

Yacht builders of Italy and the Netherlands

Who runs the 40 builders, how their top teams are organised, what happened to them in 2023 to 2026, and the people who could run a new yard

40

BUILDERS

1,840

PROFILES READ BY HAND

200

CANDIDATES IN A POOL

15

SHORTLISTED

THE BRIEF

A map of the top management of the Italian and Dutch yacht builders for a company that is building a new yard and hiring its first general manager: who runs each builder, who sits under them, how the yards are organised, what happened to them between 2023 and 2026, and the general manager, hybrid and operations candidates drawn from these teams and their alumni.

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HOW TO READ THIS DECK

Forty builders, their top teams, and the people who could run a new yard

One section for each builder

Italy first, then the Netherlands, in the brief's order. Each builder has a company slide, an organisation slide, and then its candidates, two to a page. A builder without a LinkedIn page of its own (Riva, Custom Line) has the company slide only; its people sit on the parent's page.

The company slide

One line on what the company is, a strip of six numbers (a figure the company does not publish says so), the events of 2023 to 2026 that matter, read from the company's statements, its filings and the trade press, and what they add up to. The last box says what the builder's organisation shows for a greenfield yard.

The organisation slide

Every profile linked to the builder's LinkedIn page was read one by one and placed in a function and a level: top seat, senior layer, manager, staff. The slide shows the top seat and the senior layer by function, with the year the person took the seat. Where the senior layer is small, the managers are shown too.

The candidate pages

139 candidates sit at one of the 40 builders today and follow that builder's organisation slide. 61 are former staff of these builders now elsewhere; they come after the last builder, grouped by pool. Each candidate was placed in one of the three pools of the brief: commercially driven general manager or CEO; hybrid commercial-technical; chief operating officer or technical director for a two-person model.

The scores

Each candidate was scored by hand, 0 to 2, on the brief's five criteria: commercial leadership (30%), yacht network (20%), technical understanding and pricing (20%), business building and operations (20%), leadership maturity (10%). The line quoted beside each score is the evidence from the profile. The total is out of 200. Strong, possible and unclear are the reader's tiers; the 15 shortlisted people are marked.

What the reader wrote

Nothing in this deck was produced by a text rule or a language model. The company slides, the functions and levels, the pools, the scores and the reading under each candidate were written by hand.

THE READING

How the yards are run

Seven ways to run a yacht builder

The 37 builders fall into seven organisation models. Family in every seat (Codecasa, Hakvoort, Rossinavi, Amer, Antonini, Mulder): the owner sells, a relative runs the floor, and the senior layer is project managers. Family owner with an outside CEO (Tankoa, Baglietto under Gavio, Mangusta's second generation with a sales director): the owner keeps the chair and hires the commercial and operating seats. Listed and corporate (Sanlorenzo, Ferretti, Azimut|Benetti): a C-suite with a chief sales officer, a chief operating officer and division general managers under a group CEO. Investor-owned with a professional CEO (Heesen, Royal Huisman, Oceanco, Wider, Vanquish, ICON, Next): the model closest to a greenfield company with a hired general manager. Brand inside a group (CRN, Custom Line, Riva, Columbus, Benetti, Damen Yachting): a general manager or brand head, sales and finance held at group level. Owner plus engineer (Vitters, Moonen, Van der Valk until 2026): the owner sells, an engineer runs the yard. Two-person model under an owner (Van der Valk since 2026, Balk): a commercial director beside a technical or operational director.

Who holds the commercial seat

At the top Italian yards the commercial seat is a C-level officer: Sanlorenzo's chief sales officer, Ferretti's chief commercial officer with separate directors for serial and custom sales, Benetti's sales director under a general manager, Baglietto's chief commercial officer. At the Dutch yards it is usually a commercial director reporting to the CEO, and twice it is split by territory: Heesen now has a Commercial Director in Oss, a Commercial Director America in Florida and a Sales Director in Monaco; Feadship sells through a commercial director on each side and a Feadship sales director. The smallest yards have no commercial seat at all: Hakvoort, Codecasa, Rossinavi, Amer and Lynx sell through the owner. A general manager who is expected to sell personally is the norm below about 100 people; above that the yards hire a seller and keep the general manager on the P&L.

How long the top seats last

The long tenures are at the family and corporate yards: Jan-Bart Verkuyl at Royal Van Lent since 2016, Marcel Onkenhout at Oceanco since 2010, Massimo Perotti at Sanlorenzo since 2005, Klaas Hakvoort since 1991. The short tenures are where owners changed: Heesen had three CEOs between 2023 and 2025 and replaced its CCO twice; Next Yacht Group's CEO lasted four months; Balk and Van der Valk swapped a CEO between them in 2026; Cantieri di Pisa's owner removed its managing director in September 2026. The pattern for a new owner is a technical or finance insider first, then an industrial outsider once the owner knows the yard.

THE READING

How the yards are run, continued

Where the people move between yards

The Dutch yards form one labour market: Royal Huisman engineers move to Vitters across the IJssel, Feadship commercial directors moved to Heesen in 2026, Oceanco and Royal Van Lent project directors move to Damen Yachting and the dredger builders, and the hull plants (Mercury, Slob) are led by people from Royal IHC and Heerema. The Italian market moves along the coast from Viareggio to La Spezia and Genoa: Benetti engineers to Lusben and Tankoa, CRN engineers to Cantiere delle Marche, Perini and TISG production directors to the smaller Viareggio yards. Movement between Italy and the Netherlands is rare and runs through the engine supplier and the classification societies, not between yards.

The Turkish connections already in these teams

Several people on this map have built in Türkiye or for Turkish yards: Heesen's former COO ran RMK Marine's yacht division to 2014; TISG's former operations chief ran its Turkish hull operation to 2025; Damen Yachting's engineering manager is Turkish and led engineering at Royal Van Lent; a former Royal Van Lent technology head now works as chief development officer for ALIA Yachts in Antalya; and commercial leaders at Oceanco, Turquoise and Sirena have sold Turkish-built yachts to the international market. Damen Yachting builds its explorer and support lines in Antalya, TISG built its hulls in Türkiye, and Next Yacht Group opened an Istanbul dealer in 2026.

What this means for a greenfield yard

Three models fit a yard that will commission in 2027 with a commercial mandate. The investor-owned model with a professional general manager (Heesen, Royal Huisman) is the direct template, and it shows that the general manager's first year is spent hiring the senior layer. The two-person model (Van der Valk, Balk, Huisfit) is the lean alternative: a commercial general manager beside a technical or operations director, which matches the brief's own alternative. The brand-inside-a-group model (Benetti, Damen Yachting) shows the ceiling of a general manager who does not own sales and finance. The candidates are grouped by pool accordingly: commercially driven general managers, hybrid commercial-technical leaders, and operations directors who would pair with a commercial general manager.

THE BUILDERS

Italy: builders 1 to 11 of 21

BUILDER	BASE	GRADE	ORGANISATION	TOP SEAT ON LINKEDIN	STAFF READ	CANDIDATES
Baglietto	La Spezia	A+	Industrial-group owner; outside CEO since 2020 with a CCO and a head of operations	Diego Michele Deprati, Amministratore Delegato (CEO)	79	7
Benetti	Viareggio	A+	Group brand; a general manager from Technogym and Ferrari over a sales director	Marco Valle, Group CEO of Azimut-Benetti; Benetti's own general manager is not on the LinkedIn roster (the press names Massimiliano Casoni)	12	5
Sanlorenzo	Ameglia (La Spezia)	A+	Listed, founder-controlled; corporate C-suite over yard presidents	Massimo Perotti, Executive Chairman (controlling shareholder; not on the LinkedIn roster)	63	19
Cantiere delle Marche	Ancona	A+	Founder-managers with a family-office majority shareholder	Gianluca Ciniero, Managing Director, Cantiere delle Marche	1	1
Tankoa Yachts	Genoa	A+	Family owner; outside CEO (ex-Benetti) with a co-CEO and a sales manager	Edoardo RATTI, Direttore Generale; Eva Orsi, President; Vincenzo Poerio, Joint CEO	75	3
CRN	Ancona	A+	Brand inside Ferretti; no own CEO, custom sales held at group level	No brand head on the LinkedIn roster; CRN is run inside Ferretti Group's custom business (CCO and CTOO at group level)	51	2
Ferretti Group	Forlì	A+	Listed, contested control; new outside CEO, CCO with serial and custom sales directors	Morgan XU 徐新玉, Executive President (Weichai Power); Stassi Anastassov, Chief Executive Officer	58	17
Overmarine Group · Mangusta	Viareggio	A+	Second-generation family CEO with a sales director	Maurizio Balducci, CEO (owning family; not on the LinkedIn roster)	72	2
Rossinavi	Viareggio	A+	Family owner; son as COO, no CEO title, no sales director	Claudia Rossi, General Manager	67	1
Palumbo Superyachts · ISA	Ancona and Naples	A	Family group; sole director, brand general managers	Francesco Carbone, General Manager, ISA Yachts and Palumbo Superyachts; Primiano Protano, Direttore generale, Palumbo Superyachts	36	5
Columbus Yachts	Savona	A	Brand general manager inside Palumbo	—	4	0

THE BUILDERS

Italy: builders 12 to 21

BUILDER	BASE	GRADE	ORGANISATION	TOP SEAT ON LINKEDIN	STAFF READ	CANDIDATES
Wider Yachts	Fano	A	Investor-owned; industry-veteran president, hired CEO, new Dubai shareholder	Fabio Fraternale, CEO, Wider; Marcello Maggi, President	23	2
Next Yacht Group · Maiora	Viareggio	A	Investor-owned; chairman and chief sales officer, CEO seat empty since 2025	Giorgio Mattei, Deputy Chairman	91	2
Antonini Navi	La Spezia	A	Family managing director; sales partner as shareholder	Walter Antonini, General Manager, Antonini Navi; CEO Energy Division, Gruppo Antonini	8	2
The Italian Sea Group · Admiral	Marina di Carrara	A	Founder-controlled, in restructuring; founder CEO again under court administrators	Giovanni Costantino, Chairman and CEO (founder; not on the LinkedIn roster)	29	8
Codecasa	Viareggio	B+	Family in every seat; no outside executive	The Codecasa family (not on the LinkedIn roster beyond an intern)	11	0
Custom Line	Ancona	B+	Brand inside Ferretti; sold by the group's custom sales director	—	0	0
Azimut Yachts	Avigliana (Turin)	B	Family group; division general manager from Ferrari under the group CEO	Federico Ferrante, President, Azimut Benetti Americas; Andrea Antichi, General Manager, Azimut Yachts	28	12
Riva	Sarnico	B	Brand inside Ferretti; serial-business sales	—	0	0
Amer Yachts · Permare	Sanremo	B	Family CEO and a family head of sales; an operations manager hired from Sanlorenzo in 2025	Barbara Amerio, CEO	24	1
Cantieri di Pisa	Pisa	B	Owner as sole director since 2026; MD left	Owner Enrico Gennasio took over after the managing director left in Sep 2026	12	0

THE BUILDERS

The Netherlands: builders 1 to 10 of 19

BUILDER	BASE	GRADE	ORGANISATION	TOP SEAT ON LINKEDIN	STAFF READ	CANDIDATES
Heesen Yachts	Oss	A+	New owner; outside CEO rebuilt the top team; commercial split by territory	Jeroen van der Meer, Chief Executive Officer	16	6
Damen Yachting · Amels	Vlissingen	A+	Family group division; family managing director with a commercial director	Rose Damen, Managing Director	19	7
Moonen Yachts	's-Hertogenbosch	A+	Owner couple abroad; technical director promoted to managing director	Matthew Baxter, Chairperson, Moonen (owner); Nicky van Zon, Managing Director	20	1
Feadship	Hoofddorp	A+	Two yards, one brand; no group CEO, two Feadship Directors	Jan Bart Verkuyl, CEO, Royal Van Lent; Director, Feadship	20	6
Feadship · Koninklijke De Vries	Aalsmeer	A+	Family; next generation as CEO, projects officer and CCO	Roderick De Vries, CEO	13	4
Feadship · De Vries Scheepsbouw Makkum	Makkum	A+	Family yard director; works-engineering department	Marc Niederer, Director, Koninklijke De Vries Aalsmeer / Feadship; Sijbrand De Vries, Director, De Vries Makkum	13	1
Feadship · Royal Van Lent	Kaag and Amsterdam	A+	LVMH-owned; long-tenured chairman and CEO over operations and engineering directors	—	11	3
Van der Valk Shipyard	Waalwijk	A+	Management buyout; commercial CEO over technical and commercial directors	Evan Kortmann, Chief Executive Officer	33	3
Royal Hakvoort Shipyard	Monnickendam	A	Owner sells, project managers deliver	Klaas Hakvoort, Owner and Managing Director	37	0
Oceanco	Alblasserdam	A	New private owner; CEO since 2010 with group companies for hulls, superstructures, systems	Marcel Onkenhout, Chief Executive Officer	21	6

THE BUILDERS

The Netherlands: builders 11 to 19

BUILDER	BASE	GRADE	ORGANISATION	TOP SEAT ON LINKEDIN	STAFF READ	CANDIDATES
ICON Yachts	Harlingen	A	Owner in Monaco; CEO over heads of projects, estimating and business development	Tony Gale, Chief Executive Officer	28	2
Mulder Shipyard	Zoeterwoude	A	Family seller as managing director; first CFO in 2026	Nick Mulder, Managing Director	34	1
Royal Huisman	Vollenhove	B+	Investor-owned; commercial director promoted to CEO	Peter Naeyé, CEO (per the press, Nov 2025; not on the LinkedIn roster)	9	3
Vitters Shipyard	Zwartsluis	B+	Owner above an engineer managing director	Louis Hamming, Owner; Maarten van Marle, Managing Director / CEO	68	2
Lynx Yachts	Nijkerk	B	Founder with contractors	Founder Slim Bouricha (not on the LinkedIn roster)	1	0
Vanquish Yachts	Marknesse	B	PE-backed; new CEO, product owners per model	Frank Spikker, CEO	85	2
Balk Shipyard	Urk	B	Owner-director with an operational director and a sales director	Allard Borleffs, Managing director, Balk Shipyard	10	2
Mercury Yacht Construction	Zwijndrecht	B	Hull plant: general manager, operations, production, engineering	Hans de Lang, General Manager	37	1
Huisfit	Zaandam	B	Three-seat business unit: commercial, operations, finance	Part of Royal Huisman; no separate top seat on the roster	13	0

CHANGES AT THE TOP

Who took and who left the top seats, 2023 to 2026

WHEN	BUILDER	WHAT HAPPENED
2026-10	The Italian Sea Group · Admiral	New board reappoints founder Giovanni Costantino as CEO under court administrators; five bids for the yards.
2026-09	Cantieri di Pisa	Owner Enrico Gennasio replaces managing director Marco Massabo as sole director.
2026-09	Heesen Yachts	Three new commercial leaders: Commercial Director, Commercial Director America, Sales Director Monaco.
2026-08	Vitters Shipyard	Maarten van Marle, from Royal Van Lent engineering, starts as managing director under the owner.
2026-07	Van der Valk Shipyard	Evan Kortmann, CEO of Balk, becomes CEO; Enrico Theuns leaves after a three-year transition.
2026-07	The Italian Sea Group · Admiral	Founder Giovanni Costantino resigns as chairman and CEO; court-supervised restructuring begins.
2026-07	Balk Shipyard	CEO leaves for Van der Valk; a new owner-director and a sales director take over.
2026-06	Sanlorenzo	Gianguido Girotti, ex-Beneteau deputy CEO, becomes CEO of Nautor Swan and Bluegame.
2026-05	Ferretti Group	Weichai's slate wins the AGM; Stassi Anastassov replaces Alberto Galassi as CEO after 12 years.
2026-04	Feadship · Koninklijke De Vries	Henk and Tom de Vries step back; Roderick de Vries CEO, Rob de Vries projects officer, Bas Nederpelt CCO.
2026-04	Cantiere delle Marche	CLP2 (Cagnoli and Loro Piana families) completes its majority takeover; founders stay as managers.
2026-02	Mulder Shipyard	First CFO hired from KPMG.
2025-11	Royal Huisman	Peter Naeyé, commercial director since 2020, is CEO; Jan Timmerman (CEO since 2018) moves to the supervisory board.
2025-09	Ferretti Group	Giordano Pellacani named CCO; sales split into serial and custom directors.
2025-09	Tankoa Yachts	Tankoa takes over the OTAM yard and brand in Genoa.
2025-08	Heesen Yachts	Jeroen van der Meer, an industrial outsider, named CEO; Niels Vaessen leaves after 13 years.

CHANGES AT THE TOP

Who took and who left the top seats, 2023 to 2026, continued

WHEN	BUILDER	WHAT HAPPENED
2025-08	Oceanco	Gabe Newell buys Oceanco; the Barwani family exits; management unchanged.
2025-08	Next Yacht Group · Maiora	CEO Sebastiano Fanizza leaves after four months; the seat is still open.
2025-05	Azimut Yachts	Andrea Antichi, from Ferrari, becomes general manager of the Azimut division.
2025-04	Heesen Yachts	Laurens Last buys Heesen through TSAL Holding.
2025-03	Balk Shipyard	Zhongying International sells Balk to a Dutch owner.
2025-02	Vanquish Yachts	Frank Spikker appointed CEO; the interim CEO moves to the advisory board.
2025	Moonen Yachts	Technical director Nicky van Zon becomes managing director.
2024-12	Sanlorenzo	New structure: Tommaso Vincenzi heads the yacht and superyacht units; Vincenzo Soria chief sales officer.
2024-09	Royal Huisman	O2 Capital Partners buys Royal Huisman Group from Doeksen and Parcom.
2024-08	Heesen Yachts	Ruud van der Stroom named CCO, replacing Mark Cavendish after 16 years.
2024-06	Overmarine Group · Mangusta	Founder Giuseppe Balducci dies; his children Maurizio and Katia lead the group.
2024-04	Van der Valk Shipyard	Founder Wim van der Valk retires; management buyout backed by a yacht-owning family.
2023-11	Heesen Yachts	Niels Vaessen, CFO, becomes CEO after Arthur Brouwer.
2023-09	Benetti	Massimiliano Casoni, ex-Technogym COO, named Benetti general manager.
2023-07	Balk Shipyard	CCO Evan Kortmann becomes CEO; Daan Balk steps back.

MOVEMENT

Where people move between the builders

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The Italian Sea Group · Admiral	Baglietto	14
Oceanco	Mercury Yacht Construction	9
Sanlorenzo	Next Yacht Group · Maiora	9
Benetti	Baglietto	7
Azimut Yachts	Next Yacht Group · Maiora	7
The Italian Sea Group · Admiral	Next Yacht Group · Maiora	7
Sanlorenzo	Overmarine Group · Mangusta	7
Royal Huisman	Vitters Shipyard	7
Sanlorenzo	Baglietto	6
Azimut Yachts	Overmarine Group · Mangusta	6
The Italian Sea Group · Admiral	Palumbo Superyachts · ISA	6
Azimut Yachts	Sanlorenzo	6
Benetti	Next Yacht Group · Maiora	5
Azimut Yachts	Tankoa Yachts	5
Palumbo Superyachts · ISA	CRN	5
Heesen Yachts	Van der Valk Shipyard	5
Royal Huisman	Vanquish Yachts	5
Ferretti Group	Baglietto	4
Azimut Yachts	Ferretti Group	4
The Italian Sea Group · Admiral	Overmarine Group · Mangusta	4
Sanlorenzo	Rossinavi	4
Ferretti Group	Sanlorenzo	3
The Italian Sea Group · Admiral	Sanlorenzo	3

How to read it

People read on one builder's page who earlier worked at another builder on this list, counted by pair, from the earlier yard to the current one. The Dutch yards form one labour market; the Italian market moves along the coast from Viareggio to La Spezia and Genoa; movement between the two countries is rare.

THE SHORTLIST

15 people proposed for detailed evaluation

Each person's page, with the five scores and the quoted evidence, is in the builder's section or in the former-staff section.

NAME	POOL	SEAT	WHERE	WHY	SCORE
Stefano de Vivo	Commercially driven GM	Executive Chairman, WOSA Yacht Refit & Survey; CEO, POEM; former Chief Commercial Officer, Ferretti Group	Executive Chairman & Partner at WOSA Yacht Refit & Survey	Ferretti Group CCO and Wally MD to late 2024; independent since 2025.	180
Sebastiano Fanizza	Commercially driven GM	Founder and strategic advisor; former CEO NEXT Yacht Group and Chief Commercial Officer, Benetti	Founder & Strategic Advisor at Elessargery	Benetti CCO, Azimut sales director, briefly Next Yacht CEO; independent since Dec 2025.	160
Ferruccio Rossi	Commercially driven GM	CEO, Sanlorenzo MED (distribution subsidiary)	Sanlorenzo	Ex-Group CEO of Ferretti, ex-CEO of Riva, ten years president of Sanlorenzo's superyacht division; now CEO of a distribution subsidiary.	180
Francesco Carbone	Commercially driven GM	General Manager, ISA Yachts and Palumbo Superyachts	Palumbo Superyachts · ISA	General manager of ISA Yachts and Palumbo Superyachts since 2017; TISG sales and marketing director before.	180
Victor Caminada B.V.	Commercially driven GM	Owner, Victor Caminada B.V.; former Commercial Director, Moonen Yachts (to Aug 2024)	Eigenaar at Victor Caminada B.V.	Seventeen years selling Amels, then Moonen commercial director; independent since 2024.	160
Alessandro Tirelli	Commercially driven GM	CEO (Amministratore delegato), Absolute Yachts	Amministratore delegato at Absolute Yachts SPA	Ferretti commercial director 2018-2025, now CEO of Absolute; a recent mover.	160
Gennaro Candida De Matteo	Hybrid commercial-technical	Consultant; former CEO NEXT Yacht Group, CEO CRN, VP Sanlorenzo	Consultant at Self-employed	Ex-CEO CRN and Next, Sanlorenzo VP sales and VP operations; consultant since 2023.	200
Rick Van De Wetering	Hybrid commercial-technical	Founder, Fossani; former COO, Heesen Yachts (to Jan 2026); former Yacht Division Director, RMK Marine	Founder at Fossani V.O.F.	Heesen COO to Jan 2026 and former RMK Marine yacht-division director.	170
Daniele Caronna	Hybrid commercial-technical	Head of Sales, Maiora	Next Yacht Group · Maiora	Azimut-Benetti technical director turned Sanlorenzo and Monte Carlo Yachts commercial director; now head of sales, Maiora.	180
Primiano Protano	Hybrid commercial-technical	Direttore generale, Palumbo Superyachts	Palumbo Superyachts · ISA	General manager of Palumbo Superyachts since Nov 2025 after ten years as general manager of TISG; naval architect.	150
Bas Swanink	Hybrid commercial-technical	Sales Director	Oceanco	Oceanco sales director since 2020 after seventeen years of project management at Feadship and Oceanco.	160
Salvatore Greco	COO / technical	Self-employed naval engineer; former COO of The Italian Sea Group and of its Turkish operation, former CEO CRN	Ingegnere navale at Self-employed	Ex-CEO CRN, TISG COO, ran TISG's Turkish operation to 2025.	140
Ferdinando Pilli	COO / technical	General Manager, Lusben Refitting Yards (Azimut-Benetti)	General Manager at Lusben Refitting Yards	Benetti custom operations director, now GM of the group's refit yards.	130
Ruggero Gandolfi	COO / technical	Technical Director	Azimut Yachts	Technical director since 2022; ex-CEO of Cantiere del Pardo, ex-Azimut operations director.	150
Peter Van Der Zanden	COO / technical	Director Design & Development / Engineering	Heesen Yachts	Director of design, development and engineering since 2007 at a Dutch 50 to 80 m yard; TU Delft naval architect.	130

THE BUILDERS

One section for each builder

Company, top team, then the candidates who sit there today. Italy first, in the brief's order, then the Netherlands.

