakilat Damen Shipyards Qatar(NDSQ)
Nov 2011 – Jul 2012	Owner Technical Representative · Hansa Shipping GMBH&CO KG Hamburg, Germany

and 5 earlier roles on the profile

KEY FACTS

Age	44 to 48 estimate from the degree years on the profile
Based in	Harlingen, Netherlands
Current seat	Head of Projects, ICON Yachts, since 2023
Career	Since 2004, 22 years
Builders on the CV	ICON Yachts (current)
Education	Universitatea "Dunarea de Jos" Integrated Shipbuiding; Universitatea „Dunărea de Jos” din Galați Bachelor's degree · Ocean Engineering/ Naval Architecture
Languages	Dutch, English, Romanian
Profile	linkedin.com/in/marius-ciobanu

IN BRIEF

Since Apr 2023; Damen's Qatar yard superyacht project manager and Albwardy Damen naval projects before; Galati shipbuilding degree.



Piero Tramontano

Operations Manager at Amer Yachts · Permare · Massarosa, Italy

COO / TECHNICAL AT AMER YACHTS · PERMARE

CAREER

Mar 2025 – now	Operations Manager · Amer Yachts S.p.A.
Feb 2024 – Oct 2025	Project Engineers Team Leader (over 1000GT) · Sanlorenzo Yacht
Oct 2021 – Feb 2024	Project Engineering Department · Sanlorenzo Yacht
May 2021 – Nov 2021	Executive Design Department, head of hull and superstructure division & Senior Project Engineer · Benetti Yachts
Feb 2015 – May 2021	Project Engineering Manager · Benetti Yachts
Jan 2013 – Jun 2013	Engineering consultant · lencioni carpenteria
Sep 2012 – Dec 2012	Internship · Naos Ship and Boat Design
Oct 2010 – Jun 2012	Expert Engineer - Technical Department · Nuovi Cantieri Apuania Spa - Marina Di Carrara - Italy
Jun 2010 – Sep 2010	COORDINATOR/MANAGER of Refitting activities of M/S “Coraggio” · Nuovi Cantieri Apuania Spa - Marina Di Carrara - Italy
Sep 2008 – Jun 2010	Expert Engineer - Technical support to production manager · Nuovi Cantieri Apuania Spa - Marina Di Carrara - Italy

and 1 earlier roles on the profile

KEY FACTS

Age	44 to 48 estimate from the degree years on the profile
Based in	Massarosa, Italy
Current seat	Operations Manager , Amer Yachts · Permare, since 2025
Career	Since 2008, 18 years
Builders on the CV	Amer Yachts · Permare (current); Benetti (earlier); Sanlorenzo (earlier)
Education	University of Naples "Federico II" Naval architect and marine engineer · 5 years course -
Languages	Not given
Profile	linkedin.com/in/piero-tramontano-19850232

IN BRIEF

Since Mar 2025; Sanlorenzo project engineering team leader, Benetti executive design and project engineering manager; naval architect.



Sieger Hoekstra

Bedrijfsleider Productie at Feadship · De Vries Scheepsbouw Makkum · Groningen, Netherlands

COO / TECHNICAL AT FEADSHIP · DE VRIES SCHEEPSBOUW MAKKUM

CAREER

Jul 2024 – now	Bedrijfsleider Productie · De Vries Scheepsbouw Makkum
May 2021 – now	Exterior Manager at Feadship de Vries Makkum · De Vries Scheepsbouw Makkum
Oct 2015 – Jul 2024	Paint manager De Vries Makkum · De Vries Scheepsbouw Makkum
Oct 2019 – Mar 2020	AD intrim Manager Exterior carpentry · Koninklijke De Vries Scheepsbouw
Sep 2011 – Sep 2015	Software tester_Netwerkbeheerder · Royal Netherlands Air Force
Aug 2009 – Dec 2012	Mission Planner_F-16 · Royal Netherlands Air Force
Dec 2002 – Aug 2009	Patriot operator_GBAD · Royal Netherlands Air Force
May 2002 – Aug 2002	Assistent uitvoerder · Van Wijnen Groep NV

KEY FACTS

Age	About 40 estimate from the school years on the profile
Based in	Groningen, Netherlands
Current seat	Bedrijfsleider Productie, Feadship · De Vries Scheepsbouw Makkum, since 2024
Career	Since 2002, 24 years
Builders on the CV	Feadship · De Vries Scheepsbouw Makkum (current)
Education	Noordelijke Hogeschool Leeuwarden Bachelor of Business Administration (B.B.A.) · Management, E; Chr Mavo de Saad Mavo
Languages	Not given
Profile	linkedin.com/in/sieger-hoekstra-449829b

IN BRIEF

Production general manager since Jul 2024 after exterior and paint manager seats since 2015; air force before; about 43.