Baglietto

ITALY · GRADE A+

Gavio-owned La Spezia builder of 41 to 62 m semi-custom steel and aluminium yachts, growing fast.

1854 FOUNDED	Gavio Group, since 2012 OWNER	EUR 152 m · 2024 REVENUE	about 20 contracts + 4 spec hulls ORDER BOOK	35 to 62 m RANGE	3 semi-custom lines + full custom MODEL
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WHAT HAPPENED, 2023 TO 2026

Jul 2024	BUILD	Five yachts of 41 to 52 m delivered before summer
Sep 2025	BUILD	First full-custom order, a 48 m explorer; new land sought
Jun 2026	BUILD	First FAST50 launched; first DOM155 sold
Aug 2026	BUILD	Kinda II, 60.6 m, delivered: largest Baglietto ever
Aug 2026	MONEY	EUR 25 m investment plan to 2030; wants TISG's La Spezia yard
Oct 2026	BUILD	T60 becomes the hydrogen-ready T62; a 75 m under study

WHAT IT ADDS UP TO

Revenue went from EUR 65 m in 2021 to EUR 152 m in 2024 on semi-custom platforms, and the yard is now bidding for the Perini yard next door.

FORMER LEADERS NOW ELSEWHERE

- Santella Antonio** · now Direttore at Nautor Swan; was Sales & Marketing Director
- Alessandra Capozzi** · now Brand Experience Director at Sanlorenzo Yacht; was Marketing & sales

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

- Diego Michele Deprati** · Amministratore Delegato (CEO), since 2020
- Fabio Ermetto** · Chief Commercial Officer, since 2020
- Giuseppe Censabella** · Commercial Director, Baglietto Navy, since 2023
- Emanuela Canzi** · Former head of production (now Baglietto COO), since 2026
- Giovanni Melandri** · Production, refit and after-sales manager, since 2016
- Andrea Lavagnino** · Technical Director, since 2023
- Senior layer** · 14 people: sales and marketing 5, finance, legal and it 2, production and operations 2, projects and service 2, general management 1, purchasing 1, engineering and design 1; all on the next slide
- Candidates here** · 7 in the pools, on the pages after the team

ORGANISATION

Industrial-group owner; outside CEO since 2020 with a CCO and a head of operations

WHAT IT SHOWS FOR A NEW YARD

An industrial owner, an outside CEO and a chief commercial officer: the stable professional model.

Baglietto · the top team

LINKEDIN, OCTOBER 2026 · 79 READ: 1 TOP, 14 SENIOR, 20 MANAGERS, 44 STAFF

CEO (a serial yard chief executive on behalf of the Gavio group) over: Chief Commercial Officer (the brief's hybrid archetype), Chief Operating Officer (Mar 2026, from Tankoa production), Executive Director (projects), Technical Director, CFO and HR Manager, Head of administration and control (2026), Head of Marketing and Communication, Director for the Americas, a sales manager, purchasing manager, production, refit and after-sales manager, quality and HSE; a separate Commercial Director for the Baglietto Navy line.

TOP SEAT



Diego Michele Deprati
Amministratore Delegato (CEO)
since 2020

GM POOL

BENCHMARK

SENIOR LAYER, BY FUNCTION

GENERAL MANAGEMENT	SALES AND MARKETING (CONTINUED)	ENGINEERING AND DESIGN	PROJECTS AND SERVICE	FINANCE, LEGAL AND IT
GP Guido Penco Executive (dirigente) since 1999	MB Maurizio Cozzani By. Baglietto Sales manager since 2009	 Andrea Lavagnino Technical Director since 2023 COO POOL	 Egidio Bisson Executive Director since 2025 COO POOL	 Daniele Bellotto Chief Financial Officer and HR Manager since 2012
FE Fabio Ermetto Chief Commercial Officer since 2020 HYBRID POOL BENCHMARK	 Raffaella Daino Head of Marketing and Communication since 2012	PRODUCTION AND OPERATIONS	 Filippo Censi Buffarini Refit and after-sales manager since 2025 HYBRID POOL	 Silvia Vercelli Head of administration, finance and control since 2026
GC Giuseppe Censabella Commercial Director, Baglietto Navy since 2023	TB Tommaso Bilotta Director for the Americas since 2024 GM POOL	 Emanuela Canzi Former head of production (now Baglietto COO) since 2026	PURCHASING	 Barbara Capuano Purchasing manager since 2016
		 Giovanni Melandri Production, refit and after-sales manager since 2016 COO POOL		

BAGLIETTO · CANDIDATES 1 AND 2 OF 7



Fabio Ermetto

Chief Commercial Officer at Baglietto spa · Venice, Italy

160

OF 200

HYBRID COMMERCIAL-TECHNICAL

STRONG MATCH

BENCHMARK LEADER

* Commercial leadership
30%



Chief Commercial Officer @ Baglietto spa (Nov 2020 – Present); Chief Commercial Officer @ Benetti Yachts (2017-2020)

* Yacht network
20%



Chairman @ Fraser Yachts (2014-2017); Chief Commercial Officer @ Camper & Nicholson's

* Technical and pricing
20%



Rotterdam University of Technology Bachelor's degree · Naval Architecture; Project Manager @ Benetti (2000-2003)

* Business building
20%



Director - Sales & Marketing @ Heesen Yachts (Jun 2013 – 2017)

Leadership maturity
10%



Three chief commercial seats across builders and brokerage

Reading. CCO since Nov 2020. Before: CCO of Camper & Nicholson's, CCO of Benetti (2017-2020), chairman of Fraser Yachts, Director of Sales & Marketing at Heesen (2013-2017), Benetti sales manager and project manager (2000-2006); naval architecture degree from Rotterdam. The brief's archetype in person: engineering root, brokerage and builder sales at the top, three CCO seats. The brief names him.

CAREER

Chief Commercial Officer · Baglietto spa Nov 2020 – Present

Chief Commercial Officer · Camper & Nicholson's Aug 2017 – Nov 2020

Chief Commercial Officer · Benetti Yachts Sep 2014 – Aug 2017

Chairman · Fraser Yachts Jul 2013 – Sep 2014

Director - Sales & Marketing · Heesen Yachts Apr 2006 – Jun 2013

Sales Manager · Benetti May 2003 – Apr 2006

Project Manager · Benetti 2000 – 2003

Education Rotterdam University of Technology Bachelor's degree · Naval Architecture; Liceo Scientifico Diploma Scientifico · **Profile** [linkedin.com/in/fabioer](https://www.linkedin.com/in/fabioer)



Diego Michele Deprati

Amministratore Delegato at Baglietto · La Spezia, Italy

130

OF 200

COMMERCIALLY DRIVEN GM

STRONG MATCH

BENCHMARK LEADER

* Commercial leadership
30%



Procuratore con delega al settore Difesa e Sicurezza @ Baglietto (2016 – Present)

* Yacht network
20%



Chief Executive Officer @ Mondomarine; Chairman and Chief Executive Officer @ CCN

* Technical and pricing
20%



Accademia Navale Corpo di Stato Maggiore

* Business building
20%



Amministratore Delegato @ Baglietto (Jun 2020 – Present)

Leadership maturity
10%



Three yard CEO seats since 2012

Reading. CEO since Jun 2020 (CEO of Baglietto spa from 2014, executive from 2012) and the group's delegate for the defence and security line; CEO of Mondomarine and chairman and CEO of Cerri Cantieri Navali before. Naval Academy staff corps. The brief names him. A serial yard chief executive, three yards in a row, on the owner Gavio's behalf; his technical footing is the navy, not engineering.

CAREER

Amministratore Delegato · Baglietto Jun 2020 – Present

Procuratore con delega al settore Difesa e Sicurezza - Baglietto NAVY · Baglietto 2016 – Present

Dirigente · Baglietto Feb 2012 – Present

Presidente e Amministratore Delegato · CCN - Cerri Cantieri Navali Feb 2012 – Dec 2020

Amministratore Delegato · Mondomarine Jan 2001 – Jan 2012

Chief Executive Officer · Baglietto Jun 2020 – Present

Defense and Security Division Manager - Baglietto NAVY · Baglietto spa 2016 – Present

and 7 earlier roles

Education Accademia Navale Corpo di Stato Maggiore · **Profile** [linkedin.com/in/diego-michele-deprati](https://www.linkedin.com/in/diego-michele-deprati)

BAGLIETTO · CANDIDATES 3 AND 4 OF 7



Tommaso Bilotta

Director for the Americas at Baglietto Yachts · Miami, United States

130

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

*** Commercial leadership** 30%  *Director for the Americas @ Baglietto Yachts (Jul 2024 – Present)*

*** Yacht network** 20%  *Vice President @ Azimut/Benetti Service; Brand Manager - Benetti Americas*

*** Technical and pricing** 20%  No evidence in the profile.

*** Business building** 20%  *President & Founder @ TB Yachting, LLC*

Leadership maturity 10%  No evidence in the profile.

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

CAREER

Director for the Americas · Baglietto Yachts Jul 2024 – Present

President & Founder · TB Yachting, LLC - YACHT ADVISOR Mar 2020 – Present

Sales Yacht Advisor · Camper & Nicholson's Sep 2018 – Jun 2024

Brand Manager - Benetti Americas · Azimut Benetti Service USA, Inc. Apr 2014 – Sep 2018

Vice President · Azimut|Benetti Service USA, Inc. Feb 2012 – Mar 2014

Sales Area Manager · Benetti Yachts Jan 2008 – Jan 2012

Marketing Manager - Riva Yachts · Ferretti Group Jan 2005 – Nov 2007

Education Harvard Business School Online Certificate in Negotiation Mastery; ISPI School Postgraduate Certificate Business in China · International Business/Trade/Commerce · **Languages** English · Full professional proficiency, English · Full professional proficiency, French · Limited working proficiency, Italian · Native or bilingual proficiency, Italian · Native or bilingual proficiency · **Profile** [linkedin.com/in/tommasobilotta](https://www.linkedin.com/in/tommasobilotta)



Egidio Bisson

Executive Director at Baglietto Yachts · La Spezia, Italy

100

OF 200

COO / TECHNICAL

POSSIBLE MATCH

*** Commercial leadership** 30%  No evidence in the profile.

*** Yacht network** 20%  No evidence in the profile.

*** Technical and pricing** 20%  *New Product Development @ Sanlorenzo Yacht; project manager @ Cantieri Navali Baglietto*

*** Business building** 20%  *Executive Director @ Baglietto Yachts (Oct 2025 – Present)*

Leadership maturity 10%  *Surveyor and project manager since 1999*

Reading. Since Oct 2025; a marine surveyor with his own practice, Sanlorenzo new product development, Azimut-Benetti project engineer, Baglietto project manager and Riva technical office before. The title says executive; the career says projects.

CAREER

Executive Director · Baglietto Yachts Oct 2025 – Present

senior surveyor · Spezia Yachts Surveyor Jan 2008 – Present

marine surveyor · istituto Giordano Jan 2008 – Nov 2025

New Product Development · Sanlorenzo Yacht Oct 2016 – Mar 2023

Project Engineer · Azimut - Benetti Apr 2012 – Dec 2016

Project Manager · M/Y Semi displacement 41 mt geosand Jan 2011 – Feb 2012

project manager · Cantieri Navali Baglietto Jan 2003 – Jan 2011

and 3 earlier roles

Education Università degli Studi di Genova; Istituto Cappellini perito navale · **Profile** [linkedin.com/in/egidio-bisson-4a26b3](https://www.linkedin.com/in/egidio-bisson-4a26b3)

BAGLIETTO · CANDIDATES 5 AND 6 OF 7



Filippo Censi Buffarini

Refit & After sales manager at Baglietto Yachts · Italy

100

OF 200

HYBRID COMMERCIAL-TECHNICAL

POSSIBLE MATCH

* Commercial leadership
30%



TECHNICAL AND SALES DIRECTOR @ Amico & Co Srl (Jan 2017 – 2021); Sales Director @ Cantieri Navali Genovesi

* Yacht network
20%



No evidence in the profile.

* Technical and pricing
20%



COST ESTIMATION AND PLANNING MANAGER @ Benetti Yachts; Naval Architecture and Marine Engineering

* Business building
20%



No evidence in the profile.

Leadership maturity
10%



No evidence in the profile.

Reading. Since Jul 2025; sales director of a Genoa yard, Benetti cost estimation and planning manager, technical and sales director of the Amico refit yard; naval architect. Technical and sales in one person at refit scale.

CAREER

Refit & After sales manager · Baglietto Yachts Jul 2025 – Present

Sales Director · Cantieri Navali Genovesi Jan 2021 – Aug 2025

COST ESTIMATION AND PLANNING MANAGER · Benetti Yachts Feb 2018 – Jan 2021

TECHNICAL AND SALES DIRECTOR · Amico & Co Srl Apr 1999 – Jan 2017

Education Università degli Studi di Genova Naval Architecture and Marine Engineer; Liceo classico Colombo Laurea magistrale in Ingegneria Navale e Meccanica · Laurea magistrale in Ingegneria Navale e Meccanica · **Profile** linkedin.com/in/filippo-censi-buffarini-762331146



Giovanni Melandri

Production, Refitting and After Sales Manager at Baglietto spa · La Spezia, Italy

80

OF 200

COO / TECHNICAL

POSSIBLE MATCH

* Commercial leadership
30%



No evidence in the profile.

* Yacht network
20%



No evidence in the profile.

* Technical and pricing
20%



Riva-Ferretti La Spezia Plant Manager @ Ferretti Group; CRN Production Manager

* Business building
20%



Production, Refitting and After Sales Manager @ Baglietto spa (May 2016 – Present)

Leadership maturity
10%



Production roles since 2004 at Admiral, CRN, Ferretti and Baglietto

Reading. Since 2016; Riva-Ferretti La Spezia plant manager, CRN production manager, Admiral project manager; former navy engineer officer, naval architect.

CAREER

Production, Refitting and After Sales Manager · Baglietto spa May 2016 – Present

Marine Engineer and Naval Architect · ship building Jan 1999 – Present

Shipyards Coordination Manager · Seanet May 2015 – May 2016

Riva-Ferretti La Spezia Plant Manager · Ferretti Group Jan 2013 – Apr 2015

CRN Production Manager · CRN YACHTS Mar 2009 – Dec 2012

CRN Steel Production Control and Planning Chief Engineer · CRN YACHTS Sep 2004 – Mar 2009

Project Manager and Production Engineer · Admiral Cantieri Navali Lavagna Jan 2002 – Sep 2004

and 2 earlier roles

Education Università degli Studi di Genova degree · Naval Architecture and Marine Engineering; post graduate courses run by various companies Naval architecture and Marine Engineer · **Languages** English · Professional working proficiency, Italian · Native or bilingual proficiency · **Profile** linkedin.com/in/giovanнимelandri

BAGLIETTO · CANDIDATE 7 OF 7



Andrea Lavagnino

Technical Director at Baglietto Spa · La Spezia, Italy

50

OF 200

COO / TECHNICAL POSSIBLE MATCH

★ Commercial leadership 30%		No evidence in the profile.
★ Yacht network 20%		No evidence in the profile.
★ Technical and pricing 20%		Technical Director @ Baglietto Spa (Jan 2023 – Present)
★ Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

Reading. Since Jan 2023; project manager on superyachts and patrol vessels, former navy officer; Genoa nautical engineer. No link to the page.

CAREER

Technical Director · Baglietto Spa Jan 2023 – Present
Technical Manager · Baglietto Spa Apr 2021 – Dec 2022
Project Manager - New build Superyacht 40-70 m steel/aluminum · Baglietto Spa Jul 2012 – Apr 2021
Project Manager - New build Patrol Vessels in GRP for the Department of Defense · Vemarnavi Srl Sep 2011 – Jul 2012
Project Manager - New build displ. Yachts steel/aluminum 43-46 m · Cantieri Navali Baglietto Sep 2008 – Sep 2011
Responsible for on board activities - Disl. Yachts 43 m steel/aluminum · Cantieri Navali Baglietto Spa Jul 2007 – Aug 2008
Italian Navy Officer · Italian Navy Dec 1999 – Nov 2002
Education University of Genoa Nautical Engineer - Master Degree; University of Genoa Nautical Engineer - First level · Profile linkedin.com/in/andrea-lavagnino-9625a62b

Benetti

ITALY · GRADE A+

The superyacht brand of the Azimut|Benetti group, building composite and steel yachts up to 108 m in Viareggio and Livorno.

1873 FOUNDED	Azimut Benetti · Vitelli family, PIF minority OWNER	EUR 581 m · 2024/25, division REVENUE	1st, 26 years · 163 projects GROUP RANK	29 to 108 m RANGE	Series, semi-custom steel platforms, full custom MODEL
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WHAT HAPPENED, 2023 TO 2026

Apr 2023	OWNER	Saudi PIF takes a 33% minority stake in the group
Sep 2023	TOP SEAT	Massimiliano Casoni, ex-Technogym COO, named general manager
Jun 2024	TOP SEAT	Daniela Petrozzi sales director; CCO Fanizza leaves
Aug 2025	BUILD	67 m Lady Estey delivered; 15th B.Now 50 M delivered
Jun 2026	MONEY	EUR 100 m more investment in the Tuscan yards to 2028
Oct 2026	DEAL	Group bids for the assets of The Italian Sea Group

WHAT IT ADDS UP TO

The custom engine of the world's largest yacht group is investing in sheds and bidding for TISG's yards; the general manager came from outside yachting.

FORMER LEADERS NOW ELSEWHERE

Alfonso Postorino · now Shipyard Director at Cantiere Rossini; was Sales Manager
Ferdinando Pilli · now General Manager at Lusben Refitting Yards; was Custom Operations Director
Sebastiano Fanizza · now Founder & Strategic Advisor at Elessargery; was Chief Commercial Officer

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Top seat · Marco Valle, Group CEO of Azimut-Benetti; Benetti's own general manager is not on the LinkedIn roster (the press names Massimiliano Casoni)
Daniela Petrozzi · Sales Director, since 2024
Peter Mahony · General Manager, Benetti Yachts Asia, since 2017
Sebastiano Vida · Head of Product, since 2023
Davide Vernocchi · Head of Procurement, since 2022
Senior layer · 6 people: sales and marketing 4, purchasing 1, engineering and design 1; all on the next slide
Candidates here · 5 in the pools, on the pages after the team

ORGANISATION

Group brand; a general manager from Technogym and Ferrari over a sales director

WHAT IT SHOWS FOR A NEW YARD

A brand general manager over a sales director, with finance and strategy held by the group.

Benetti · the top team

LINKEDIN, OCTOBER 2026 · 12 READ: 0 TOP, 6 SENIOR, 5 MANAGERS, 1 STAFF

Under the group: a Worldwide Sales Director and a Sales Director, a Head of Product over the whole range, Head of Procurement, a General Manager for Benetti Asia, and technical department heads (basic design, systems, outfitting, pre-contractual design and cost estimation).

TOP SEAT
Marco Valle, Group CEO of Azimut-Benetti; Benetti's own general manager is not on the LinkedIn roster (the press names Massimiliano Casoni) (from the press; not on the company page).

SENIOR LAYER, BY FUNCTION

SALES AND MARKETING	SALES AND MARKETING (CONTINUED)	ENGINEERING AND DESIGN	PURCHASING
Daniela Petrozzi Sales Director since 2024 GM POOL	Luigi Adamo Sales Director since 2024 HYBRID POOL	Sebastiano Vida Head of Product since 2023 HYBRID POOL	Davide Vernocchi Head of Procurement since 2022
Peter Mahony General Manager, Benetti Yachts Asia since 2017 GM POOL			
Roberto Corno Worldwide Sales Director; VP Sales CIS and Eastern Europe since 2017 HYBRID POOL			

MANAGERS

SALES AND MARKETING	ENGINEERING AND DESIGN	ENGINEERING AND DESIGN (CONTINUED)
Dario Schiavo Head of media communication	Enrico Del Macchia Head of systems technical office since 2020 Matteo Caldi Pre-contractual design and cost estimation department manager since 2024 Stefano Ursino Head of basic design department (custom) since 2025	Inca Falangola Head of outfitting division (technical office) since 2021

BENETTI · CANDIDATES 1 AND 2 OF 5



Luigi Adamo

Founder & Director of A S Y A at A S Y A · Lucca, Italy

150

OF 200

HYBRID COMMERCIAL-TECHNICAL

POSSIBLE MATCH

*** Commercial leadership** 30%  *Sales Director @ Sanlorenzo S.p.a. (Jul 2016 – Present)*

*** Yacht network** 20%  *General Manager @ Benetti Asia ltd (Nov 2014 – Nov 2024)*

*** Technical and pricing** 20%  *Università Federico II Napoli Naval Architect & Marine Engineering; Production Manager @ InRizzardi*

*** Business building** 20%  *Founder & Director of A S Y A*

Leadership maturity 10%  No evidence in the profile.

Reading. Sales Director since Jul 2016 (the profile also keeps Benetti Asia general manager and Azimut-Benetti roles open to 2024, so the dates are untidy). Naval architect and former skipper: production manager, project manager, Africa area sales manager, GM Benetti Asia, then Sanlorenzo sales. A technical-to-sales career at director level.

CAREER

Founder & Director of A S Y A · A S Y A Nov 2024 – Present

Sales Director · Sanlorenzo S.p.a. Jul 2016 – Present

General Manager · Benetti Asia ltd Nov 2014 – Nov 2024

Area Sales Manager AFRICA & Pre-Owned Fleet Manager · Azimut|Benetti Group Sep 2012 – Nov 2024

Project Manager · Azimut|Benetti Group Jan 2008 – Nov 2024

self-employed · self-employed Apr 2016 – Jun 2016

Production Manager · InRizzardi group Jan 2006 – Jan 2008

and 1 earlier roles

Education Università Federico II Napoli Naval Architect & Marine Engineering; Istituto Tecnico Nautico "Duca degli Abruzzi" aspirante capitano lungo corso · Navigazione e Meteorologia · **Profile** [linkedin.com/in/luigi-adamo-24141427](https://www.linkedin.com/in/luigi-adamo-24141427)



Peter Mahony

General Manager at Benetti Yachts Asia · UK

140

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

*** Commercial leadership** 30%  *Sales Director @ Sunseeker Sales Group (Apr 2000 – May 2009)*

*** Yacht network** 20%  *General Manager @ Benetti Yachts Asia (Sep 2017 – Present)*

*** Technical and pricing** 20%  No evidence in the profile.

*** Business building** 20%  *General Manager @ Princess Yachts South East Asia (Jan 2013 – Nov 2015)*

Leadership maturity 10%  *Regional general manager for three British and Italian brands*

Reading. Since Sep 2017; Sunseeker and Princess sales director and regional general manager before. No link to the page; read from the role row.

CAREER

General Manager · Benetti Yachts Asia Sep 2017 – Present

Sales Director · Sunseeker Yachts Singapore Pte Ltd Jan 2016 – Jul 2017

General Manager · Princess Yachts South East Asia Jan 2013 – Nov 2015

M Class Manager · Princess Motor Yacht Sales Jun 2011 – Jan 2013

M Class Manager · Princess Yachts International plc May 2009 – May 2011

Sales Director · Sunseeker Sales Group Apr 2000 – May 2009

Education Southampton Technical College C&G Mechanical Engineering · Engineering Technology, General · **Languages** English · **Profile** [linkedin.com/in/peter-mahony-30446763](https://www.linkedin.com/in/peter-mahony-30446763)

BENETTI · CANDIDATES 3 AND 4 OF 5



Roberto Corno

worldwide sales director at Benetti Yachts · Lucca, Italy

140

OF 200

HYBRID COMMERCIAL-TECHNICAL **POSSIBLE MATCH**

* Commercial leadership 30%		<i>worldwide sales director @ Benetti Yachts (Sep 2017 – Present)</i>
* Yacht network 20%		<i>large experience in selling luxury mega and giga Yachts from 30mt to 120mt (18Meuro to 400Meuro)</i>
* Technical and pricing 20%		<i>Technical Manager @ Colber (Jan 2000 – Apr 2001); Contract Sales Manager @ Nuovi Cantieri Apuania</i>
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		<i>Twenty years selling at Benetti</i>

Reading. Worldwide sales director since 2017, area manager from 2005; Ferretti after sales, Nuovi Cantieri Apuania contract sales, technical manager before; Politecnico di Milano. Sells 30-120 m yachts; a technical start, a sales career.

CAREER

worldwide sales director · Benetti Yachts Sep 2017 – Present
Sales Area Manager · Benetti Yachts 2005 – Sep 2017
After Sales Manager · Ferretti Group Nov 2003 – 2005
Contract Sales Manager · Nuovi Cantieri Apuania Apr 2001 – Nov 2003
Technical Manager · Colber Jan 2000 – Apr 2001
Education Politecnico di Milano · Languages English · Full professional proficiency, Italiano · Native or bilingual proficiency, français · Limited working proficiency · Profile linkedin.com/in/roberto-corno-40950b45



Sebastiano Vida

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

120

OF 200

HYBRID COMMERCIAL-TECHNICAL **POSSIBLE MATCH**

* Commercial leadership 30%		<i>Find the customer insight to define the product vision and product strategy for all the Benetti yachts</i>
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		<i>Pre-Contractual Design Manager & Cost Estimation Benetti Custom (Mar 2021 – Jul 2022); Project Manager</i>
* Business building 20%		<i>Head of Product Development Custom Yacht @ Benetti Yachts (Jul 2022 – Dec 2023)</i>
Leadership maturity 10%		No evidence in the profile.

Reading. 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.

CAREER

Head of Product Benetti · Benetti Yachts Dec 2023 – Present
Head of Product Development Custom Yacht · Benetti Yachts Jul 2022 – Dec 2023
Pre-Contractual Design Manager & Cost Estimation Benetti Custom · Benetti Yachts Mar 2021 – Jul 2022
Project Manager · Benetti Yachts Sep 2018 – Jul 2022
Project manager · Nuovi Cantieri Apuania Jul 2014 – Jul 2018
Architect, Yacht Designer · Axis Group Yacht Design Dec 2011 – Jun 2014
Architetto · Sanlorenzo spa May 2009 – Oct 2011
and 1 earlier roles
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 e Architettura · Languages Francese, Inglese · Profile linkedin.com/in/sebastiano-vida-25203542

BENETTI · CANDIDATE 5 OF 5



Daniela Petrozzi

Sales Director at Benetti Yachts · Italy

100

OF 200

COMMERCIALLY DRIVEN GM UNCLEAR

* Commercial leadership 30% Sales Director @ Benetti Yachts (May 2024 – Present)
* Yacht network 20% No evidence in the profile.
* Technical and pricing 20% No evidence in the profile.
* Business building 20% No evidence in the profile.
Leadership maturity 10% HEAD OF SALES COORDINATION DEPARTMENT- BENETTI YACHTS (Aug 2005 – May 2024)

Reading. Sales Director since May 2024 after nineteen years heading sales coordination at Benetti; the scope of the seat is not stated.

CAREER

Sales Director · Benetti Yachts May 2024 – Present
HEAD OF SALES COORDINATION DEPARTMENT- BENETTI YACHTS · Benetti Yachts Aug 2005 – May 2024
Sales Cordinator Manager · Azimut Benetti Group May 2023
Profile linkedin.com/in/daniela-petrozzi-a63822245

Sanlorenzo

ITALY · GRADE A+

Listed group controlled by Massimo Perotti, building made-to-measure yachts of 24 to 74 m; the only Italian builder still growing orders.

1958 FOUNDED	Massimo Perotti 61%, listed Milan OWNER	EUR 960 m · 2025 REVENUE	EUR 1.96 bn · 2025 BACKLOG	1,650 PEOPLE	2nd · 130 projects RANK
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WHAT HAPPENED, 2023 TO 2026

Mar 2024	DEAL	Buys 95% of Simpson Marine, the Asia-Pacific dealer
Aug 2024	DEAL	Buys 60% of Nautor Swan from the Ferragamo family
Dec 2024	TOP SEAT	New structure: Vincenzi heads the yacht units, Soria chief sales officer
Mar 2026	MONEY	Record 2025: revenue +3%, profit EUR 107 m, orders +16%
Apr 2026	TOP SEAT	Gianguido Girotti, ex-Beneteau, named CEO of Nautor Swan and Bluegame
Sep 2026	MONEY	Eighth straight quarter of order growth; H1 intake +18%

WHAT IT ADDS UP TO

Sanlorenzo keeps buying brands and dealers and keeps growing orders while Ferretti and TISG shrink; it also bid for TISG's La Spezia yard.

FORMER LEADERS NOW ELSEWHERE

Gennaro Candida De Matteo · now Consultant at Self-employed; was Vice President Operations - Superyacht Dision
Roberto Adelmo Zambrini · now Proprietario at Freelance; was Managing Director
Alfonso De Carolis · now Technical Director at The Italian Sea Group S.p.A; was Project Engineer

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Top seat · Massimo Perotti, Executive Chairman (controlling shareholder; not on the LinkedIn roster)

Andrea Senso · Group CRM and Digital Director, since 2025

Fabiano Ciampolini · Vice President Superyacht, Sales and Customers' Care, since 2025

Andrea Guido · Chief Operating Officer, Yacht business unit, since 2026

Danilo Frixione · Plant Director, Superyacht business unit (La Spezia), since 2025

Andrea Panarello · Technical Director, Superyacht, since 2022

Paolo Bertetti · Vice President R&D and product innovation, since 2015

Senior layer · 43 people: sales and marketing 11, production and operations 10, projects and service 6, finance, legal and it 4, general management 4, engineering and design 4, purchasing 3, people 1; all on the next slide

Candidates here · 19 in the pools, on the pages after the team

ORGANISATION

Listed, founder-controlled; corporate C-suite over yard presidents

WHAT IT SHOWS FOR A NEW YARD

The corporate model: a chief sales officer and unit presidents under a founder-chairman, with a formal plan to 2028.

Sanlorenzo · the top team

LINKEDIN, OCTOBER 2026 · 63 READ: 0 TOP, 43 SENIOR, 20 MANAGERS, 0 STAFF

TOP SEAT

Massimo Perotti, Executive Chairman (controlling shareholder; not on the LinkedIn roster) (from the press; not on the company page).

SENIOR LAYER, BY FUNCTION

GENERAL MANAGEMENT	SALES AND MARKETING	SALES AND MARKETING (CONTINUED)	SALES AND MARKETING (CONTINUED)	ENGINEERING AND DESIGN (CONTINUED)	PRODUCTION AND OPERATIONS (CONTINUED)	PRODUCTION AND OPERATIONS (CONTINUED)	PROJECTS AND SERVICE (CONTINUED)	PURCHASING	FINANCE, LEGAL AND IT (CONTINUED)
 Daniele Lucà CEO, Asia Pacific since 2025 GM POOL	 Andrea Senso Group CRM and Digital Director since 2025	 Paul Garbett Brand Marketing and Communications Director since 2025	 Alessandra Capozzi Brand Experience Director since 2025	 Simone Bruckner Group Chief R&D Officer since 2023 COO POOL	 Francesco Gioacchini Production director	 Luca Ghirlanda Production director	 Fulvio Desalvo Chief Service Officer, Americas since 2022	 Alessandro Murabito Purchasing Director since 2009	 Elena Cortesi, EMBA Group Chief Information Officer since 2025
 Ferruccio Rossi CEO, Sanlorenzo MED (distribution subsidiary) since 2024 SHORTLIST GM POOL	 Fabiano Ciampolini Vice President Superyacht, Sales and Customers' Care since 2025 HYBRID POOL	 Renato Bisignani Group Chief Marketing & Communications Officer since 2025	 Andrea Panarello Technical Director, Superyacht since 2022 COO POOL	 Andrea Guido Chief Operating Officer, Yacht business unit since 2026 COO POOL	 Giacomo Paiotti Plant Director since 2024 COO POOL	 Rino Urso Production director (executive) since 2005	 Marco Santoro Senior Director, Service Yacht since 2026 HYBRID POOL	 Damiano Vincenzo Patelli Chief Procurement Officer since 2025	 Michele Passerai Head of Management Control (group controller) since 2013
 Tommaso Vincenzi President, Yacht business unit since 2022 HYBRID POOL BENCHMARK	 Gabriele Stella Sales Director, Superyacht division since 2025 HYBRID POOL	 Santella Antonio Vice President Sales & Marketing, Superyacht since 2015 GM POOL	 Paolo Bertetti Vice President R&D and product innovation since 2015	 Danilo Frixione Plant Director, Superyacht business unit (La Spezia) since 2025 COO POOL	 Gianni Zerbola Industrial Executive Director, Yacht business unit since 2025 COO POOL	 Andrea Castagno Project Coordination Department Director; R&D ship platform manager since 2026 COO POOL	 Michele Bechelli Warranty and Refit Director, Superyacht division since 2022	 Luca Vignudelli Senior Director Purchasing, Superyacht supply chain since 1999	 Pier Francesco Acquaviva Group Chief Corporate Officer; Group HR Director since 2025
 Marco Viti President, SL Yacht; Vice President, Sanlorenzo since 2014 GM POOL	 Giuseppe Zecchin General Manager, Sanlorenzo Côte d'Azur since 2023	 Vincenzo Soria Chief Sales Officer since 2024 GM POOL BENCHMARK	 Sergio Buttiglieri Style Director since 2006	 Federico Agus COO, Sanlorenzo Arbatax since 2022	 Giulio Milani Plant Director since 2024 COO POOL	 Leonardo De Vita Plant Director, Yacht business unit (Viareggio) since 2023 COO POOL	 Mimmo Stelitano Project Manager Director, Yacht since 2003	 Diego Cavalli Chief Financial Officer since 2008	 Matteo della Rocca Group HR & Organization Senior Director since 2026

SANLORENZO · CANDIDATES 1 AND 2 OF 19



Ferruccio Rossi

Chief Executive Officer at Sanlorenzo MED · Italy

180

OF 200

COMMERCIALLY DRIVEN GM STRONG MATCH SHORTLIST

* Commercial leadership 30%		America Country Manager @ Ferretti Group (Sep 2009 – Jul 2012); CEO Riva SpA
* Yacht network 20%		General Manager & President Superyacht @ Sanlorenzo Yacht (Oct 2014 – May 2024)
* Technical and pricing 20%		Ten years running a steel and aluminium superyacht division: pricing and delivery sat with him
* Business building 20%		Group CEO @ Ferretti Group (Aug 2012 – May 2014)
Leadership maturity 10%		Builder of high-performing teams. Sound track record in delivering outstanding long-term industrial value creation

Reading. CEO of the group's Mediterranean distribution company since May 2024 after ten years as General Manager and President of the Superyacht division (2014-2024). Before: Group CEO of Ferretti (2012-2014), Ferretti America country manager, CEO of Riva (2005-2009), Permira investment manager, J.P. Morgan M&A; Bocconi summa cum laude. The most senior general manager on either list who is not an owner: has run a listed group, a brand and a 1,000-person superyacht division, and now sits in a smaller seat.

CAREER

Chief Executive Officer · Sanlorenzo MED May 2024 – Present

CEO Sanlorenzo MED · Sanlorenzo Yacht May 2024 – Present

General Manager & President Superyacht · Sanlorenzo Yacht Oct 2014 – May 2024

Chief Executive Officer · Sanlorenzo MED May 2024 – Present

Group CEO · Ferretti Group Aug 2012 – May 2014

America Country Manager · Ferretti Group Sep 2009 – Jul 2012

CEO Riva SpA · Ferretti Group Jun 2005 – Aug 2009

and 3 earlier roles

Education Università Bocconi 110/110 Summa cum laude · Business Administration · **Profile** [linkedin.com/in/ferruccio-rossi-85295815](#)



Daniele Lucà

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

160

OF 200

COMMERCIALLY DRIVEN GM STRONG MATCH

* Commercial leadership 30%		Executive Sales Director // Global @ Sanlorenzo Yacht (Aug 2023 – Mar 2025)
* Yacht network 20%		Driving the growth of Sanlorenzo, Bluegame and Nautor Swan across Asia Pacific
* Technical and pricing 20%		Business Development Manager @ FPT Industrial (FIAT Powertrain); Head of Sales Development @ SCANIA Italy
* Business building 20%		orchestrating a regional group of more than ten companies across highly diverse markets
Leadership maturity 10%		Senior Vice President Energy Transition // Global @ Snam S.p.A. (Mar 2020 – Aug 2023)

Reading. 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.

CAREER

Chief Executive Officer // Asia Pacific · Sanlorenzo Yacht Mar 2025 – Present

Executive Sales Director // Global · Sanlorenzo Yacht Aug 2023 – Mar 2025

Senior Vice President Energy Transition // Global · Snam S.p.A. Mar 2020 – Aug 2023

Business Development Director // EMEA · FCA Fiat Chrysler Automobiles Apr 2017 – Mar 2020

Head of Sales Development, Marketing & Communications // Italy · SCANIA Italy Sep 2012 – Dec 2016

Head of Corporate Sales & International Development · Piaggio Group Apr 2010 – Sep 2012

Business Development Manager · FPT Industrial (FIAT Powertrain Technologies) 2007 – 2010

and 1 earlier roles

Education ESCP Europe MBA · Executive Master in Business Administration; Cornell University - Johnson Graduate School of Management Executive Education, Innovation Program · **Languages** English · Full professional proficiency, Italian · Native or bilingual proficiency, Spanish · **Profile** [linkedin.com/in/daniele-luca](#)

SANLORENZO · CANDIDATES 3 AND 4 OF 19



Fabiano Ciampolini

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

150

OF 200

HYBRID COMMERCIAL-TECHNICAL

STRONG MATCH

* Commercial leadership
30%



VICE PRESIDENT SUPERYACHT Sales & Customers' Care @ Sanlorenzo Yacht (Jul 2023 – Present)

* Yacht network
20%



CUSTOMERS' CARE EXECUTIVE DIRECTOR - Superyachts Under Construction (Jan 2025 – Present)

* Technical and pricing
20%



PROJECT MANAGERS DIRECTOR @ Sanlorenzo Yacht (Sep 2017 – Jan 2023)

* Business building
20%



Project and Service Management Manager @ Cantieri Navali Baglietto

Leadership maturity
10%



Project manager since 2003 at Benetti, Baglietto and Sanlorenzo

Reading. 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.

CAREER

CUSTOMERS' CARE EXECUTIVE DIRECTOR - Superyachts Under Costruction and After Sales · Sanlorenzo Yacht Jan 2025 – Present

VICE PRESIDENT SUPERYACHT Sales & Customers' Care · Sanlorenzo Yacht Jul 2023 – Present

VICE PRESIDENT SUPERYACHT - Project / Decor / Client Management · Sanlorenzo Yacht Jan 2023 – Jul 2023

PROJECT MANAGERS DIRECTOR · Sanlorenzo Yacht Sep 2017 – Jan 2023

Project and Production Manager · SANLORENZO SPA Mar 2010 – Sep 2017

Project and Service Management Manager · Cantieri Navali Baglietto S.p.A. Feb 2008 – Mar 2010

Project Manager · Benetti Jan 2005 – Feb 2008

and 1 earlier roles

Education World Business Forum 2023 (WOBI Milano); World Business Forum 2022 (WOBI Milano) · **Profile** [linkedin.com/in/fabiano-ciampolini-903564110](https://www.linkedin.com/in/fabiano-ciampolini-903564110)



Tommaso Vincenzi

President Business Unit Yacht, Sanlorenzo s.p.a. at Sanlorenzo Yacht · Ameglia, Italy

150

OF 200

HYBRID COMMERCIAL-TECHNICAL

STRONG MATCH

BENCHMARK LEADER

* Commercial leadership
30%



President Business Unit Yacht, Sanlorenzo s.p.a. (Jun 2022 – Present)

* Yacht network
20%



No evidence in the profile.

* Technical and pricing
20%



Technical Director, Business Unit Yacht @ Sanlorenzo Yacht (Jan 2012 – Mar 2015)

* Business building
20%



Vice President Operations, COO, Business Unit Yacht @ Sanlorenzo Yacht (Apr 2015 – May 2022)

Leadership maturity
10%



Fourteen years at one group across three seats

Reading. President of the Yacht business unit since Jun 2022 (the brief's 'Brand CEO'); Vice President Operations and COO of the unit 2015-2022, Technical Director 2012-2015, engineering director at Sessa Marine before. Engineer. The brief names him; the operations-to-president path inside a listed group.

CAREER

President Business Unit Yacht, Sanlorenzo s.p.a. · Sanlorenzo Yacht Jun 2022 – Present

Vice President Operations, COO, Business Unit Yacht · Sanlorenzo Yacht Apr 2015 – May 2022

Technical Director, Business Unit Yacht · Sanlorenzo Yacht Jan 2012 – Mar 2015

Engineering Director · SESSA MARINE 2002 – 2008

Education Ferrara University Ingegnere · **Profile** [linkedin.com/in/tommaso-vincenzi-067b0033](https://www.linkedin.com/in/tommaso-vincenzi-067b0033)

SANLORENZO · CANDIDATES 5 AND 6 OF 19



Gianni Zerbola

Industrial Executive Director - B.U. Yacht at Sanlorenzo Yacht · Italy

100

OF 200

COO / TECHNICAL STRONG MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Industrial Executive Director - B.U. Yacht @ Sanlorenzo Yacht (Jun 2025 – Present)
* Business building 20%		Plant Director - MonteCarlo Yachts @ Beneteau (Jun 2009 – Nov 2015); Lancio di Start-up aziendali e di progetti di cambiamento
Leadership maturity 10%		Plant director since 2002 at Azimut, Beneteau and Sanlorenzo

Reading. Industrial executive director since Jun 2025, industrial director 2023-2025, supply chain director, plant and process development director since 2015; plant director of Monte Carlo Yachts (Beneteau) 2009-2015 and of Azimut's Atlantis plant 2002-2009; SKF prototype shop. Has launched plants and start-ups; the industrial half of the Yacht unit.

CAREER

Industrial Executive Director - B.U. Yacht · Sanlorenzo Yacht Jun 2025 – Present

Industrial Director · Sanlorenzo Yacht Jan 2023 – Jun 2025

Supply Chain Director · Sanlorenzo Yacht Jan 2022 – Jan 2023

Plant & Process Development Director · Sanlorenzo S.p.a. Dec 2016 – Apr 2022

Process Development Director · SANLORENZO SPA Dec 2015 – Apr 2022

Plant Director - MonteCarlo Yachts · Beneteau Jun 2009 – Nov 2015

Plant Director Atlantis SpA · Azimut Yachts Aug 2002 – May 2009

and 1 earlier roles

Education Turin Mechanical Engineer Diploma; Politecnico di Torino Ingegneria meccanica · **Languages** Inglese · Professional working proficiency · **Profile** linkedin.com/in/gianni-zerbola-a0b15044



Danilo Frixione

Plant Director at Sanlorenzo Yacht · La Spezia, Italy

80

OF 200

COO / TECHNICAL STRONG MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		I lead end-to-end production of 11 yachts ranging from 42 to 75 meters, from outfitting through sea trials and final delivery
* Business building 20%		Shipyard Director @ Perini Navi (Sep 2017 – Jul 2018)
Leadership maturity 10%		nearly 20 years of experience across superyacht construction, naval architecture, and shipyard operations

Reading. 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.

CAREER

Plant Director · Sanlorenzo Yacht Nov 2025 – Present

Head of Production · Sanlorenzo Yacht Apr 2024 – Nov 2025

Production Director over 500 GT · Sanlorenzo Yacht Oct 2020 – Apr 2024

Direttore · Eurocompositi srl Jul 2018 – Oct 2020

Shipyard Director · Perini Navi Sep 2017 – Jul 2018

Shipyard manager - Responsabile di Cantiere · Picchiotti Yachts Nov 2014 – Aug 2017

Project Manager · Picchiotti Srl - Perini Navi Group Jul 2014 – Sep 2016

and 3 earlier roles

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

SANLORENZO · CANDIDATES 7 AND 8 OF 19



Andrea Guido

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

70

OF 200

COO / TECHNICAL STRONG MATCH

* Commercial leadership	30%	No evidence in the profile.
* Yacht network	20%	No evidence in the profile.
* Technical and pricing	20%	Chief Operating Officer - BU Yacht @ Sanlorenzo Yacht (Oct 2026 – Present); Technical & NPd Director (2022-2026)
* Business building	20%	New Product Development Director @ Sanlorenzo Yacht (Sep 2021 – Dec 2022)
Leadership maturity	10%	No evidence in the profile.

Reading. 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.