Simone Mattioli

Fano Site Manager at Azimut Yachts · Pesaro, Italy

COO / TECHNICAL AT AZIMUT YACHTS

CAREER

Jan 2025 – now	Fano Site Manager · Azimut Yachts Fano Site Manager
Jan 2025 – May 2026	Head of Production presso Azimut Yachts Fano · Azimut Yachts
Jan 2025 – May 2026	Fano Site Manager · Azimut Yachts
Feb 2020 – May 2026	Quality Manager · Azimut Yachts
Oct 2017 – Feb 2020	Supervisore alla costruzione · Dominator Yachts
Jan 2013 – Sep 2017	Construction manager · Wider srl

KEY FACTS

Age	34 to 40 estimate from the first dated job; less exact
Based in	Pesaro, Italy
Current seat	Fano Site Manager, Azimut Yachts, since 2025
Career	Since 2013, 13 years
Builders on the CV	Azimut Yachts (current)
Education	Not given
Languages	Not given
Profile	linkedin.com/in/simone-mattioli-17240213b

IN BRIEF

Runs the Fano site since Jan 2025 after five years as quality manager; construction manager at Wider 2013 to 2017.



Stefano Amici

Plant Director at Ferretti Group · Forlì, Italy

COO / TECHNICAL

AT FERRETTI GROUP

CAREER

Oct 2020 – now	Plant Director · Ferretti Group
Jan 2015 – Sep 2020	Project Manager · Ferretti Group
Jan 2011 – Dec 2014	Product Lifetime Manager · Ferretti Yachts
Dec 2006 – Jan 2011	Project Manager · Ferretti Group
Jul 2005 – Dec 2006	Materials Planner · Bonfiglioli
Sep 2004 – Feb 2005	Stage · Ferrari

KEY FACTS

Age	44 to 48 estimate from the degree years on the profile
Based in	Forlì, Italy
Current seat	Plant Director, Ferretti Group, since 2020
Career	Since 2004, 22 years
Builders on the CV	Ferretti Group (current)
Education	Università degli Studi di Bologna Laurea 5 anni · Ingegneria Meccanica
Languages	Not given
Profile	linkedin.com/in/stefano-amici-4202773b

IN BRIEF

Since Oct 2020; project manager at the group since 2006; mechanical engineer.



Tom Jansen

Manager Shipbuilding Production at Heesen Yachts · Wijchen, Netherlands

COO / TECHNICAL AT HEESSEN YACHTS

CAREER

Dec 2025 – now	Manager Shipbuilding Production · Heesen Yachts In my role as Manager Shipbuilding Production I am responsible for various departments: - Outfitting Production: Everything metal on the outside of the vessel. Think of railings, ...
Jan 2024 – Dec 2025	Manager Exterior Production · Heesen Yachts
Oct 2023 – Jan 2024	Manager Exterior Production (a.i) · Heesen Yachts
Jul 2022 – Oct 2023	Teamlead Exterior Production · Heesen Yachts
Apr 2018 – Jun 2022	Prime Performance Engineer · Alfa Laval
Apr 2019 – Jul 2021	Works Council member · Alfa Laval
Dec 2015 – Dec 2017	Process Coordinator (Operations Manager) · PostNL
Jun 2017 – Nov 2017	Interim Coordinator WWS · Stichting 2Switch

KEY FACTS

Age	About 37 estimate from the school years on the profile
Based in	Wijchen, Netherlands
Current seat	Manager Shipbuilding Production, Heesen Yachts, since 2025
Career	Since 2015, 11 years
Builders on the CV	Heesen Yachts (current)
Education	Tilburg University Bachelor of Science (BSc) · International Business Administr; Maaswaal College Wijchen VWO Atheneum · Economie & Maatschappij
Languages	Not given
Profile	linkedin.com/in/tomjansen1989

IN BRIEF

Shipbuilding production manager since Dec 2025 over several departments, after exterior production manager and team lead; Alfa Laval and PostNL operations before; Tilburg, about 37.

BASIS OF PREPARATION

How this report was made

Where the people come from

The LinkedIn company pages of the 40 builders were pulled in two passes, managers and above first and one level below on the big pages, with a search for former senior staff of each builder: 4,840 distinct profiles, 3,607 read one by one. 227 of them fit one of the three pools; the 97 under 50 by the estimate are in this report.

What a pool means

Commercially driven general manager: a top or senior commercial seat, or a general manager from the commercial side. Hybrid: a commercial seat on a technical base, or the reverse. COO or technical director: the person who runs production, operations or engineering. The pool is the reading of the whole profile, not of the title.

Where the facts come from

The careers, education and languages are the profiles as the people wrote them, read in October 2026. The web facts on the shortlist pages come from the trade press, the builders' releases and the people's own posts, read in October 2026 and named in the text.

What is not in this report

Anyone 50 or over by the estimate, including the long-serving leaders of the builders, who are on the organisation charts of the companion deck. Salaries, notice periods and willingness to move, which no profile states. A reference check: nothing here has been verified with the person.