CAREER

Chief Operating Officer - BU Yacht · Sanlorenzo Yacht Oct 2026 – Present

Technical & NPd Director · Sanlorenzo Yacht Dec 2022 – Oct 2026

New Product Development Director · Sanlorenzo Yacht Sep 2021 – Dec 2022

Product Development Manager · Sanlorenzo S.p.a. Jan 2018 – Sep 2021

Product Development Engineering Manager · Sanlorenzo S.p.a. Jan 2016 – Jan 2018

Ingegnere Nuovi Progetti Ufficio Tecnico · Sanlorenzo S.p.a. Feb 2007 – Dec 2015

Education ESCP Candidate GMP 2026 · Business Administration and Management, General; Università degli Studi di Genova / University of Genoa Laurea Specialistica in Ingegneria Nautica · Ingegneria Navale · **Profile** [linkedin.com/in/andrea-guido-11a26041](https://www.linkedin.com/in/andrea-guido-11a26041)



Marco Viti

President SL Yacht at Sanlorenzo Spa · La Spezia, Italy

180

OF 200

COMMERCIALLY DRIVEN GM POSSIBLE MATCH

* Commercial leadership	30%	Direttore vendite @ Sanlorenzo SPA (Nov 1992 – Dec 2011)
* Yacht network	20%	Thirty-three years selling Sanlorenzo yachts
* Technical and pricing	20%	Twelve years presiding over the yacht division
* Business building	20%	President SL Yacht @ Sanlorenzo Spa (Oct 2014 – Present)
Leadership maturity	10%	vice presidente @ Sanlorenzo Spa (Jan 2012 – Present)

Reading. President of SL Yacht since 2014 and group vice president since 2012; Sanlorenzo sales director 1992-2011, Tecnomarine Italy sales director before. Career since 1986: the group's senior salesman turned division president, likely beyond the age for a greenfield seat, but the deepest Italian owner network on the roster.

CAREER

President SL Yacht · Sanlorenzo Spa Oct 2014 – Present

President SL Yacht · Sanlorenzo Spa Oct 2014 – Present

vice presidente · Sanlorenzo Spa Jan 2012 – Present

Direttore vendite · Sanlorenzo SPA Nov 1992 – Dec 2011

Direttore vendite italia · Tecnomarine spa Oct 1989 – Oct 1992

Venditore · Barberis spa Jan 1986 – May 1989

Education Liceo Scientifico Isef · **Languages** Francese · **Profile** [linkedin.com/in/marco-viti-9390334a](https://www.linkedin.com/in/marco-viti-9390334a)

SANLORENZO · CANDIDATES 9 AND 10 OF 19



Vincenzo Soria

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

160

OF 200

- COMMERCIALLY DRIVEN GM
- POSSIBLE MATCH
- BENCHMARK LEADER

* Commercial leadership		Chief Sales Officer (CSO) @ Sanlorenzo Yacht (Dec 2024 – Present)
30%		
* Yacht network		Sales Director @ Danimar Srl_Official dealer AZIMUT YACHT (Sep 2002 – Jul 2014)
20%		
* Technical and pricing		No evidence in the profile.
20%		
* Business building		Managing Director_Founder @ V Marine; Founder @ Azimut Yachts France
20%		
Leadership maturity		Dealer principal for two decades before the group seat
10%		

Reading. 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.

CAREER

Chief Sales Officer (CSO) · Sanlorenzo Yacht Dec 2024 – Present

Managing Director_Founder · V Marine Sep 2014 – Present

Founder · Azimut Yachts France 2018 – Aug 2022

Sales Director · Danimar Srl_Official dealer AZIMUT YACHTS Sep 2002 – Jul 2014

Export Luxury brand · Geodis Zust Ambrosetti Oct 2001 – May 2002

Assistant · F.lli De Georgio 2000 – Sep 2001

Education Università di Bologna Master in Diritto ed Economia dei Trasporti e della Logistica internazionale; Libera Università degli Studi 'San Pio V', Roma Laurea in Scienze Politiche · **Profile** [linkedin.com/in/vincenzo-soria-03071064](https://www.linkedin.com/in/vincenzo-soria-03071064)



Santella Antonio

Direttore at Nautor Swan · La Spezia, Italy

140

OF 200

- COMMERCIALLY DRIVEN GM
- POSSIBLE MATCH

* Commercial leadership		Vice President Sales & Marketing Superyacht @ Sanlorenzo S.p.a. (Jan 2015 – Present)
30%		
* Yacht network		Sales & Marketing Director @ Baglietto spa (Jan 2001 – Jan 2006)
20%		
* Technical and pricing		No evidence in the profile.
20%		
* Business building		Superyacht Division Director @ Sanlorenzo S.p.a. (Jan 2006 – Jan 2012)
20%		
Leadership maturity		Selling yachts since 1981
10%		

Reading. VP since 2015 and superyacht division director 2006-2012; also a Nautor Swan director since Oct 2024; Baglietto sales and marketing director 2001-2006, Uniesse sales director 1989-2001. Career since 1981.

CAREER

Direttore · Nautor Swan Oct 2024 – Present

Vice President Sales & Marketing Superyacht · Sanlorenzo S.p.a. Jan 2015 – Present

Owner and Principal · Bluebay yachts & luxury planet Jan 2012 – Dec 2014

Superyacht Division Director · Sanlorenzo S.p.a. Jan 2006 – Jan 2012

Sales & Marketing Director · Baglietto spa Jan 2001 – Jan 2006

Sales Director · Uniesse 1989 – 2001

Socio e Resp. Commerciale · Murphy & Nye 1982 – 1988

and 1 earlier roles

Education Liceo classico Scuola media superiore; Scuola di Direzione Aziendale · **Languages** Francese · Full professional proficiency, Inglese · Full professional proficiency, Italiano · Native or bilingual proficiency, Spagnolo · Professional working proficiency · **Profile** [linkedin.com/in/santella-antonio-61bbb448](https://www.linkedin.com/in/santella-antonio-61bbb448)

SANLORENZO · CANDIDATES 11 AND 12 OF 19



Gabriele Stella

Superyacht Sales Director at Sanlorenzo Yacht · Lerici, Italy

130

OF 200

HYBRID COMMERCIAL-TECHNICAL POSSIBLE MATCH

* Commercial leadership		30%	Superyacht Sales Director @ Sanlorenzo Yacht (Feb 2025 – Present)
* Yacht network		20%	leading the sales department on Superyacht Division, overseeing activities of the junior professionals
* Technical and pricing		20%	Project Manager @ Sanlorenzo S.p.a. (Sep 2016 – Feb 2020); After Sales Manager (2013-2015)
* Business building		20%	No evidence in the profile.
Leadership maturity		10%	No evidence in the profile.

Reading. 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.

CAREER

Superyacht Sales Director · Sanlorenzo Yacht Feb 2025 – Present

Head of Sales · Sanlorenzo Yacht Jul 2023 – Feb 2025

Sales Manager · Sanlorenzo Yacht Feb 2020 – Sep 2023

Project Manager · Sanlorenzo S.p.a. Sep 2016 – Feb 2020

Deputy Project Manager · SANLORENZO SPA Apr 2015 – Aug 2016

After Sales Manager · SANLORENZO SPA Jan 2013 – Apr 2015

General Manager Assistant · SANLORENZO SPA Oct 2012 – Jan 2013

and 4 earlier roles

Education Politecnico di Milano Laurea in Ingegneria Gestionale · Facoltà di Ingegneria dei Sistemi; Liceo G.D. Cassini Maturità Classica · **Languages** Francese · Limited working proficiency, Inglese · Full professional proficiency, Italiano · Native or bilingual proficiency · **Profile** linkedin.com/in/gabriele-stella-4455a032



Marco Santoro

Senior Director Service Yacht at Sanlorenzo Yacht · La Spezia, Italy

130

OF 200

HYBRID COMMERCIAL-TECHNICAL POSSIBLE MATCH

* Commercial leadership		30%	Vice President Refit & Retail Works @ Ferretti Group (Mar 2020 – Dec 2022)
* Yacht network		20%	After Sales & Service Director - Global @ Ferretti Group (Feb 2015 – Mar 2020)
* Technical and pricing		20%	Naval Architect and Marine Engineer (Napoli Federico II)
* Business building		20%	Chief Executive Officer @ RMK Merrill-Stevens (Jan 2023 – Jul 2023); Managing Director Quick USA
Leadership maturity		10%	Director level since 2013

Reading. 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 RMK Merrill-Stevens (RMK Marine's Miami yard) for six months in 2023, Managing Director of Quick USA 2023-2026. RMK knows him already; the sales exposure is after-sales and refit, not new-build.

CAREER

Senior Director Service Yacht · Sanlorenzo Yacht Sep 2026 – Present

Managing Director Quick USA · Quick USA Jul 2023 – Aug 2026

Chief Executive Officer · RMK Merrill-Stevens Jan 2023 – Jul 2023

Vice President Refit & Retail Works · Ferretti Group Mar 2020 – Dec 2022

After Sales & Service Director - Global · Ferretti Group Feb 2015 – Mar 2020

After Sales & Service Director - Americas · Ferretti Group Jan 2013 – Jan 2015

Engineering Department · Rodriguez Yachts Srl Feb 2002 – Oct 2002

and 4 earlier roles

Education Bologna Business School Corporate master in business administration; Università degli Studi di Napoli Federico II Naval Architect and Marine Engineer · **Languages** English · Full professional proficiency, Italian · Native or bilingual proficiency, Spanish · Limited working proficiency · **Profile** linkedin.com/in/marco-santoro-74675935

SANLORENZO · CANDIDATES 13 AND 14 OF 19



Valerio Tesei

Sales Director at Sanlorenzo Yacht · Viareggio, Italy

130

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

*** Commercial leadership** 30%  *Sales Director @ Sanlorenzo Yacht (Jan 2025 – Present)*

*** Yacht network** 20%  *Managing Director @ Azimut Yachts France (Jan 2018 – Aug 2022)*

*** Technical and pricing** 20%  No evidence in the profile.

*** Business building** 20%  *Managing Partner @ V Marine (Sep 2014 – May 2025)*

Leadership maturity 10%  No evidence in the profile.

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

CAREER

Sales Director · Sanlorenzo Yacht Jan 2025 – Present

Managing Partner · V Marine Sep 2014 – May 2025

Managing Director · Azimut Yachts France Jan 2018 – Aug 2022

Sales and Marketing Manager · Danimar Sep 2003 – Aug 2014

Free Lance Journalist · Edisport Sep 2003 – Dec 2008

Account Executive · Saatchi & Saatchi Advertising Mar 2002 – Aug 2003

Lieutenant · Italian Air Force Oct 2000 – Mar 2002

Education Università degli studi Roma TRE BS · Economics · **Languages** English, French · Elementary proficiency · **Profile** [linkedin.com/in/valeriotesei](https://www.linkedin.com/in/valeriotesei)



Andrea Castagno

R&D Projects & Ship Platform Manager at Sanlorenzo Yacht · La Spezia, Italy

100

OF 200

COO / TECHNICAL

POSSIBLE MATCH

*** Commercial leadership** 30%  No evidence in the profile.

*** Yacht network** 20%  *Consolidata competenza nella gestione dei rapporti con Armatori Privati e Governativi*

*** Technical and pricing** 20%  *Lead Project Engineer del Megayacht Serene - 134m @ Fincantieri Yachts (2006 – 2012)*

*** Business building** 20%  *Project Coordination Department Director @ Sanlorenzo Yacht (Feb 2024 – Present)*

Leadership maturity 10%  *Esperienza lungo l'intero ciclo di vita della Nave dalla acquisizione del Contratto fino al Post Vendita*

Reading. Department director since Feb 2024 and platform manager since Mar 2026; TISG project manager, Fincantieri lead project engineer on the 134 m Serene and after-sales head; naval and mechanical engineer.

CAREER

R&D Projects & Ship Platform Manager · Sanlorenzo Yacht Mar 2026 – Present

Project Coordination Department Director · Sanlorenzo Yacht Feb 2024 – Present

Project Engineers and Architects Manager · Sanlorenzo Yacht Oct 2023 – Jan 2024

Project Manager · The Italian Sea Group May 2019 – Feb 2024

Project Manager · Ecospray Technologies Feb 2016 – Apr 2019

Responsabile Produzione Post Vendita (After Sales Operations) Navi Militari · FINCANTIERI S.p.A. 2013 – 2015

Lead Project Engineer del Megayacht Serene - 134m · Fincantieri Yachts 2006 – 2012

and 4 earlier roles

Education Università degli Studi di Genova Ingegneria Navale e Meccanica; Liceo Vittorio da Feltre Maturità Classica · **Languages** English · Professional working proficiency, Italian · Native or bilingual proficiency, Spanish · Elementary proficiency · **Profile** [linkedin.com/in/andreacastagno1](https://www.linkedin.com/in/andreacastagno1)

SANLORENZO · CANDIDATES 15 AND 16 OF 19



Simone Bruckner

Group Chief R&D Officer at Sanlorenzo Yacht · Italy

100

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Group Chief R&D Officer @ Sanlorenzo Yacht (Dec 2023 – Present); R&D Manager @ Azimut-Benetti
* Business building 20%		General Manager @ TESIO COOLING SYSTEMS; Managing Director @ Cressall Resistors
Leadership maturity 10%		General management seats 2009-2023

Reading. Since Dec 2023; general manager of two industrial firms (Tesio, Cressall, SIEM) 2009-2023, Azimut-Benetti R&D manager and site manager 1999-2009; mechanical engineer.

CAREER

Group Chief R&D Officer · Sanlorenzo Yacht Dec 2023 – Present

General Manager · Tesio Cooling Systems S.p.a. Nov 2021 – Nov 2023

Managing Director · Cressall Resistors Ltd Apr 2015 – Nov 2023

General Manager · SIEM Fusani srl Oct 2009 – Mar 2015

Site Manager · Azimut-Benetti Jan 2008 – Sep 2009

R&D Manager · Azimut-Benetti Feb 2002 – Jan 2008

Project Manager · Marconi Communications Mar 2001 – Jan 2002

and 3 earlier roles

Education SDA Bocconi R&D manager · R&D management; Università degli Studi di Genova Mechanical Engineering · Genova · **Languages** Inglese · Professional working proficiency, Italiano · Native or bilingual proficiency · **Profile** linkedin.com/in/simone-bruckner-3b75051



Giacomo Paiotti

Plant Director at Sanlorenzo Yacht · Lucca, Italy

70

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Plant Director @ Sanlorenzo Yacht (Dec 2024 – Present); GRP Production Manager (2019-2024)
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

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

CAREER

Plant Director · Sanlorenzo Yacht Dec 2024 – Present

GRP Production Manager · Sanlorenzo Yacht Apr 2019 – Nov 2024

Technical Department · Sanlorenzo Yacht Mar 2007 – Apr 2019

Education Università di Pisa Ingegnere Aerospaziale · Ingegneria · **Profile** linkedin.com/in/giacomo-paiotti-63b81a47

SANLORENZO · CANDIDATES 17 AND 18 OF 19



Giulio Milani

Plant Director at Sanlorenzo Yacht · Lucca, Italy

70

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership		No evidence in the profile.
30%		
* Yacht network		No evidence in the profile.
20%		
* Technical and pricing		Plant Director @ Sanlorenzo Yacht (Feb 2024 – Present)
20%		
* Business building		Managing Partner @ Yacht Controller FZC (Oct 2013 – Jan 2018)
20%		
Leadership maturity		No evidence in the profile.
10%		

Reading. Plant director since Feb 2024, production manager 2018-2024; Azimut-Benetti product manager, own yacht-controls business; aerospace engineer.

CAREER

Plant Director · Sanlorenzo Yacht Feb 2024 – Present
Production Manager · SANLORENZO S.P.A. Jan 2018 – Feb 2024
Managing Partner · Yacht Controller FZC Oct 2013 – Jan 2018
Independent Consultant · Self Employed Jun 2005 – Sep 2013
Marine Workshop Manager · Tandeem Real Estate Jun 2004 – May 2005
Product Manager · Azimut Benetti Group May 2001 – May 2004
Education Universita' degli studi di Pisa Bachelor of aerospace engineer · Aerospace, Aeronautical and Astronautical Engineering · Languages English, Italian · Profile linkedin.com/in/giulio-milani-95765ab8



Leonardo De Vita

Direttore di Stabilimento at Sanlorenzo Yacht · La Spezia, Italy

70

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership		No evidence in the profile.
30%		
* Yacht network		No evidence in the profile.
20%		
* Technical and pricing		Direttore di Stabilimento @ Sanlorenzo Yacht (Oct 2023 – Present); Technical Director - BU Yacht (2020-2022)
20%		
* Business building		No evidence in the profile.
20%		
Leadership maturity		No evidence in the profile.
10%		

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

CAREER

Direttore di Stabilimento · Sanlorenzo Yacht Oct 2023 – Present
Deputy Direttore di Stabilimento - BU Yacht · Sanlorenzo Yacht Nov 2022 – Sep 2023
Technical Director - BU Yacht · Sanlorenzo Yacht Jan 2020 – Nov 2022
Responsabile tecnico BU Yacht · Sanlorenzo S.p.a. Jan 2018 – Dec 2019
Responsabile ufficio tecnico BU Yacht · SANLORENZO SPA Jan 2015 – Dec 2017
Responsabile area impianti ed allestimento · SANLORENZO SPA Jan 2012 – Dec 2014
Project Engineer · SANLORENZO SPA Jan 2011 – Dec 2011
and 2 earlier roles
Education Università "Federico II" - Napoli Laurea · Ingegneria Navale; Liceo Scientifico "Leonardo Da Vinci" - Salerno Diploma · Profile linkedin.com/in/ldevita

SANLORENZO · CANDIDATE 19 OF 19



Andrea Panarello

Technical Director at Sanlorenzo Yacht · La Spezia, Italy

COO / TECHNICAL POSSIBLE MATCH

50

OF 200

★ Commercial leadership 30% No evidence in the profile.
★ Yacht network 20% No evidence in the profile.
★ Technical and pricing 20% Technical Director @ Sanlorenzo Yacht (Jul 2022 – Present); Passenger Ship New Building Project Manager @ Lloyd's Register
★ Business building 20% No evidence in the profile.
Leadership maturity 10% No evidence in the profile.

Reading. Since Jul 2022; twenty years at Lloyd's Register (surveyor, passenger-ship newbuild project manager); naval engineer.

CAREER

Technical Director · Sanlorenzo Yacht Jul 2022 – Present
Passenger Ship New Building Project Manager · Lloyd's Register Jan 2017 – Jul 2022
Senior Surveyor/ISM, ISPS Lead Auditor · Lloyd's Register Jan 2002 – Jul 2022
Guardiamarina · Italian Navy Oct 2000 – Dec 2001
Education Università agli studi di Genova Laurea · Ingegneria navale; Liceo Scientifico Diploma · Languages inglese · Profile linkedin.com/in/andrea-panarello-83b27952

Cantiere delle Marche

ITALY · GRADE A+

Ancona builder of 26 to 50 m steel explorer yachts on semi-custom platforms, run by its two founders under a new family-office owner.

2010 FOUNDED	CLP2 (Cagnoli, Loro Piana) majority since 2026 OWNER	not published REVENUE	11 to 13 yachts IN BUILD	26 to 50 m RANGE	17th · 15 projects RANK
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WHAT HAPPENED, 2023 TO 2026

Jun 2024	BUILD	45 m Flexplorer MAT delivered
2025	BUILD	45.7 m full-custom Tremenda delivered; commended in 2026 awards
Oct 2025	OWNER	CLP2 signs for a majority stake; founders stay as managers
Feb 2026	DEAL	Two custom 45 m explorers sold in one week, delivery 2028
Apr 2026	OWNER	Takeover completed; FIL Bros family office exits
Jul 2026	BUILD	Fourth launch in four months, the 33 m Ammonite

WHAT IT ADDS UP TO

Two ownership changes in four years and the founders still run the yard; the newest orders deliver in 2028.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Gianluca Ciniero · Managing Director, Cantiere delle Marche, since 2026

Candidates here · 1 in the pools, on the pages after the team

ORGANISATION

Founder-managers with a family-office majority shareholder

WHAT IT SHOWS FOR A NEW YARD

Founder-managers with a financial owner behind them: the owner buys, the founders keep selling and building.

Cantiere delle Marche · the top team

LINKEDIN, OCTOBER 2026 · 1 READ: 1 TOP, 0 SENIOR, 0 MANAGERS, 0 STAFF

TOP SEAT



Gianluca Ciniero

Managing Director, Cantiere delle Marche

since 2026

HYBRID POOL

CANTIERE DELLE MARCHE · CANDIDATE 1 OF 1



Gianluca Ciniero

Managing Director at Cantiere delle Marche · Ancona, Italy

140

OF 200

HYBRID COMMERCIAL-TECHNICAL

STRONG MATCH

* Commercial leadership

30%



No evidence in the profile.

* Yacht network

20%



Project Manager @ CRN YACHTS; Product Lifetime Manager @ Ferretti Group

* Technical and pricing

20%



Head of Engineering @ CRN YACHTS (to Jun 2024); Operation Manager @ CRN YACHTS (2019-2024)

* Business building

20%



Managing Director @ Cantiere delle Marche (Jun 2026 – Present); Chief Operating Officer @ Cantiere delle Marche

Leadership maturity

10%



No evidence in the profile.

Reading. 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.

CAREER

Managing Director · Cantiere delle Marche Jun 2026 – Present

Chief Operating Officer · Cantiere delle Marche Jun 2024 – Jul 2026

Head of Engineering · CRN YACHTS Mar 2019 – Jun 2024

Operation Manager · CRN YACHTS Mar 2017 – Jul 2019

Project Manager · Cantiere delle Marche Nov 2014 – Feb 2017

Project Manager · CRN YACHTS Jun 2012 – Dec 2014

Product Lifetime Manager · Ferretti Group Jan 2010 – Dec 2012

and 2 earlier roles

Education Università Politecnica delle Marche Ingegnere Meccanico V.O. · Università Politecnica delle Marche ·
Languages Inglese · **Profile** [linkedin.com/in/gianluca-ciniero-8340a243](https://www.linkedin.com/in/gianluca-ciniero-8340a243)

Tankoa Yachts

ITALY · GRADE A+

Genoa builder of 45 to 72 m steel yachts owned by the Orsi family and run by a former Benetti CEO, adding capacity fast.

2007 FOUNDED	Orsi family OWNER	not published REVENUE	3 to 4 yachts a year OUTPUT	45 to 72 m RANGE	18th · 10 projects RANK
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WHAT HAPPENED, 2023 TO 2026

Jun 2024	BUILD	58 m Diamond Binta launched
Jul 2025	BUILD	First hull built at the Civitavecchia site arrives in Genoa
Sep 2025	DEAL	Takes over the OTAM yard and brand next door in Genoa
Mar 2026	DEAL	72 m full-custom T720 sold to a US owner for 2030
Jun 2026	BUILD	Keel laid for the 61 m Project Dream, delivery 2029
Oct 2026	DEAL	CEO Poerio leads the consortium bidding for TISG, rumoured EUR 260 m

WHAT IT ADDS UP TO

Hulls in Civitavecchia, outfitting in Genoa, a second yard bought in 2025, and a CEO who may end up running TISG as well.

FORMER LEADERS NOW ELSEWHERE

Andrea Parodi · now General Manager at Eurocraft Cantieri Navali srl; was HEAD OF TECHNICAL DEPARTMENT
Nicola Camuffo · now Chief Technical Officer at Hydro Tec; was Technical Director

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Edoardo RATTO · Direttore Generale, since 2008
Eva Orsi · President, since 2018
Vincenzo Poerio · Joint CEO
Giuseppe Mazza · Sales and Marketing Manager, since 2018
Isabella Picco · Head of Marketing and Communication, since 2025
Alessio Risso · Shipyard Manager (Genoa), since 2023
Senior layer · 7 people: production and operations 3, sales and marketing 2, finance, legal and it 1, purchasing 1; all on the next slide
Candidates here · 3 in the pools, on the pages after the team

ORGANISATION

Family owner; outside CEO (ex-Benetti) with a co-CEO and a sales manager

WHAT IT SHOWS FOR A NEW YARD

Family owner above an outside CEO with a co-CEO and a sales manager: the owner keeps the chair, hires the operator.

Tankoa Yachts · the top team

LINKEDIN, OCTOBER 2026 · 75 READ: 3 TOP, 7 SENIOR, 26 MANAGERS, 39 STAFF

A president from the shareholder side, a joint CEO and a long-serving general manager, over a yard-level layer: shipyard managers for Genoa and Civitavecchia, a head of production (from TISG, 2025), head of management control, purchase manager, one sales and marketing manager and one business development manager, head of marketing and communication, and technical department heads (systems, structures, hull).

TOP SEAT



Edoardo RATTO
Direttore Generale
since 2008



Eva Orsi
President
since 2018
OWNER FAMILY



Vincenzo Poerio
Joint CEO

SENIOR LAYER, BY FUNCTION

SALES AND MARKETING	PRODUCTION AND OPERATIONS	PURCHASING	FINANCE, LEGAL AND IT
 Giuseppe Mazza Sales and Marketing Manager since 2018 GM POOL	 Alessio Risso Shipyard Manager (Genoa) since 2023	 Alberto Parodi Purchase manager since 2007	 Biagio Perongini Head of management control since 2022
 Isabella Picco Head of Marketing and Communication since 2025	 Giampiero Attanasio Shipyard Manager (Civitavecchia) since 2024 COO POOL  Vincenzo Pupillo Head of production since 2025		

TANKOA YACHTS · CANDIDATES 1 AND 2 OF 3



Giuseppe Mazza

Tankoa Sales & Marketing Manager at TANKOA YACHTS SpA · Genoa, Italy

110

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

* Commercial leadership 30%		Tankoa Sales & Marketing Manager @ TANKOA YACHTS SpA (Nov 2018 – Present)
* Yacht network 20%		European Sales Manager @ Mangusta Yachts; ITAMA & MOCHI Emea Sales Director @ Ferretti Group
* Technical and pricing 20%		No evidence in the profile.
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

Reading. Since Nov 2018; Mangusta European sales manager, Ferretti (Itama and Mochi) EMEA sales director, hotel and fitness sales before. The yard's one sales seat.

CAREER

Tankoa Sales & Marketing Manager · TANKOA YACHTS SpA Nov 2018 – Present

European Sales Manager · Mangusta Yachts Sep 2016 – Oct 2018

ITAMA & MOCHI Emea Sales Director · Ferretti Group Jan 2011 – Jun 2016

Director of Sales of BH5 · Boscolo Hotels Jan 2009 – Dec 2010

National Sales Manager · Fitness First Feb 2006 – Mar 2008

General Sales Manager · Brother 1999 – Feb 2006

Salesman · Technogym 1996 – Nov 1998

Education Università degli Studi di Milano laurea · political sciences · **Profile** linkedin.com/in/giuseppe-mazza-94421b1



Giampiero Attanasio

Shipyard Manager at Tankoa Yachts · Civitavecchia, Italy

70

OF 200

COO / TECHNICAL

POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Shipyard Manager @ Tankoa Yachts (Dec 2024 – Present)
* Business building 20%		Supplier Development & Expediting Manager @ FINCANTIERI
Leadership maturity 10%		No evidence in the profile.

Reading. 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.

CAREER

Shipyard Manager · Tankoa Yachts Dec 2024 – Present

Head of Project Management · Tankoa Yachts Sep 2022 – Nov 2024

Senior project manager · The Italian Sea Group Mar 2020 – Jul 2022

Supplier Development & Expediting Manager · FINCANTIERI S.p.A. Nov 2017 – Mar 2020

Project Manager · Azimut|Benetti Group Oct 2010 – Nov 2017

Service Manager · Azimut|Benetti Group Dec 2007 – Sep 2010

Progettazione Aircraft Ground Equipment · Alenia Aeronautica Jan 2006 – Dec 2007

Education Università degli Studi di Napoli 'Federico II' Laurea in ingegneria meccanica; Università Politecnica delle Marche Master di 1° livello in Mega Yacht Planning · **Profile** linkedin.com/in/giampiero-attanasio-7445ba59

TANKOA YACHTS · CANDIDATE 3 OF 3



Valerio Percoco

Project Manager at Tankoa Yachts · Genoa, Italy

110

OF 200

HYBRID COMMERCIAL-TECHNICAL UNCLEAR

* Commercial leadership 30%		GM and Global Sales Director @ Cutting Underwater Technologies (2010-2016)
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		No evidence in the profile.
* Business building 20%		Managing Director @ Stara Glass S.p.A. (2020-2022); General Manager @ Aethra
Leadership maturity 10%		No evidence in the profile.

Reading. A former managing director of industrial firms (Stara Glass, Aethra) and global sales director, now a project manager at the yard since 2024. General management outside yachting, no yacht sales.

CAREER

Project Manager · Tankoa Yachts 2024 – Present
Direttore · De Wave Group 2022 – 2024
Managing Director · Stara Glass S.p.A. 2020 – 2022
Business Acquisition Director · JFD Global 2016 – 2020
GM and Global Sales Director · Cutting Underwater Technologies Ltd 2010 – 2016
Sr. Project Manager · ASG Superconductors S.p.A. 2009 – 2010
General Manager · Aethra Telecommunications 2006 – 2009
and 2 earlier roles
Profile linkedin.com/in/valerio-percoco-42341b236

CRN

ITALY · GRADE A+

Ferretti Group's full-custom brand, building 50 to 95 m steel yachts in Ancona with no chief executive of its own.

1963 FOUNDED	Ferretti Group, since 1999 OWNER	EUR 190 m · 2025, +28% SEGMENT REVENUE	86 m, 70 m, 67 m IN BUILD	50 to 95 m RANGE	Full custom only MODEL
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WHAT HAPPENED, 2023 TO 2026

Sep 2024	BUILD	86 m M/Y 144 presented as the future flagship
May 2025	BUILD	67 m Amor À Vida delivered
Sep 2025	TOP SEAT	Vittorio Blengini named group sales director for custom yachts
May 2026	TOP SEAT	Parent changes CEO after the shareholder fight
Jun 2026	BUILD	70 m Thunderball launched in Ancona
Jul 2026	MONEY	Parent reports no superyacht orders in the first half of 2026

WHAT IT ADDS UP TO

Three large yachts in build but no new order in six months: CRN's pipeline depends on a parent in a control fight.

FORMER LEADERS NOW ELSEWHERE

Ferdinando Pilli · now General Manager at Lusben Refitting Yards; was Head of Engineering Department
Gianluca Ciniero · now Managing Director at Cantiere delle Marche; was Head of Engineering
Giovanni Luca Morra · now Chief Executive Officer (CEO) at Trapani Shipyard S.r.l.; was Senior Engineer - Engineering Department

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Top seat · No brand head on the LinkedIn roster; CRN is run inside Ferretti Group's custom business (CCO and CTOO at group level)
Bruno Piantini · Industrial Director, since 2021
Graziella Repetto · Plant Manager, since 2015
Costanza Pazzi · Chief architect, design department, since 2008
Marco Zammarchi · Chief Financial Officer, since 2014
Senior layer · 4 people: production and operations 2, finance, legal and it 1, engineering and design 1; all on the next slide
Candidates here · 2 in the pools, on the pages after the team

ORGANISATION

Brand inside Ferretti; no own CEO, custom sales held at group level

WHAT IT SHOWS FOR A NEW YARD

A brand with no own CEO: engineering and operations sit in Ancona, selling and money in Forlì.
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CRN · the top team

LINKEDIN, OCTOBER 2026 · 51 READ: 0 TOP, 4 SENIOR, 13 MANAGERS, 34 STAFF

An Industrial Director (a former general manager of Cantiere delle Marche) and a Plant Manager over project managers, a chief architect of the design department, industrial planning, quality and safety, purchasing and a customer and broker care desk; sales sits with the group's custom-business sales director.

TOP SEAT

No brand head on the LinkedIn roster; CRN is run inside Ferretti Group's custom business (CCO and CTOO at group level) (from the press; not on the company page).

SENIOR LAYER, BY FUNCTION

ENGINEERING AND DESIGN	PRODUCTION AND OPERATIONS	FINANCE, LEGAL AND IT
Costanza Pazzi Chief architect, design department since 2008	BP Bruno Piantini Industrial Director since 2021 HYBRID POOL GR Graziella Repetto Plant Manager since 2015 COO POOL	MZ Marco Zammarchi Chief Financial Officer since 2014

MANAGERS

SALES AND MARKETING	ENGINEERING AND DESIGN (CONTINUED)	PRODUCTION AND OPERATIONS (CONTINUED)	PROJECTS AND SERVICE (CONTINUED)
 Elisa Brecciaroli Sales and marketing since 2005 LQ Laura Quattrini Customer and broker care since 2000	PP Paolo Palella Executive project chief designer since 1994 EB Emanuele Biondi Yard master (sea trials) since 2021  Matia Corradini Logistics, quality and safety supervisor since 2016	 Matia Marconi Industrial planning supervisor since 2024  Davide Battista Napoli Build operations head since 2026  Diletta Sopranzetti Project manager since 2022	IY Ismail Younes Project manager since 2024  Raffaele Giannetti Project manager; after-sales coordinator since 2014 SS Simone Silvestroni Production project manager since 2015  Tommaso Iezzi Senior project manager since 2020
GB Gabriele Bolletta Head of hydraulic and ventilation systems since 2019			

CRN · CANDIDATES 1 AND 2 OF 2



Bruno Piantini

Direttore Industriale at CRN YACHTS · Ancona, Italy

150

OF 200

HYBRID COMMERCIAL-TECHNICAL

STRONG MATCH

*** Commercial leadership**
30%



Direttore Generale @ Cantiere delle Marche (to Jul 2021)

*** Yacht network**
20%



Operations Director @ CRN YACHTS (Dec 2013 – 2021)

*** Technical and pricing**
20%



Direttore Industriale @ CRN YACHTS (Jul 2021 – Present); laurea Ingegneria meccanica

*** Business building**
20%



General manager of Cantiere delle Marche

Leadership maturity
10%



Consulente @ Value Partners; Consulente @ Accenture; operations director since 2013

Reading. Industrial director since Jul 2021; before that General Manager of Cantiere delle Marche, Operations Director of CRN 2013-2021, and strategy consulting at Value Partners and Accenture; mechanical engineer. A general manager of the explorer-yacht builder the brief rates A+, now back at CRN on the industrial side.

CAREER

Direttore Industriale · CRN YACHTS Jul 2021 – Present

Direttore Generale · Cantiere delle Marche Jan 2014 – Jul 2021

Operations Director · CRN YACHTS May 2004 – Dec 2013

Consulente · Value Partners Jun 2002 – Apr 2004

Consulente · Accenture Sep 1999 – May 2002

Education Università di Ancona laurea · Ingegneria meccanica · **Languages** Inglese · **Profile** [linkedin.com/in/bruno-piantini-160415a6](https://www.linkedin.com/in/bruno-piantini-160415a6)



Graziella Repetto

Plant Manager at Ferretti Group · Ancona, Italy

80

OF 200

COO / TECHNICAL

POSSIBLE MATCH

*** Commercial leadership**
30%



No evidence in the profile.

*** Yacht network**
20%



No evidence in the profile.

*** Technical and pricing**
20%



Plant Manager @ CRN YACHTS; Plant Manager @ Ferretti Group (Mar 2024 – Present)

*** Business building**
20%



No evidence in the profile.

Leadership maturity
10%



DIRETTORE DI STABILIMENTO @ OMAS SPA

Reading. Plant manager of CRN since 2015 (head of quality, logistics and safety) and plant manager at Ferretti Group since Mar 2024; plant director at Omas before.

CAREER

Plant Manager · Ferretti Group Mar 2024 – Present

Responsabile Qualità , Logistica e Sicurezza · CRN YACHTS Jun 2015 – Present

Plant Manager · CRN YACHTS Oct 2015 – Feb 2024

DIRETTORE DI STABILIMENTO · OMAS SPA Jan 2006 – May 2015

quality controll · Johnson Controls Plastics 1993 – 2000

Profile [linkedin.com/in/graziella-repetto-1512015b](https://www.linkedin.com/in/graziella-repetto-1512015b)

Ferretti Group

ITALY · GRADE A+

Italy's second-largest yacht group, seven brands from Riva to CRN, listed in Hong Kong and Milan and fought over by its two largest shareholders.

1968 FOUNDED	Weichai 39.5% · KKCG 23.2% · listed OWNER	EUR 1.23 bn · 2025 REVENUE	EUR 1.7 bn · end 2025 ORDER BOOK	about 1,600 PEOPLE	7, all in Italy YARDS
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WHAT HAPPENED, 2023 TO 2026

Sep 2025	TOP SEAT	Giordano Pellacani CCO; sales split into serial and custom directors
Jan 2026	OWNER	KKCG launches a partial tender offer to challenge Weichai's control
Apr 2026	OWNER	Offer closes; KKCG holds 23.25%
May 2026	TOP SEAT	Weichai's slate wins the AGM; Stassi Anastassov CEO, Galassi out after 12 years
Jul 2026	MONEY	H1 2026: revenue -5.6%, orders -27%, no superyacht orders, guidance cut
Oct 2026	OWNER	Court rejects KKCG's bid to suspend the AGM; main hearings from November

WHAT IT ADDS UP TO

Control is contested in court, a consumer-goods outsider replaced the long-time CEO, and the superyacht order flow stopped in 2026.

FORMER LEADERS NOW ELSEWHERE

Alessandro Tirelli · now Amministratore delegato at Absolute Yachts SPA; was Direttore Commerciale
Fabio Fraternalle · now Chief Executive Officer at WIDER SRL; was ceo
Fabiomassimo Discoli · now Managing Director at Ventura Yachts; was Head of Sales & Marketing Custom Line

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Morgan XU 徐新玉 · Executive President (Weichai Power), since 2012
Stassi Anastassov · Chief Executive Officer, since 2026
Alessio Schirru · Head of Sales, Riva, since 2025
Andrea Anastasio · Head of Sales & Marketing, Ferretti Yachts, since 2019
Alessandro Muci · Facility and EHS Director, since 2019
Andrea Ameli · Operations Director, Ferretti Security & Defence, since 2015
Senior layer · 33 people: sales and marketing 12, production and operations 8, finance, legal and it 5, general management 2, projects and service 2, engineering and design 2, people 1, purchasing 1; all on the next slide
Candidates here · 17 in the pools, on the pages after the team

ORGANISATION

Listed, contested control; new outside CEO, CCO with serial and custom sales directors

WHAT IT SHOWS FOR A NEW YARD

A corporate commercial organisation (CCO, serial and custom sales directors) whose senior people are reachable while the fight lasts.

Ferretti Group · the top team

LINKEDIN, OCTOBER 2026 · 58 READ: 2 TOP, 33 SENIOR, 23 MANAGERS, 0 STAFF

TOP SEAT



M徐

Morgan XU 徐新玉
Executive President (Weichai Power)
since 2012
OWNER FAMILY



SA

Stassi Anastassov
Chief Executive Officer
since 2026
GM POOL

SENIOR LAYER, BY FUNCTION

GENERAL MANAGEMENT	SALES AND MARKETING (CONTINUED)	SALES AND MARKETING (CONTINUED)	SALES AND MARKETING (CONTINUED)	ENGINEERING AND DESIGN	PRODUCTION AND OPERATIONS (CONTINUED)	PRODUCTION AND OPERATIONS (CONTINUED)	PROJECTS AND SERVICE	FINANCE, LEGAL AND IT	FINANCE, LEGAL AND IT (CONTINUED)
FG Felten Giuliano Director, special projects since 2016	AA Andrea Anastasio Head of Sales & Marketing, Ferretti Yachts since 2019 HYBRID POOL	 Giordano Pellacani Chief Commercial Officer since 2025 HYBRID POOL	 Paola Procopio Head of Sales, Custom Line since 2026 GM POOL	 Danilo Giunchi Engineering Director since 2021 COO POOL	 Andrea Ameli Operations Director, Ferretti Security & Defence since 2015 COO POOL	 Matteo Cecada Chief Technical & Operations Officer since 2014 COO POOL	CG Cristian Gasparri Project Management Director since 2023 COO POOL	CB Cristiano Bozzini Corporate Finance Director since 2017	SM Simone Meletti Managing Director and CFO, Ferretti Group of America since 2017
NT Ning Tan Executive director (Weichai) since 2025 OWNER FAMILY	 Andrew Pitchford Sales Director, Asia Pacific since 2023	 Marco Nuovo Sales Director, Ferretti Group America since 2025	VV Valerio Venturelli Managing Director, Riva Classiche and brand experience since 2024	GG Gilberto Grassi Style centre director	 Anna Galasso Plant Director, Ravenna shipyard since 2023 COO POOL	 Mauro Sgobbi Chief Quality, Service and Refit Officer since 2025 COO POOL	 Massimiliano Amato Chief Customer & Improvement Officer since 2026	 Francesco Vimercati Planning and Controlling Director since 2014	PEOPLE
SALES AND MARKETING	 Davide Conti Sales Director USA since 2010	 Massimo Jannone Sales Director, serial business since 2025 GM POOL	VB Vittorio Blengini Sales Director, custom business since 2025 HYBRID POOL	 Alessandro Muci Facility and EHS Director since 2019	 Francesco Calvetti Plant Director, final assembly (Custom Line, Pershing, Itama, Wally, FSD; Ferretti brand since 2024) since 2024 COO POOL	 Stefano Amici Plant Director (Forli) since 2020 COO POOL	 Marco Ricci Director of Purchasing; CEO of Zago since 2025 COO POOL	NP Niccolò Palesi General Counsel and board secretary since 2022	BA Brasini Andrea Chief Human Resources Officer since 2020
	 Enrico Sgarbi Chief Communications Officer since 2015	 Nada Serafini Head of Sales, Pershing (Ferretti Group) since 2014 GM POOL			 Ivan Polidoro Plant Director, Riva (La Spezia) since 2017 COO POOL			 Roberto Rossi Group IT Director since 2019	

Confidential — for the named recipient only

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FERRETTI GROUP · CANDIDATES 1 AND 2 OF 17



Giordano Pellacani

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

160

OF 200

HYBRID COMMERCIAL-TECHNICAL

STRONG MATCH

* Commercial leadership 30%		Chief Commercial Officer (CCO) @ Ferretti Group (Sep 2025 – Present)
* Yacht network 20%		Area Manager Middle and Far East @ Benetti (Jan 2009 – Feb 2012); Head of Sales and Marketing @ Riva
* Technical and pricing 20%		University of Genova - La Spezia Nautical Engineer · Yacht Designer
* Business building 20%		General Manager @ Benetti Asia ltd (Feb 2012 – Aug 2014)
Leadership maturity 10%		Sales & Marketing Director Custom Business @ Ferretti Group (Jan 2019 – Nov 2024)

Reading. 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.

CAREER

Chief Commercial Officer (CCO) · Ferretti Group Sep 2025 – Present

Chief Sales Officer Custom Business · Ferretti Group Nov 2024 – Oct 2025

Sales & Marketing Director Custom Business · Ferretti Group Jan 2019 – Nov 2024

Head of Sales and Marketing · Riva Sep 2014 – Jan 2019

General Manager · Benetti Asia ltd Feb 2012 – Aug 2014

Area Manager Middle and Far East · Benetti Jan 2009 – Feb 2012

Area Manager · Riva spa Oct 2006 – Jan 2009

Education University of Genova - La Spezia Nautical Engineer · Yacht Designer; ITI Leonardo da Vinci · **Profile** [linkedin.com/in/giordano-pellacani-88680748](https://www.linkedin.com/in/giordano-pellacani-88680748)



Anna Galasso

Ravenna Shipyard Plant Director at Ferretti Group · Ravenna, Italy

100

OF 200

COO / TECHNICAL

STRONG MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Molds&Plugs Plant Director @ Ferretti Group (Nov 2016 – Dec 2023); Quality&Testing Director
* Business building 20%		Leading the full greenfield creation and scale-up of a new shipyard. Delivered 18 yachts and built 70,000 sqm of facilities within first year of operations, reaching €56M production value
Leadership maturity 10%		20+ years of international experience transforming manufacturing plants

Reading. Built and scaled the group's new Ravenna yard from greenfield since Nov 2023: 70,000 square metres of facilities and 18 yachts delivered in the first year, EUR 56 million production value. Moulds and plugs plant director 2016-2023, quality and testing director before; Bombardier rail, Maserati, Italdesign; mechanical engineer. The one person on either list who has just done what Yalova needs: a 70,000 square metre greenfield yacht yard.

CAREER

Ravenna Shipyard Plant Director · Ferretti Group Nov 2023 – Present

Molds&Plugs Plant Director · Ferretti Group Nov 2016 – Dec 2023

Quality&Testing Director · Ferretti Group Apr 2015 – Nov 2016

Technical Director · Saira Europe Spa Jun 2013 – Apr 2015

Quality, Validation and Testing Manager · Saira Europe Spa Jun 2012 – Jun 2013

Senior System Engineer and Type Test Manager for ETR1000 · Bombardier Transportation Apr 2010 – Jun 2012

Automotive and Railway Senior Consultant · Altran italia Apr 2005 – Apr 2010

and 3 earlier roles

Education Università degli Studi di Salerno Bachelor of Engineering (B.E.) · Mechanical Engineering; Liceo Scientifico Ettore Majorana Maturità scientifica · **Profile** [linkedin.com/in/annagalasso](https://www.linkedin.com/in/annagalasso)

FERRETTI GROUP · CANDIDATES 3 AND 4 OF 17



Marco Ricci

Director of Purchasing at Ferretti Group · Modena, Italy

100

OF 200

COO / TECHNICAL STRONG MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		<i>Managing Plant Director @ Ferrari (2018 – 2023)</i>
* Business building 20%		<i>Full P&L and strategic responsibility for the custom superyacht manufacturing unit (Zago)</i>
Leadership maturity 10%		<i>managing an €800M budget across the Group's entire yacht brand portfolio</i>

Reading. 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.

CAREER

Director of Purchasing · Ferretti Group May 2025 – Present
Industrial Development Director · Ferretti Group May 2023 – Jun 2025
Chief Executive Officer · Zago Spa - Ferretti Group Company Dec 2023 – Present
Board Member · Fratelli Canalicchio & Massello - Ferretti Group Company May 2023 – Present
Managing Plant Director · Ferrari 2018 – 2023
Senior Production Manager - F1 · Ferrari 2009 – 2018
Logistic Project Manager Moto GP · Ducati Motor Holding 2007 – 2009
and 2 earlier roles
Education Bologna Business School Executive Master of Business Administration; SDA Bocconi Executive Master in Supply Chain Management · Profile linkedin.com/in/marco-ricci-797749417



Matteo Cecada

Chief Technical & Operations Officer at Ferretti Group · Varese, Italy

100

OF 200

COO / TECHNICAL STRONG MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		<i>governo la parte tecnica ed industriale del gruppo e con l'A.D. decido le strategie industriali</i>
* Business building 20%		<i>gestione di tutte le funzioni tecniche e Industriali del gruppo, con più di 1700 dipendenti, 7 siti industriali e 7 brand</i>
Leadership maturity 10%		<i>Chief Technical & Operations Officer @ Ferretti Group (Aug 2014 – Present)</i>

Reading. CTOO since Aug 2014: all technical and industrial functions, 1,700 employees, seven sites, seven brands, sets industrial strategy with the CEO. Leonardo helicopters vice president and Piaggio Aerospace plant operations before; aerospace engineer. The longest-serving operations chief on either list.

CAREER

Chief Technical & Operations Officer · Ferretti Group Aug 2014 – Present
Vice president VERGIATE FAL · Leonardo Dec 2011 – Jul 2014
Plant Operations Manager · Piaggio Aerospace Jul 2006 – Nov 2011
Director of Production · Piaggio Aerospace Jan 2003 – Jun 2006
Deputy Production Manager · Piaggio Aerospace Sep 2001 – Dec 2002
Quality Control · Piaggio Aerospace May 2000 – Aug 2001
Junior Engineering · Accenture Italia Oct 1999 – Apr 2000
Education Università di Pisa Laurea · Ingegneria aerospaziale, aeronautica e astronautica · Profile linkedin.com/in/matteo-cecada-bb6635161

FERRETTI GROUP · CANDIDATES 5 AND 6 OF 17



Francesco Calvetti

Plant Director at Ferretti Group · Fano, Italy

COO / TECHNICAL STRONG MATCH

80

OF 200

* Commercial leadership
30%



No evidence in the profile.

* Yacht network
20%



No evidence in the profile.

* Technical and pricing
20%



Plant Director @ Ferretti Group (Mar 2015 – Present): Luxury & high performance yachts final assembly Shipyard

* Business building
20%



Production - AW139 Final Assembly Line Manager @ AgustaWestland

Leadership maturity
10%



Eleven years running a multi-brand plant

Reading. 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.

CAREER

Plant Director · Ferretti Group Apr 2024 – Present

Plant Director · Ferretti Group Mar 2015 – Present

Production - AW139 Final Assembly Line Manager · AgustaWestland May 2011 – Feb 2015

Manufacturing Engineering - Mechanical's & Structural's Methods Manager · AgustaWestland Jan 2009 – Jun 2011

Manufacturing Engineering - Mechanical's Methods Manager · AgustaWestland Jan 2008 – Dec 2008

Continuous Improvement Engineer · AgustaWestland Jun 2006 – Dec 2007

Manufacturing Engineering - Deputy of NH90 Program Responsible Manager · AgustaWestland Dec 2002 – May 2006

Education Università di Pisa LAUREA · INGEGNERIA AERONAUTICA; Ecole international de langue et de civilisation françaises Certificat d'Etudes de Français pratique II Degré · lingua francese · **Profile** linkedin.com/in/francesco-calvetti-09743922



Mauro Sgobbi

Chief Quality Sevice and Refit Officer at Ferretti Group · Italy

COO / TECHNICAL STRONG MATCH

80

OF 200

* Commercial leadership
30%



No evidence in the profile.

* Yacht network
20%



No evidence in the profile.

* Technical and pricing
20%



Plant Director - Custom Line @ Ferretti Group (May 2017 – Aug 2020); Production Director - NH90 @ Leonardo

* Business building
20%



Group Purchasing Director @ Ferretti Group (Aug 2020 – Jun 2025)

Leadership maturity
10%



Chief Quality Sevice and Refit Officer @ Ferretti Group (Jun 2025 – Present)

Reading. Since Jun 2025; group purchasing director 2020-2025, Custom Line plant director 2017-2020; Leonardo helicopter production director, AgustaWestland, Ferrari investment projects; mechanical engineer. An operations C-level who has run a plant, purchasing and now quality and service.

CAREER

Chief Quality Sevice and Refit Officer · Ferretti Group Jun 2025 – Present

Group Purchasing Director · Ferretti Group Aug 2020 – Jun 2025

Plant Director - Custom Line · Ferretti Group May 2017 – Aug 2020

Production Director - NH90 · Leonardo- divisione elicotteri Dec 2013 – Apr 2017

Production Manager - linea AW109 e CH47 · AgustaWestland Feb 2012 – 2013

Methods & Tooling Manager · AgustaWestland Jan 2010 – Feb 2012

Process & Investment Manager · ZF TRW Mar 2006 – Oct 2009

and 2 earlier roles

Education Università degli studi di Bologna 90/100 · Laurea in Ingegneria Meccanica · **Profile** linkedin.com/in/mauro-sgobbi-332b3411

FERRETTI GROUP · CANDIDATES 7 AND 8 OF 17



Nada Serafini

Head Of Sales at Ferretti Group - Pershing and Itama brands · Pesaro, Italy

130

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

* Commercial leadership 30%		Head Of Sales @ Ferretti Group - Pershing (Jul 2014 – Present)
* Yacht network 20%		Pershing Emea area manager @ Ferretti Group; Sales manager Pershing @ Pershing Spa (2000-2011)
* Technical and pricing 20%		No evidence in the profile.
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

Reading. Head of sales of the Pershing brand since 2014, brand manager and EMEA area manager before, at Pershing since 2000. A 25-year single-brand seller of series performance yachts, not custom.

CAREER

Head Of Sales · Ferretti Group - Pershing and Itama brands Jul 2014 – Present

Brand Manager Pershing · Ferretti Group Sep 2011 – Jul 2014

Pershing Emea area manager · Ferretti Group Sep 2000 – Aug 2011

Sales manager Pershing · Pershing Spa Jan 1994 – Aug 2000

Profile [linkedin.com/in/nada-serafini-a6831535](https://www.linkedin.com/in/nada-serafini-a6831535)



Vittorio Blengini

Sales Director Custom Business at Ferretti Group · Italy

130

OF 200

HYBRID COMMERCIAL-TECHNICAL

POSSIBLE MATCH

* Commercial leadership 30%		Sales Director Custom Business @ Ferretti Group (Sep 2025 – Present); Sales Director @ The Italian Sea Group
* Yacht network 20%		Senior Sales Manager - Sailing Yachts @ Perini Navi (Sep 2017 – Mar 2021)
* Technical and pricing 20%		Project Manager - Sailing System Dept @ Perini Navi (Jan 2008 – Dec 2011)
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

Reading. 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.

CAREER

Sales Director Custom Business · Ferretti Group Sep 2025 – Present

Head of Sales Superyacht Division · Ferretti Group Jan 2025 – Jan 2026

Sales Director · The Italian Sea Group S.p.A May 2023 – Jan 2025

Sales manager · The Italian Sea Group S.p.A Apr 2022 – May 2023

Sales manager Riva · Ferretti Group Mar 2021 – Apr 2022

Senior Sales Manager - Sailing Yachts · Perini Navi Sep 2017 – Mar 2021

Sales manager · Perini Navi Jan 2012 – Sep 2017

and 2 earlier roles

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 · Full professional proficiency, Italiano · Native or bilingual proficiency · **Profile** [linkedin.com/in/vittorio-blengini-7153a229](https://www.linkedin.com/in/vittorio-blengini-7153a229)

FERRETTI GROUP · CANDIDATES 9 AND 10 OF 17



Paola Procopio

Custom Line Head of Sales at Ferretti Group · Italy

120

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

*** Commercial leadership** 30% *Custom Line Head of Sales @ Ferretti Group (Jan 2026 – Present)*

*** Yacht network** 20% *Sales Area Manager @ Custom Line (Jan 2017 – Jan 2026); Sales Manager @ Riva Yacht*

*** Technical and pricing** 20% No evidence in the profile.

*** Business building** 20% No evidence in the profile.

Leadership maturity 10% *Sales director @ Aicon yachts (Jan 2004 – Feb 2008)*

Reading. Since Jan 2026; Custom Line and Riva sales since 2008, Aicon sales director before; law degree.

CAREER

Custom Line Head of Sales · Ferretti Group Jan 2026 – Present

Sales Area Manager · Custom Line Jan 2017 – Jan 2026

Sales Manager · Riva Yacht Sep 2011 – Jan 2017

Brand Manager RIVA · Ferretti Group Nov 2009 – Jun 2011

Area Manager South Europe · Riva spa Apr 2008 – Nov 2009

Sales director · Aicon yachts Jan 2004 – Feb 2008

Sales & Marketing Manager · Aicon Yachts Jan 2001 – Jan 2004

and 1 earlier roles

Education Scuola di Notariato Anselmo Anselmi -Roma; Cybersecurity Labs Laurea · **Giurisprudenza** · **Languages** Inglese · Full professional proficiency, Spagnolo · Elementary proficiency · **Profile** [linkedin.com/in/paola-procopio-3b390a24](https://www.linkedin.com/in/paola-procopio-3b390a24)



Stassi Anastassov

Chief Executive Officer at Ferretti Group · Bagnes, Switzerland

120

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

*** Commercial leadership** 30% *Global CEO of Duracell*

*** Yacht network** 20% No evidence in the profile.

*** Technical and pricing** 20% No evidence in the profile.

*** Business building** 20% *building, scaling, and governing iconic brands and industrial platforms across multiple geographies*

Leadership maturity 10% *Chief Executive Officer @ Ferretti Group (May 2026 – Present)*

Reading. CEO since May 2026, installed by the Weichai-backed board after the shareholder fight with KKCG; former global CEO of Duracell, then a decade as adviser and investor; Swiss-based. A consumer-brand CEO with no yacht background, weeks into the seat. No link to the group page.

CAREER

Chief Executive Officer · Ferretti Group May 2026 – Present

Non Executive Director · NEOSILVER Jan 2022 – Present

Non Executive Director · JS Global Jan 2020 – Present

Non Executive Director · NANFU BATTERY Feb 2018 – Present

Non Executive Director · Better Shelter Dec 2015 – Present

Senior Consultant · PPPpartners Ltd Jan 2024 – Apr 2026

Industry advisor · Triton Partners Feb 2019 – Feb 2024

and 19 earlier roles

Education Uppsala University International Business Administration and Marketing · **Profile** [linkedin.com/in/stassi](https://www.linkedin.com/in/stassi)

FERRETTI GROUP · CANDIDATES 11 AND 12 OF 17



Andrea Ameli

Marine Consultant at Self-employed · La Spezia, Italy

110

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership	30%		costruzione e commercializzazione di imbarcazioni ad alte prestazioni per utilizzo militare e professionale
* Yacht network	20%		No evidence in the profile.
* Technical and pricing	20%		Direttore industrializzazione di prodotto @ Ferretti Group (Jan 2001 – Mar 2013)
* Business building	20%		Operations Director @ FSD - Ferretti Security and Defence (Sep 2015 – Present)
Leadership maturity	10%		Thirteen years in the Italian Navy, 25 at Ferretti

Reading. Runs the group's military and professional fast-boat unit since 2015 (concept, engineering, production and sales); group product industrialisation director 2001-2013; former navy engineer officer and submarine chief engineer; naval and mechanical engineer. Of direct interest to RMK Marine's naval side.

CAREER

Marine Consultant · Self-employed Jun 2024 – Present
Operations Director · FSD - Ferretti Security and Defence Sep 2015 – Present
Joint Ventures Director · Ferretti Group 2014 – 2015
Direttore industrializzazione di prodotto · Ferretti Group Jan 2001 – Mar 2013
Uff. del Genio Navale - Direttore di Macchina · Marina Militare 1988 – 2001
Education Università degli studi di trieste Ingegnere · Navale e meccanico; Accademia Navale di Livorno · Languages Inglese · Profile linkedin.com/in/andrea-ameli-88111038



Andrea Anastasio

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

110

OF 200

HYBRID COMMERCIAL-TECHNICAL POSSIBLE MATCH

* Commercial leadership	30%		Head of Sales & Marketing - Ferretti Yachts @ Ferretti Group (Jan 2019 – Present)
* Yacht network	20%		No evidence in the profile.
* Technical and pricing	20%		Stress Engineer @ Alenia Aeronautica (Apr 2004 – Jan 2008)
* Business building	20%		No evidence in the profile.
Leadership maturity	10%		No evidence in the profile.

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

CAREER

Head of Sales & Marketing - Ferretti Yachts · Ferretti Group Jan 2019 – Present
Sales Area Manager EMEA - Ferretti Yachts · Ferretti Group Oct 2012 – Present
Area Manager Latin America · Ferretti Group Sep 2011 – Oct 2012
Sales Manager - Ferretti Yachts · Ferretti Group Oct 2009 – Sep 2011
Executive Assistant to Group CEO · Ferretti Group Feb 2008 – Oct 2009
Stress Engineer · Alenia Aeronautica Apr 2004 – Jan 2008
MBA Summer Project · 3M Jun 2007 – Jul 2007
Education SDA Bocconi 2007 · MBA; Università degli Studi di Napoli Federico II Aerospace Engineering · Profile linkedin.com/in/andreaanastasio

FERRETTI GROUP · CANDIDATES 13 AND 14 OF 17



Massimo Jannone

Sales Director Serial Business at Ferretti Group · Bergamo, Italy

110

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

*** Commercial leadership** 30% *Sales Director Serial Business @ Ferretti Group (Sep 2025 – Present)*

*** Yacht network** 20% *RIVA - Head of Sales & Marketing @ Ferretti Group (Mar 2019 – Dec 2025)*

*** Technical and pricing** 20% No evidence in the profile.

*** Business building** 20% No evidence in the profile.

Leadership maturity 10% No evidence in the profile.

Reading. Since Sep 2025; Riva head of sales and marketing 2019-2025, Rio Yachts sales director, Cerri sales; Bocconi. Series-yacht sales leader.

CAREER

Sales Director Serial Business · Ferretti Group Sep 2025 – Present

RIVA - Head of Sales & Marketing · Ferretti Group Mar 2019 – Dec 2025

Sales Director · Rio Yachts Nov 2014 – Feb 2019

Sales & Marketing Dept. · Mondo Marine Mc Feb 2014 – Oct 2014

Head of Sales · Rio Yachts Jul 2011 – Jan 2014

International Sales Area Manager for EMEA Markets Hatteras Yachts - Cabo Yachts · Brunswick Boat Group Sep 2010 – Jun 2011

Sales & Marketing Manager · Cerri Cantieri Navali Spa Oct 2007 – Sep 2010

Education Università Bocconi · **Languages** Francese, Inglese · Full professional proficiency · **Profile** [linkedin.com/in/massimo-jannone-26189818](https://www.linkedin.com/in/massimo-jannone-26189818)



Cristian Gasparri

Project Management Director at Ferretti Group · Bologna, Italy

80

OF 200

COO / TECHNICAL

POSSIBLE MATCH

*** Commercial leadership** 30% No evidence in the profile.

*** Yacht network** 20% No evidence in the profile.

*** Technical and pricing** 20% *Leading product development governance for luxury yacht programmes, with executive focus on programme portfolio control, contribution margin, product cost*

*** Business building** 20% *Head of Vehicle Project Management @ Ducati Motor Holding (Feb 2014 – Apr 2023)*

Leadership maturity 10% *20+ years of experience across premium mobility, performance automotive and luxury yachting*

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

CAREER

Project Management Director · Ferretti Group May 2023 – Present

Head of Vehicle Project Management · Ducati Motor Holding Feb 2014 – Apr 2023

Vehicle Project Manager · Ducati Motor Holding Apr 2010 – Feb 2014

Vehicle Project Engineer · Ducati Motor Holding Sep 2001 – Apr 2010

Education Alma Mater Studiorum – Università di Bologna Ingegnere Meccanico · **Profile** [linkedin.com/in/cristian-gasparri-15784949](https://www.linkedin.com/in/cristian-gasparri-15784949)

FERRETTI GROUP · CANDIDATES 15 AND 16 OF 17



Ivan Polidoro

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

70

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Direttore di Stabilimento - Riva Plant Director @ Ferretti Group (Jan 2017 – Present)
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

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

CAREER

Direttore di Stabilimento - Riva Plant Director · Ferretti Group Jan 2017 – Present
Plant Director - Plugs and Moulds Plant · Ferretti Group Feb 2015 – Dec 2016
Responsabile Ingegneria Industriale · Ferretti Group Apr 2013 – Feb 2015
Resp Tecnologie Produttive e Riduzione Costi Trasformazione · Ferretti Group Mar 2010 – Mar 2013
Quality Coordinator · CRN SpA Jun 2008 – Mar 2010
Production Planning and Control Manager · RCN SpA, IMMSI Group Sep 2007 – Jun 2008
Production Planning and Control Manager · Apremare SpA Jun 2005 – Aug 2007
and 2 earlier roles
Education Università degli Studi di Napoli Federico II Degree in · Mechanical Engineering · Profile linkedin.com/in/ivan-polidoro-838b6615



Stefano Amici

Plant Director at Ferretti Group · Forlì, Italy

70

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Plant Director @ Ferretti Group (Oct 2020 – Present)
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

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

CAREER

Plant Director · Ferretti Group Oct 2020 – Present
Project Manager · Ferretti Group Jan 2015 – Sep 2020
Product Lifetime Manager · Ferretti Yachts Jan 2011 – Dec 2014
Project Manager · Ferretti Group Dec 2006 – Jan 2011
Materials Planner · Bonfiglioli Jul 2005 – Dec 2006
Stage · Ferrari Sep 2004 – Feb 2005
Education Università degli Studi di Bologna Laurea 5 anni · Ingegneria Meccanica · Profile linkedin.com/in/stefano-amici-4202773b

FERRETTI GROUP · CANDIDATE 17 OF 17



Danilo Giunchi

Engineering Director at Ferretti Group · Ancona, Italy

50

OF 200

COO / TECHNICAL POSSIBLE MATCH

★ Commercial leadership 30% No evidence in the profile.
★ Yacht network 20% No evidence in the profile.
★ Technical and pricing 20% Engineering Director @ Ferretti Group (May 2021 – Present)
★ Business building 20% No evidence in the profile.
Leadership maturity 10% No evidence in the profile.

Reading. Since May 2021; Sanlorenzo and ISA Ancona engineering before; mechanical engineer.

CAREER

Engineering Director · Ferretti Group May 2021 – Present
Project Engineering Manager · Ferretti Group Jun 2019 – Apr 2021
Project Engineer · SANLORENZO SPA Aug 2015 – May 2019
Senior Engineer · ISA - International Shipyard Ancona Sep 2005 – Jul 2015
Production Coordinator · ISA - International Shipyard Ancona Apr 2003 – Aug 2005
Project Manager Assistant · ISA - International Shipyard Ancona Sep 2001 – Mar 2003
Education Experis Academy [Manpower group] Advanced trainging and specialised course; Università Politecnica delle Marche Master's Degree · Mechanical engineering · Languages English · Professional working proficiency, French · Professional working proficiency · Profile linkedin.com/in/danilo-giunchi-97443418

Overmarine Group · Mangusta

ITALY · GRADE A+

The Balducci family's Viareggio group, builder of fast Mangusta open yachts and 32 to 54 m aluminium and steel semi-custom yachts.

1985 FOUNDED	Balducci family, second generation OWNER	EUR 182 m · 2024 REVENUE	7th · 26 projects RANK	32 to 54 m RANGE	25 metal, 320+ composite yachts DELIVERED
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WHAT HAPPENED, 2023 TO 2026

Jun 2024	TOP SEAT	Founder Giuseppe Balducci dies; his children Maurizio and Katia lead
Oct 2024	DEAL	Btwo Marine becomes the official representative in Türkiye
Oct 2025	DEAL	First Oceano 52, steel and aluminium, sold
Jun 2026	DEAL	Rolls-Royce MTU engine deal extended, 64 engines
Jul 2026	BUILD	Fifth GranSport 54 launched in Pisa
Sep 2026	BUILD	ICONA, a new sub-24 m brand, launched at Cannes

WHAT IT ADDS UP TO

A generational handover in 2024 without an outside executive; revenue slipped from EUR 206 m to 182 m; a Turkish dealer since 2024.

FORMER LEADERS NOW ELSEWHERE

Francesco Frediani · now Dealer Network Director at Bellini Yacht; was Chief Sales & Marketing
Giuseppe Mazza · now Tankoa Sales & Marketing Manager at TANKOA YACHTS SpA; was European Sales Manager
Isabella Picco · now Vicepresidente at Marevivo Liguria; was CHIEF COMMUNICATION OFFICER

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Top seat · Maurizio Balducci, CEO (owning family; not on the LinkedIn roster)
Arianna Toscano · Head of Image and Communication, since 2021
Stefano Arlunno · President, Americas, since 2019
Giacomo Simi · Director of Structural Engineering, since 2016
Pier Giorgio Finatti · Technical Director, metal division; new project development, since 2016
Katia Balducci · Chief administrative officer, since 1991
Senior layer · 5 people: sales and marketing 2, engineering and design 2, finance, legal and it 1; all on the next slide
Candidates here · 2 in the pools, on the pages after the team

ORGANISATION

Second-generation family CEO with a sales director

WHAT IT SHOWS FOR A NEW YARD

Family CEO with a sales director and no general manager: the brand is the family.

Overmarine Group · Mangusta · the top team

LINKEDIN, OCTOBER 2026 · 72 READ: 0 TOP, 5 SENIOR, 16 MANAGERS, 51 STAFF

A family CEO and a family chief administrative officer over: President Americas (an engineer turned seller, Miami), a sales manager, head of image and communication; Technical Director of the metal division and a Director of Structural Engineering (composites); production line managers per hull, project managers per division (metal, composite), a style and design manager, boat chiefs and a shipyard captain.

TOP SEAT

Maurizio Balducci, CEO (owning family; not on the LinkedIn roster) (from the press; not on the company page).

SENIOR LAYER, BY FUNCTION

SALES AND MARKETING	ENGINEERING AND DESIGN	FINANCE, LEGAL AND IT
Arianna Toscano Head of Image and Communication since 2021 Stefano Arlunno President, Americas since 2019 HYBRID POOL	Giacomo Simi Director of Structural Engineering since 2016 Pier Giorgio Finatti Technical Director, metal division; new project development since 2016 COO POOL	Katia Balducci Chief administrative officer since 1991 OWNER FAMILY

MANAGERS

SALES AND MARKETING	PRODUCTION AND OPERATIONS	PRODUCTION AND OPERATIONS (CONTINUED)	PRODUCTION AND OPERATIONS (CONTINUED)	PROJECTS AND SERVICE (CONTINUED)
Nicolò Strocchio Sales manager since 2020 Eleonora Ciani Style and design manager, metal division since 2024	Alessio D'olivo Head of maintenance and assistance since 2023 Alessio Tomei Shipyard captain and dock head since 2024 Lorenzo Gemignani Production line manager since 2024 Matteo Russo Head of yard logistics and maintenance since 2015	Nicola Pollacchi Production line manager since 2023 Riccardo Puccinelli Production line manager since 2016 Santolo Alessandro Farina Metalwork manager since 2026 Simone Barsottelli Product line manager since 2000	Simone Biagi Production planner since 2020 Stefano Di Finizio Production line manager since 2022 Alessio Altemura Project manager, technical department since 2001	Francesco Bono Project manager, metal division since 2021 Jago Lorenzetti Boat chief since 2022 Riccardo Gambaro Senior project manager, composite division since 2024

OVERMARINE GROUP · MANGUSTA · CANDIDATES 1 AND 2 OF 2



Stefano Arlunno

President Americas at Mangusta Yachts · Miami Beach, United States

150

OF 200

HYBRID COMMERCIAL-TECHNICAL

POSSIBLE MATCH

* Commercial leadership

30%



President Americas @ Mangusta Yachts (Dec 2019 – Present)

* Yacht network

20%



Area Manager Americas @ Mangusta Yachts

* Technical and pricing

20%



Azimut Yachts - Production Engineer @ Azimut-Benetti; Politecnico di Torino Engineering

* Business building

20%



Built the Americas presence from area manager to president

Leadership maturity

10%



No evidence in the profile.

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

CAREER

President Americas · Mangusta Yachts Dec 2019 – Present

Area Manager Americas · Mangusta Yachts Jun 2012 – Dec 2019

Azimut Yachts - Production Engineer · Azimut-Benetti Dec 2004 – Jan 2006

Boat Show Supervisor · Ucina Confindustria Nautica 1998 – 2004

Education Politecnico di Torino 2004 · Engineering; Politecnico di Torino · **Languages** English · Full professional proficiency, Italian · Native or bilingual proficiency · **Profile** [linkedin.com/in/stefano-arlunno-0a2a22a](https://www.linkedin.com/in/stefano-arlunno-0a2a22a)



Pier Giorgio Finatti

New Project Development at MANGUSTA Overmarine Group · Lucca, Italy

80

OF 200

COO / TECHNICAL

POSSIBLE MATCH

* Commercial leadership

30%



No evidence in the profile.

* Yacht network

20%



No evidence in the profile.

* Technical and pricing

20%



Technical Director - metal division @ MANGUSTA Overmarine Group (2016 – Present); Technical Director @ vsy

* Business building

20%



No evidence in the profile.

Leadership maturity

10%



Naval architect since 2001; Riva, Azimut, VSY, Mangusta

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

CAREER

New Project Development · MANGUSTA Overmarine Group Jan 2016 – Present

Technical Director - metal division - Overmarine · MANGUSTA Overmarine Group 2016 – Present

Technical Director · vsy Aug 2012 – Jan 2016

yacht production manager · vsy Aug 2006 – Jul 2012

coordinatore tecnico / produzione · Azimut Yachts Jul 2005 – Aug 2006

Project Manager · Riva spa Jul 2002 – Jul 2005

Naval Architect · Vismara Design Sep 2000 – Sep 2001

Education Solent University BEng(HONS) · yacht design, naval architecture · **Languages** Francese · Professional working proficiency, Inglese · Full professional proficiency, Italiano · Native or bilingual proficiency · **Profile** [linkedin.com/in/piergiorgiofinatti](https://www.linkedin.com/in/piergiorgiofinatti)

Rossinavi

ITALY · GRADE A+

Viareggio family yard building full-custom aluminium yachts of 40 to 75 m with 150 staff and 650 contractors.

1980 FOUNDED	Rossi family OWNER	EUR 109 m · 2025 PRODUCTION VALUE	150 staff + 650 contractors PEOPLE	40 to 75 m custom · Nolimits 30 to 45 m RANGE	2 in Viareggio, 5 in Pisa SITES
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WHAT HAPPENED, 2023 TO 2026

Aug 2023	BUILD	66 m Alchemy delivered
Sep 2023	BUILD	No Stress Two, the yard's first hybrid, delivered
Feb 2024	BUILD	Nolimits, a semi-custom explorer brand, launched; first 45 m sold in two weeks
Aug 2024	BUILD	43 m hybrid catamaran Seawolf X delivered
Nov 2025	BUILD	First Nolimits 45, Gemini, launched
Sep 2026	BUILD	53 m aluminium Heed unveiled after a January launch

WHAT IT ADDS UP TO

An aluminium specialist that delivered nothing in 2025 but launched two yachts since; the son is COO, the daughter co-runs the yard.

WHO RUNS IT

Claudia Rossi · General Manager, since 2009
Cristian Meriggi · Head of Marketing, since 2021
Alessandro Giacomelli · Production Manager, since 2021
Federico Rossi · Chief Operating Officer, since 1992
Fabrizio Passaglia · Technical Director, since 2010
Paride Rossi · Owner (titolare)
Senior layer · 6 people: production and operations 2, sales and marketing 1, general management 1, purchasing 1, engineering and design 1; all on the next slide
Candidates here · 1 in the pools, on the pages after the team

ORGANISATION

Family owner; son as COO, no CEO title, no sales director

WHAT IT SHOWS FOR A NEW YARD

Family in every seat: no CEO title, no sales director, the owner and his children sell and build.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

Rossinavi · the top team

LINKEDIN, OCTOBER 2026 · 67 READ: 1 TOP, 6 SENIOR, 12 MANAGERS, 48 STAFF

A family general manager (since 2009) and a family chief operating officer over a Technical Director (since 2010), a Production Manager, a Head of Marketing, a purchasing chief, project managers and boat chiefs, an after-sales manager, and a technical office of architects and draughtsmen.

TOP SEAT

CR

Claudia Rossi
General Manager
since 2009
OWNER FAMILY

SENIOR LAYER, BY FUNCTION

GENERAL MANAGEMENT	SALES AND MARKETING	ENGINEERING AND DESIGN	PRODUCTION AND OPERATIONS	PURCHASING
PR Paride Rossi Owner (titolare) OWNER FAMILY	Cristian Meriggi Head of Marketing since 2021	FP Fabrizio Passaglia Technical Director since 2010 COO POOL	Alessandro Giacomelli Production Manager since 2021 Federico Rossi Chief Operating Officer since 1992 OWNER FAMILY BENCHMARK	Sabrina Biagi Purchasing chief, motor yacht division since 2006

MANAGERS

ENGINEERING AND DESIGN	PRODUCTION AND OPERATIONS	PROJECTS AND SERVICE (CONTINUED)	PURCHASING
Lorenzo Busembai Technical manager since 2019 Matteo Marcuccio Product manager since 2024 Stefania Vecchi Interior design manager since 2022	DL Domenico Landino Chief engineer (yard) since 2015 PROJECTS AND SERVICE Attilio Amato After-sales manager since 2008 Emiliano Voleri Boat chief since 2025	Nicola Benedettini Project manager since 2024 Nicola Gianneccchini Project manager since 2024 Paolo Bartoli Project manager since 2019 Salvatore Marcello Technical project manager since 2018	Lorenzo Porta Warehouse head since 2024 PEOPLE Marika Meriggi Human resources since 2024

ROSSINAVI · CANDIDATE 1 OF 1



Fabrizio Passaglia

Technical Director at Rossinavi · Lucca, Italy

COO / TECHNICAL POSSIBLE MATCH

60

OF 200

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Technical Director @ Rossinavi (Jan 2010 – Present)
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

Reading. Since 2010, project manager before; aerospace engineer.

CAREER

Technical Director · Rossinavi Jan 2010 – Present

Project Manager · Rossinavi Jan 2008 – Jan 2010

Education Università di Pisa Laurea · Ingegneria aerospaziale, aeronautica e astronautica · Languages Francese, Inglese · Profile linkedin.com/in/fabrizio-passaglia-0b253295

Palumbo Superyachts · ISA

ITALY · GRADE A

The yacht arm of the Palumbo ship-repair group: ISA in Ancona, Columbus in Savona and seven refit yards, with an order book near EUR 1 bn.

1967 group · 2008 yachts FOUNDED	Palumbo family OWNER	EUR 158 m · 2025 PRODUCTION VALUE	about EUR 1 bn · 25 yachts ORDER BOOK	9th, up from 14th RANK	22 to 100 m RANGE
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WHAT HAPPENED, 2023 TO 2026

Mar 2025	DEAL	Second 65 m ISA Classic sold, delivery 2028
Dec 2025	MONEY	Rises from 14th to 9th in the Global Order Book
Jan 2026	DEAL	68 m Gran Turismo sold to a US buyer
May 2026	BUILD	Ortona concession approved; third newbuild yard opens 2027
Sep 2026	BUILD	79.8 m Belita launched, the group's largest yacht
Sep 2026	BUILD	Refit division renamed Palumbo Upfit across seven yards

WHAT IT ADDS UP TO

The fastest-rising Italian order book, run by the family as sole director with two general managers under it.

FORMER LEADERS NOW ELSEWHERE

Alfonso Postorino · now Shipyard Director at Cantiere Rossini; was After Sales & Refit Manager
Marzio Rucconi · now General Manager at OTAM YACHTS; was General Sales Manager
Alfonso De Carolis · now Technical Director at The Italian Sea Group S.p.A; was Project Manager

WHO RUNS IT

Francesco Carbone · General Manager, ISA Yachts and Palumbo Superyachts, since 2017
Primiano Protano · Direttore generale, Palumbo Superyachts, since 2025
Andrea Greco · Vice General Manager; technical production manager, ISA, since 2023
Christian Rossetti · Operations Manager, since 2024
Christian Caimmi · Head of refit, after sales and commissioning, since 2022
Federica Domenichelli · Purchasing manager, Ancona and Savona, since 2005
Senior layer · 5 people: production and operations 3, projects and service 1, purchasing 1; all on the next slide
Candidates here · 5 in the pools, on the pages after the team

ORGANISATION

Family group; sole director, brand general managers

WHAT IT SHOWS FOR A NEW YARD

A family group with brand general managers: the model where a GM runs a yard but not the money.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

Palumbo Superyachts · ISA · the top team

LINKEDIN, OCTOBER 2026 · 36 READ: 2 TOP, 5 SENIOR, 10 MANAGERS, 19 STAFF

Two general managers (one from TISG sales, in the seat since 2017; one from TISG general management, appointed Nov 2025) over a Vice General Manager who is also the technical production manager, a Marketing Director across brands (Palumbo, Columbus, Extra, Mondomarine), heads of refit and after sales, operations, new constructions and purchasing, a Malta yard manager, and a project-manager bench with three former general managers of smaller yards in it.

TOP SEAT



Francesco Carbone
General Manager, ISA Yachts and Palumbo Superyachts
since 2017

SHORTLIST

GM POOL



Primiano Protano
Direttore generale, Palumbo Superyachts
since 2025

SHORTLIST

HYBRID POOL

SENIOR LAYER, BY FUNCTION

PRODUCTION AND OPERATIONS



Andrea Greco
Vice General Manager; technical production manager, ISA
since 2023

COO POOL



Christian Rossetti
Operations Manager
since 2024



Simon Zammit
Yard Manager, Palumbo Malta
since 2011

PROJECTS AND SERVICE



Christian Caimmi
Head of refit, after sales and commissioning
since 2022

PURCHASING



Federica Domenichelli
Purchasing manager, Ancona and Savona
since 2005

MANAGERS

ENGINEERING AND DESIGN



Angelo F.
Interior and exterior activities coordinator
since 2022

PRODUCTION AND OPERATIONS



Alessandro Massi
Maintenance head
since 2026



Cesare Del Padrone
Head of exterior outfitting
since 2026

PRODUCTION AND OPERATIONS (CONTINUED)



Nicola Neri
Head of new constructions
since 2025



Rosario Sacco
Project foreman
since 2025

PROJECTS AND SERVICE



Alessandro Gianardi
Project manager
since 2017

COO POOL

PROJECTS AND SERVICE (CONTINUED)



Diego Sebastian Cingolani
Refit project manager and dockmaster
since 2016



Gianluca Fanelli
Project manager
since 2018



Marco Maranzana
Project manager
since 2025

COO POOL

PEOPLE



Federica Osmani
HR officer
since 2016

PALUMBO SUPERYACHTS · ISA · CANDIDATES 1 AND 2 OF 5



Francesco Carbone

General Manager at Isa Yachts - Palumbo Superyachts · Ancona, Italy

180

OF 200

COMMERCIALLY DRIVEN GM STRONG MATCH SHORTLIST

* Commercial leadership	30%		<i>Vice President of Sales @ The Italian Sea Group; Sales & Marketing Director (2012-2015)</i>
* Yacht network	20%		<i>President at The Italian Sea Group Americas</i>
* Technical and pricing	20%		<i>Nine years as general manager of a steel and aluminium yard: pricing and delivery sat with him</i>
* Business building	20%		<i>General Manager @ ISA YACHTS - PALUMBO SUPERYACHTS (Feb 2017 – Present)</i>
Leadership maturity	10%		<i>Head of Strategic Business Unit @ Natuzzi (2009-2012)</i>

Reading. General manager since Feb 2017. Before: President of TISG Americas and Vice President of Sales, then Sales & Marketing Director of The Italian Sea Group (2012-2017); strategic business unit head and product manager at Natuzzi (furniture); MBA. A sales-and-marketing executive who became a yard general manager and has held the seat nine years, beside a second general manager appointed in Nov 2025.

CAREER

General Manager · Isa Yachts - Palumbo Superyachts Feb 2017 – Present
General Manager · Palumbo SuperYachts Feb 2017 – Present
President at The Italian Sea Group Americas, Inc. · The Italian Sea Group Sep 2015 – Jan 2017
Vice President of Sales · The Italian Sea Group Oct 2012 – Sep 2015
Sales & Marketing Director · The Italian Sea Group Feb 2009 – Oct 2012
Head of Strategic Business Unit · Natuzzi Sep 2006 – Jan 2009
Product Manager · Natuzzi Jun 2003 – Aug 2006
and 3 earlier roles
Education MBA - Master in Business Administration Business School of Economics - CIS; Master's Degree in Law University of Bari (BA) · Italy · Profile linkedin.com/in/francesco-carbone-53861014



Primiano Protano

Direttore generale at Palumbo SuperYachts · Savona, Italy

150

OF 200

HYBRID COMMERCIAL-TECHNICAL STRONG MATCH SHORTLIST

* Commercial leadership	30%		<i>Division Manager; commercial Technical Manager; R&D Director @ Shipyard (Sep 2009 – Jul 2013)</i>
* Yacht network	20%		<i>Direttore generale @ Palumbo SuperYachts (Nov 2025 – Present)</i>
* Technical and pricing	20%		<i>University of Genoa Naval Architect · Ingegneria navale; Technical Superintendent, Site NewBuilding Manager</i>
* Business building	20%		<i>Direttore generale @ The Italian Sea Group S.p.A (Jan 2013 – Oct 2023)</i>
Leadership maturity	10%		<i>Ten years as general manager of a listed group through its IPO years</i>

Reading. 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.

CAREER

Direttore generale · Palumbo SuperYachts Nov 2025 – Present
Direttore Nuove Costruzioni · San Giorgio del Porto S.p.A. Aug 2023 – Present
Direttore generale · The Italian Sea Group S.p.A Jan 2013 – Oct 2023
Division Manager, commercial Technical Manager, R&D Director · Shipyard Sep 2009 – Jul 2013
Technical Superintendent, Site NewBuilding Manager · ShipOwner Company Oct 2004 – Sep 2009
Education Polytechnic of Turin; University of Genoa Naval Architect · Ingegneria navale · Profile linkedin.com/in/primiano-protano-bb839870

PALUMBO SUPERYACHTS · ISA · CANDIDATES 3 AND 4 OF 5



Alessandro Gianardi

Project Manager at Palumbo SuperYachts · La Spezia, Italy

80

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership
30%



No evidence in the profile.

* Yacht network
20%



No evidence in the profile.

* Technical and pricing
20%



Direttore di Linea @ The Italian Sea Group; Production Manager @ Cantieri di Pisa

* Business building
20%



General Manager @ Falcon Yachts (2007-2008)

Leadership maturity
10%



Purchasing, estimating, production and line direction since 2001

Reading. General manager of Falcon Yachts 2007, Cantieri di Pisa production manager, TISG line director, Azimut-Benetti estimator; Naval Academy. A former small-yard GM now managing projects.

CAREER

Project Manager · Palumbo SuperYachts Feb 2017 – Present

Direttore di Linea · The Italian Sea Group S.p.A Sep 2013 – Jan 2017

Exterior Outfitting Leader · Fincantieri Oct 2008 – Aug 2013

Production Manager · Cantieri di Pisa Jul 2007 – Sep 2008

General Manager · Falcon Yachts Sep 2005 – Jul 2007

Estimator · Azimut-Benetti Dec 2001 – Sep 2005

Purchasing Manager · C.B.I. Navi Spa Oct 1991 – Sep 2001

and 2 earlier roles

Education Accademia Navale 84° AUCD - Stato Maggiore · 84° AUCD - Stato Maggiore; Istituto Tecnico Nautico N. Sauro (La Spezia) · **Profile** [linkedin.com/in/alessandro-gianardi-0358885](https://www.linkedin.com/in/alessandro-gianardi-0358885)



Andrea Greco

Vice General Manager at Palumbo SuperYachts · Naples, Italy

70

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership
30%



No evidence in the profile.

* Yacht network
20%



No evidence in the profile.

* Technical and pricing
20%



Technical Production Manager @ ISA YACHTS (Jan 2021 – Present); Naval Architect & Marine Engineer

* Business building
20%



Vice General Manager @ Palumbo SuperYachts (Dec 2023 – Present)

Leadership maturity
10%



No evidence in the profile.

Reading. 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.

CAREER

Vice General Manager · Palumbo SuperYachts Dec 2023 – Present

Technical Production Manager · ISA YACHTS Jan 2021 – Present

Senior Engineering Project Manager · ISA YACHTS Aug 2019 – Jan 2021

Senior project manager · Guida Design Feb 2017 – Sep 2019

Naval Architect & Marine Engineer · ISA YACHTS Feb 2017 – Jan 2018

Naval Architect & Marine engineer · Arcadia Yachts Mar 2015 – Feb 2017

Trainee · Arcadia Yachts Jan 2014 – Dec 2014

and 1 earlier roles

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 · **Profile** [linkedin.com/in/andrea-greco-44989163](https://www.linkedin.com/in/andrea-greco-44989163)

PALUMBO SUPERYACHTS · ISA · CANDIDATE 5 OF 5



Marco Maranzana

Project Manager at Palumbo SuperYachts · Trieste, Italy

COO / TECHNICAL

UNCLEAR

100

OF 200

★ Commercial leadership 30%		No evidence in the profile.
★ Yacht network 20%		No evidence in the profile.
★ Technical and pricing 20%		Ship Building Manager @ MSC Cruises; Project Manager @ The Italian Sea Group
★ Business building 20%		CEO & General Manager @ CARTUBI (2018-2021)
Leadership maturity 10%		No evidence in the profile.

Reading. Former CEO of Cartubi and MSC Cruises shipbuilding manager; MBA.

CAREER

Project Manager · Palumbo SuperYachts Dec 2025 – Present
Projet Manager · The Italian Sea Group S.p.A Feb 2024 – Nov 2025
Ship Building Manager · MSC Cruises Dec 2021 – Dec 2023
Project Manager · The Italian Sea Group Sep 2018 – Aug 2021
CEO & General Manager · CARTUBI Jun 2015 – Apr 2018
Project Manager · Accieierie Bertoli Safau Spa Apr 2011 – May 2015
Shipyards Manager · CARTUBI Sep 2008 – Apr 2011
and 3 earlier roles

Education MIB School of Management Master of Business Administration (MBA) · Business Administration and Management, General; Università degli Studi di Udine Engineer · Management · **Languages** English · Full professional proficiency, Spanish · **Profile** [linkedin.com/in/marcomaranzana](https://www.linkedin.com/in/marcomaranzana)

Columbus Yachts

ITALY · GRADE A

PART OF PALUMBO SUPERYACHTS · ISA

Palumbo's Savona brand, on the former Mondomarine yard, building 37 to 48 m aluminium and steel semi-custom yachts.

2008 brand · Savona since 2018 FOUNDED	Palumbo Superyachts OWNER	inside Palumbo REVENUE	Atlantique, Crossover LINES	37 to 48 m RANGE	General manager Gianpaolo Lapenna HEAD
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WHAT HAPPENED, 2023 TO 2026

Aug 2023	BUILD	65 m Atlantique flagship concept presented
Jun 2024	BUILD	First Atlantique 43, Night Fury II, delivered; second launched
Jan 2025	BUILD	First Atlantique 47 launched
May 2025	BUILD	42 m explorer Big Naan launched for a US client
Mar 2026	BUILD	38 m Principessa Capricciosa launched

WHAT IT ADDS UP TO

A steady one-or-two-launches-a-year brand inside the Palumbo order book.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Virginia De Carlo · Marketing Director (Palumbo, Columbus, Extra, Mondomarine), since 2019
Senior layer · 1 people: sales and marketing 1; all on the next slide

ORGANISATION

Brand general manager inside Palumbo

WHAT IT SHOWS FOR A NEW YARD

A brand general manager inside a group: delivery responsibility, no commercial or financial seat.

Columbus Yachts · the top team

LINKEDIN, OCTOBER 2026 · 4 READ: 0 TOP, 1 SENIOR, 2 MANAGERS, 1 STAFF

SENIOR LAYER, BY FUNCTION

SALES AND MARKETING



Virginia De Carlo
Marketing Director (Palumbo,
Columbus, Extra, Mondomarine)
since 2019

MANAGERS

SALES AND MARKETING



Vittoria Palumbo
Marketing communication manager
since 2023

OWNER FAMILY

ENGINEERING AND DESIGN



Salvatore Savarese
Naval architect, Columbus Yachts
since 2020

Wider Yachts

ITALY · GRADE A

Fano builder of hybrid catamarans and custom hybrid yachts, through four owners since 2012 and now with a Dubai shareholder.

2010 FOUNDED	W-Fin (Maggi); OceanWorld entering 2026 OWNER	EUR 19 to 38 m, sources differ REVENUE	46 staff, about 300 with contractors PEOPLE	23 to 28 m catamarans · custom to 72 m RANGE	Series catamarans + custom steel MODEL
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WHAT HAPPENED, 2023 TO 2026

Dec 2023	TOP SEAT	New board; CEO Fraternale reappointed; Norberto Ferretti honorary chairman
Sep 2024	MONEY	Two new models and a EUR 40 m capital increase announced
Oct 2024	BUILD	72 m hybrid Aetherius concept with Phathom Studio
Sep 2025	DEAL	Oceans Yachts brand launched with Vripack and OceanWorld
May 2026	OWNER	OceanWorld Group (Dubai) enters the capital; takeover by end of 2026
Jul 2026	DEAL	First WiderCat 92 resold on the brokerage market

WHAT IT ADDS UP TO

A builder refinanced three times since 2019 and changing hands again; its president, Marcello Maggi, founded ISA Yachts and sold for CRN before.

FORMER LEADERS NOW ELSEWHERE

Maurizio Magri · now Founder & Chairman at MAGRIMAR A1 Yachting Services; was Chief Commercial Officer (CCO)

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Fabio Fraternale · CEO, Wider, since 2020
Marcello Maggi · President, since 2019
Martina Casagrande · Head of Communication, since 2017
Enrico Sora · Plant Manager, since 2023
Luciano Cardini · Head of Engineering and R&D, since 2013
Michele Lubrano Lobianco · Head of Wider Centro Stile, since 2019
Senior layer · 6 people: general management 2, engineering and design 2, sales and marketing 1, production and operations 1; all on the next slide
Candidates here · 2 in the pools, on the pages after the team

ORGANISATION

Investor-owned; industry-veteran president, hired CEO, new Dubai shareholder

WHAT IT SHOWS FOR A NEW YARD

Investor-owned, with an industry veteran as president and a hired CEO: the organisation survives each change of owner.

Wider Yachts · the top team

LINKEDIN, OCTOBER 2026 · 23 READ: 2 TOP, 6 SENIOR, 5 MANAGERS, 10 STAFF

A President who founded ISA Yachts and sold at CRN, a Chairman from the Luxembourg investor, a general manager named only in a headline, over a Head of Engineering and R&D (since 2013), Head of the style centre, Plant Manager (2023), Head of Communication, HSE, a project manager and a small technical and purchasing staff.

TOP SEAT



Fabio Fraternale
CEO, Wider
since 2020
GM POOL



Marcello Maggi
President
since 2019
GM POOL **OWNER FAMILY**

SENIOR LAYER, BY FUNCTION

GENERAL MANAGEMENT



Massimo I.
Chairman of the Board
since 2024
OWNER FAMILY



Stefano Talamonti
Direttore generale

SALES AND MARKETING



Martina Casagrande
Head of Communication
since 2017

ENGINEERING AND DESIGN



Luciano Cardini
Head of Engineering and R&D
since 2013



Michele Lubrano Lobianco
Head of Wider Centro Stile
since 2019

PRODUCTION AND OPERATIONS



Enrico Sora
Plant Manager
since 2023

MANAGERS

ENGINEERING AND DESIGN



Giulia Sigismondi
Interior decoration and client specialist
since 2022

PRODUCTION AND OPERATIONS



Paolo Bonafè
HSE manager
since 2022



Rita Luzzi
Interiors fitting manager
since 2023

PROJECTS AND SERVICE



Giovanni Pilla
Project manager
since 2023

PEOPLE



Silvia Maggi
Board assistant and HR
since 2021

WIDER YACHTS · CANDIDATES 1 AND 2 OF 2



Marcello Maggi

Presidente at WIDER YACHTS · Monaco

160

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

OWNER FAMILY

* Commercial leadership

30%



Sales Manager @ CRN YACHTS (1990 – 2000)

* Yacht network

20%



President @ Marcello Maggi Yachting Boutique (2014 – Present)

* Technical and pricing

20%



No evidence in the profile.

* Business building

20%



President and Founder @ ISA yachts (2001 – 2013)

Leadership maturity

10%



Presidente @ WIDER YACHTS (Jul 2019 – Present)

Reading. President since Jul 2019; founder and president of ISA Yachts (2001-2013), CRN sales manager in the 1990s; runs his own yachting firm in Monaco. A founder-seller who has built one yacht brand and now chairs another. No link to the Wider page; read from the role row.

CAREER

Presidente · WIDER YACHTS Jul 2019 – Present

President · Marcello Maggi Yachting Boutique 2014 – Present

President and Founder · ISA yachts 2001 – 2013

Sales Manager · CRN YACHTS 1990 – 2000

Profile [linkedin.com/in/marcello-maggi-30485741](https://www.linkedin.com/in/marcello-maggi-30485741)

Fabio Fraternale

Chief Executive Officer at WIDER SRL · Fano, Italy

130

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

* Commercial leadership

30%



No evidence in the profile.

* Yacht network

20%



No evidence in the profile.

* Technical and pricing

20%



No evidence in the profile.

* Business building

20%



Chief Executive Officer @ WIDER SRL (Jun 2020 – Present)

Leadership maturity

10%



Managing Director @ Teuco Guzzini SPA; ceo @ Ferretti Group (to 2010)

Reading. CEO of Wider since Jun 2020, through the Blu Yachts refinancing; managing director Teuco Guzzini, a Ferretti brand CEO role to 2010, 14 years in banking before. Linked here through Ferretti because the Wider roster did not carry his current seat. Likely over 60.

CAREER

Chief Executive Officer · WIDER SRL Jun 2020 – Present

Owner · FaRo ConsulThink Jan 2012 – Oct 2021

Managing Consultant · OMG MANUFACTURING Oct 2017 – Oct 2020

President and owner · Ma.Mi. Srl Nov 2012 – Dec 2015

Managing Director · Teuco Guzzini SPA Apr 2010 – Dec 2011

ceo · Ferretti Group Mar 1996 – Mar 2010

Branch Director · Banca Popolare dell'Adriatico Mar 1983 – Feb 1996

Education Università degli Studi di Urbino Carlo Bo bachelor · political sciences; Almagest Bologna University Master of Business Administration (MBA) · **Languages** English · Full professional proficiency, French · Professional working proficiency · **Profile** [linkedin.com/in/fraternalefabio](https://www.linkedin.com/in/fraternalefabio)

Next Yacht Group · Maiora

ITALY · GRADE A

Viareggio group formed in 2021 from Maiora and AB Yachts, entering steel yachts through the Siman yard, with an Istanbul dealer and no CEO.

2021 FOUNDED	Stefano Nesti, Continental Investment OWNER	EUR 37 m sales · EUR 84 m production, 2025 REVENUE	above EUR 100 m ORDER BOOK	15th · 19 projects RANK	28 to 40 m composite · 50 to 53 m steel planned RANGE
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WHAT HAPPENED, 2023 TO 2026

Apr 2025	TOP SEAT	Sebastiano Fanizza, ex-Benetti CCO, appointed CEO
Aug 2025	TOP SEAT	Fanizza leaves after four months; the CEO seat stays empty
Jan 2026	MONEY	Enters the Global Order Book top 20; 10 sales in 2025
Jun 2026	DEAL	Next Yacht Turkey opens in Istanbul with YSC Yacht Sales Centre
Jul 2026	DEAL	Siman metal yard bought; EUR 20 m plan, profit target 2027
Sep 2026	BUILD	Maiora enters the steel under-500 GT class: Supernova 50 and M53

WHAT IT ADDS UP TO

A relaunch with money and an order book but without a chief executive since August 2025; selling in Istanbul since June 2026.

FORMER LEADERS NOW ELSEWHERE

Gennaro Candida De Matteo · now Consultant at Self-employed; was Chief Executive Officer
Sebastiano Fanizza · now Founder & Strategic Advisor at Elessargery; was Chief Executive Officer
Francesco Frediani · now Dealer Network Director at Bellini Yacht; was Head of Business Development at Gruppo Fipa (Maiora-AB Yachts, CBI Navi)

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Giorgio Mattei · Deputy Chairman, since 2022
Daniele Caronna · Head of Sales, Maiora, since 2024
Rudolf Berglehner · Senior sales collaborator (Switzerland), since 2014
Andrea Paladini · Head of Metal Division, since 2026
Bruno Bonini · Shipyard director, since 2022
Marco Franchi · Head of Technical Department, since 2003
Senior layer · 14 people: production and operations 5, sales and marketing 3, finance, legal and it 2, people 1, projects and service 1, purchasing 1, engineering and design 1; all on the next slide
Candidates here · 2 in the pools, on the pages after the team

ORGANISATION

Investor-owned; chairman and chief sales officer, CEO seat empty since 2025

WHAT IT SHOWS FOR A NEW YARD

Chairman plus chief sales officer with the CEO seat vacant: the owner runs it through the board.

Next Yacht Group · Maiora · the top team

LINKEDIN, OCTOBER 2026 · 91 READ: 1 TOP, 14 SENIOR, 24 MANAGERS, 52 STAFF

TOP SEAT



Giorgio Mattei
Deputy Chairman
since 2022

OWNER FAMILY

SENIOR LAYER, BY FUNCTION

SALES AND MARKETING

- DC

Daniele Caronna
Head of Sales, Maiora
since 2024

SHORTLISTHYBRID POOL
- 

Rudolf Berglehner
Senior sales collaborator (Switzerland)
since 2014
- 

Stefania Delmiglio
Chief Marketing & Communication
Officer, AB Yachts and Maiora
since 2024

ENGINEERING AND DESIGN

- MF

Marco Franchi
Head of Technical Department
since 2003

PRODUCTION AND OPERATIONS

- 

Andrea Paladini
Head of Metal Division
since 2026
- 

Bruno Bonini
Shipyard director
since 2022

PRODUCTION AND OPERATIONS
(CONTINUED)

- 

Crosilla Ettore
Production manager, Massa plant
since 2020
- 

Davide Gili
Head of fiberglass division
since 2026
- 

Davide Vagli
Head of manufacturing engineering
and warehouse
since 2024

PROJECTS AND SERVICE

- PB

Piergiorgio Belardini
Project Management Manager
since 2024

COO POOL

PURCHASING

- GG

Gabriele Gaspari
Head of Procurement
since 2024

FINANCE, LEGAL AND IT

- 

Domenico Iervolino
CFO
since 2026
- GC

Gabriele Chelini
Group CFO, Fipa Group (part-time)
since 2002

PEOPLE

- 

Cosimo Lai
Chief Human Resources Officer
since 2026

NEXT YACHT GROUP · MAIORA · CANDIDATES 1 AND 2 OF 2



Daniele Caronna

Head of Sales at Maiora - Next Yacht Group · Trieste, Italy

180

OF 200

HYBRID COMMERCIAL-TECHNICAL STRONG MATCH SHORTLIST

* Commercial leadership	30%		DIRETTORE COMMERCIALE (GRP DIVISION) @ SANLORENZO SPA (May 2012 – Apr 2015); Sales Director @ MONTE CARLO YACHTS
* Yacht network	20%		Brokerage Director @ SANLORENZO SPA; Head of Sales @ Maiora - Next Yacht Group (Sep 2024 – Present)
* Technical and pricing	20%		DIRETTORE TECNICO E RESPONSABILE REPARTO PROTOTIPI @ Azimut-Benetti (2007 – Jun 2011)
* Business building	20%		AFTER SALES MANAGER @ Azimut-Benetti (2001 – 2007)
Leadership maturity	10%		Director-level seats since 2007 at three groups

Reading. Head of Sales for the Maiora brand since Sep 2024 (no link to the page; read from the role row). Naval and mechanical engineer (Genoa, with honours) who went after-sales manager and then Technical Director at Azimut-Benetti (2001-2011), brokerage director and Commercial Director of the GRP division at Sanlorenzo (2011-2015), Sales Director at Monte Carlo Yachts (2015-2018). The technical-to-commercial hybrid the brief describes, with director-level seats at three Italian groups; no general-management seat yet.

CAREER

Head of Sales · Maiora - Next Yacht Group Sep 2024 – Present
Sales Director · So.co.mar. - Costruzioni Riparazioni Meccaniche E Navali Societa A Responsabilita Limitata Sep 2018 – Present
Sales Director · MONTE CARLO YACHTS S.p.A. Apr 2015 – Aug 2018
DIRETTORE COMMERCIALE (GRP DIVISION) · SANLORENZO SPA May 2012 – Apr 2015
Brokerage Director · SANLORENZO SPA Aug 2011 – Apr 2012
DIRETTORE TECNICO E RESPONSABILE REPARTO PROTOTIPI · Azimut-Benetti 2007 – Jun 2011
AFTER SALES MANAGER · Azimut-Benetti 2001 – 2007
and 5 earlier roles
Education Università degli Studi di Genova 110/110 Lode · Naval and mechanical Engineering · Profile linkedin.com/in/daniele-caronna-54a39810



Piergiorgio Belardini

Project Management Manager at Next Yacht Group · Viareggio, Italy

70

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership	30%		No evidence in the profile.
* Yacht network	20%		Service Manager Americas @ Benetti Yachts (Jan 2018)
* Technical and pricing	20%		Project Management Manager @ Next Yacht Group (Sep 2024 – Present); Project Manager @ Sanlorenzo; Project Manager @ Benetti
* Business building	20%		No evidence in the profile.
Leadership maturity	10%		No evidence in the profile.

Reading. Since Sep 2024; Sanlorenzo project manager, Benetti project and service manager (Americas service manager 2018), Lusben refit; mechanical engineer.

CAREER

Project Management Manager · Next Yacht Group Sep 2024 – Present
Service & Project Manager · Next Yacht Group Feb 2022 – Oct 2024
Project Manager · Sanlorenzo S.p.a. Apr 2018 – Mar 2022
Project Engineer · Lusben Refits & Repairs Jan 2018 – Mar 2018
Service Manager Americas · Benetti Yachts Sep 2014 – Jan 2018
Project Manager · Benetti Yachts Jun 2012 – Aug 2014
Project Manager & Service Management Coordinator · Benetti Yachts Aug 2011 – Sep 2012
and 6 earlier roles
Education Università di Pisa Mechanical Engineering · Mechanical Engineering - Energy; Liceo Scientifico Liceo Scientifico - Barsanti e Matteucci · Profile linkedin.com/in/piergiorgio-belardini-62257ba

Antonini Navi

ITALY · GRADE A

The yacht brand of a La Spezia steel-fabrication group that built hulls for other yards and now builds its own 30 to 34 m steel yachts.

group about 1955 · yachts about 2020 FOUNDED	Antonini family, with sales partner Aldo Manna OWNER	about EUR 68 m · 2023 GROUP REVENUE	33,000 m2 at Muggiano YARD	30 to 34 m built · 44 and 63 m designed RANGE	Custom and semi- custom steel MODEL
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WHAT HAPPENED, 2023 TO 2026

Jul 2023	BUILD	Hull and superstructure of a 55 m delivered to another builder
Nov 2023	DEAL	First 33 m custom steel yacht sold to an Italian owner
Dec 2024	MONEY	Revenue nearly doubled in 2023; demand slowing, says the MD
Nov 2025	BUILD	63 m Light63M concept by Nauta presented
Jul 2026	BUILD	First Seamore 34 delivered
Sep 2026	DEAL	First XPD95 explorer sold

WHAT IT ADDS UP TO

A hull subcontractor turning into a builder on its own steel: the closest Italian case to a yard that starts from metalwork.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

- Walter Antonini · General Manager, Antonini Navi; CEO Energy Division, Gruppo Antonini, since 2026
- Aldo MANNA · Partner and Sales Director, since 2020
- Davide Urli · Production Manager, since 2024
- Senior layer · 2 people: sales and marketing 1, production and operations 1; all on the next slide
- Candidates here · 2 in the pools, on the pages after the team

ORGANISATION

Family managing director; sales partner as shareholder

WHAT IT SHOWS FOR A NEW YARD

Family managing director with a sales partner who holds equity; no separate operations seat.

Antonini Navi · the top team

LINKEDIN, OCTOBER 2026 · 8 READ: 1 TOP, 2 SENIOR, 3 MANAGERS, 2 STAFF

A family general manager and a partner-sales director (the dealer-entrepreneur who created the yacht line) over a Production Manager from Fincantieri, a boat chief, a project manager and a small technical office.

TOP SEAT



Walter Antonini
General Manager, Antonini Navi; CEO Energy Division, Gruppo Antonini
since 2026

OWNER FAMILY

SENIOR LAYER, BY FUNCTION

SALES AND MARKETING



Aldo MANNA
Partner and Sales Director
since 2020

HYBRID POOL OWNER FAMILY

PRODUCTION AND OPERATIONS



Davide Urli
Production Manager
since 2024

COO POOL

MANAGERS

ENGINEERING AND DESIGN



Roberto Lorello
Product coordinator
since 2026

PROJECTS AND SERVICE



Enrico Ferlazzo
Project manager
since 2024



Marco Martinelli
Boat chief
since 2024

ANTONINI NAVI · CANDIDATES 1 AND 2 OF 2



Aldo MANNA

Partner and Sales Director at Antonini Navi · La Spezia, Italy

180

OF 200

- HYBRID COMMERCIAL-TECHNICAL
- POSSIBLE MATCH
- OWNER FAMILY

*** Commercial leadership** 30% *Partner and Sales Director @ Antonini Navi (Jan 2020 – Present)*

*** Yacht network** 20% *Dealer OCEA for ITALY; Florida Yachts Brokers - Partner*

*** Technical and pricing** 20% *Università degli Studi di Genova Ingegneria nautica*

*** Business building** 20% *CEO & Founder @ MCYACHT (1999 – Present)*

Leadership maturity 10% *Yacht sales and dealerships since 1996*

Reading. Partner and sales director since Jan 2020; founder and CEO of MCYacht (1999) and of the SUY concept, OCEA dealer for Italy, Florida brokerage partner; Genoa nautical engineering. A dealer-entrepreneur who brought the yacht line to a steel shipbuilder.

CAREER

Partner and Sales Director · Antonini Navi Jan 2020 – Present

CEO & Founder · MCYACHT 1999 – Present

Founder of SUY "Sport Utility Yachts" · MCYACHT 2015 – Present

Manager Sales of OCEA YACHTS Branch Office · OCEA Construction navale Aug 2005 – Dec 2019

Dealer OCEA for ITALY · OCEA Construction navale 2005 – 2015

Ufficio Vendita autorizzato · PortoMirabello 2008 – 2011

Florida Yachts Brokers - Partner · Florida Yachts Brokers 2005 – 2011

and 8 earlier roles

Education Università degli Studi di Genova Ingegneria nautica · **Languages** Inglese, Italiano · **Profile** [linkedin.com/in/aldo-manna-9387504a](https://www.linkedin.com/in/aldo-manna-9387504a)



Davide Urli

Production Manager at Antonini Navi · La Spezia, Italy

80

OF 200

- COO / TECHNICAL
- POSSIBLE MATCH

*** Commercial leadership** 30% No evidence in the profile.

*** Yacht network** 20% No evidence in the profile.

*** Technical and pricing** 20% *Production Manager @ Antonini Navi (Jan 2024 – Present); EXTERIOR OUTFITTING LEADER @ FINCANTIERI*

*** Business building** 20% No evidence in the profile.

Leadership maturity 10% *Responsible of Production @ CANTIERI DI PISA (2007-2024)*

Reading. Since Jan 2024; Fincantieri exterior outfitting leader, production head at Cantieri di Pisa and AB Yachts; Genoa nautical engineer.

CAREER

Production Manager · Antonini Navi Jan 2024 – Present

EXTERIOR OUTFITTING LEADER · FINCANTIERI S.p.A. Aug 2013 – Jan 2024

Nautical Engineer (MEGAYACHTS TECHNICAL & PRODUCTION DEP.) · FINCANTIERI S.p.A. Sep 2007 – Jan 2024

Responsible of Production · CANTIERI DI PISA S.p.a. Jan 2002 – Aug 2007

Responsible of Production · AB yacht cantieri navali Apr 1998 – Jun 2001

YACHT DESIGNER · Design Stidio Spadolini Jun 1996 – Apr 1998

Training · Benetti 1994 – 1994

Education Università degli Studi di Genova ingegneria nautica · ingegneria nautica · **Languages** Inglese · **Profile** [linkedin.com/in/davide-urli-82659350](https://www.linkedin.com/in/davide-urli-82659350)

The Italian Sea Group · Admiral

ITALY · GRADE A

Admiral, Tecnomar and Perini Navi: Italy's largest builder above 50 m, with hulls built in Türkiye, now in court-supervised restructuring and for sale.

2009 FOUNDED	Giovanni Costantino 53.6%, listed Milan OWNER	EUR 295 m · 2025, -27% REVENUE	EUR 171 m · 2025 LOSS	485 PEOPLE	4th · 23 projects RANK
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WHAT HAPPENED, 2023 TO 2026

Dec 2024	MONEY	4th in the Global Order Book; order book EUR 1.3 bn
Feb 2026	MONEY	Founder injects EUR 25 m against project cost overruns; shares -36%
Mar 2026	MONEY	Crisis procedure opens at the Court of Florence; shares -47%
Jul 2026	TOP SEAT	Composition with creditors; founder resigns; redundancies start
Oct 2026	TOP SEAT	Founder returns as CEO under a new board and court administrators
Oct 2026	DEAL	Five binding bids for the yards; sale to close mid-November

WHAT IT ADDS UP TO

The top Italian superyacht builder collapsed in one year on cost overruns; Tankoa's CEO, Sanlorenzo, Azimut|Benetti and Baglietto are bidding for its yards.

FORMER LEADERS NOW ELSEWHERE

- Francesco Carbone · now General Manager at Isa Yachts - Palumbo Superyachts; was President at The Italian Sea Group Americas, Inc.
- Giulio Pennacchio · now Director - Project Management Surveyor - Consulter - Insurance Claim at Freelance; was Board Member
- Primiano Protano · now Direttore generale at Palumbo SuperYachts; was Direttore generale

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

- Top seat · Giovanni Costantino, Chairman and CEO (founder; not on the LinkedIn roster)
- Frank Grzeszczak Sr. · Head of sales, Admiral Yachts Americas, since 2019
- Gianmaria Costantino · Chief Commercial Officer, since 2025
- Alessandro Carossa · Production Director, 100 m line, since 2022
- Gabriele Andreani · Production Director, Admiral 70 m line, since 2026
- Alfonso De Carolis · Technical Director, since 2021
- Emiliano Austi · Chief Technical Officer, since 2026
- Senior layer · 19 people: production and operations 6, engineering and design 4, finance, legal and it 3, sales and marketing 2, projects and service 2, general management 1, purchasing 1; all on the next slide
- Candidates here · 8 in the pools, on the pages after the team

ORGANISATION

Founder-controlled, in restructuring; founder CEO again under court administrators

WHAT IT SHOWS FOR A NEW YARD

Founder-controlled to the end; its former general director and its former operations chief are both on the market.

The Italian Sea Group · Admiral · the top team

LINKEDIN, OCTOBER 2026 · 29 READ: 0 TOP, 19 SENIOR, 10 MANAGERS, 0 STAFF

Founder-chairman-CEO over a C-suite built almost entirely in 2025-2026: Chief Commercial Officer (the chairman's family, Jan 2025), Group CFO (Apr 2026), Chief Technical Officer (Mar 2026, from Maersk), Chief Production Officer (Mar 2026, grown inside), Shipyard Director (Feb 2026, from Sanlorenzo), Purchasing Director (Dec 2025, from Hitachi Rail), Chief Risk Officer (Nov 2025), investor-relations and governance director (Nov 2024); below them two technical directors, production directors per line (100 m, Admiral 70 m, Istanbul), a quality director, an after-sales and refit business unit, an art director, and a Country Director for TISG Türkiye.

TOP SEAT

Giovanni Costantino, Chairman and CEO (founder; not on the LinkedIn roster) (from the press; not on the company page).

SENIOR LAYER, BY FUNCTION

GENERAL MANAGEMENT

 **Alberto Bevacqua**
Country Director, TISG Türkiye
since 2024

SALES AND MARKETING

 **Frank Grzeszczak Sr.**
Head of sales, Admiral Yachts Americas
since 2019

 **Gianmaria Costantino**
Chief Commercial Officer
since 2025

OWNER FAMILY

ENGINEERING AND DESIGN

 **Alfonso De Carolis**
Technical Director
since 2021

COO POOL

 **Emiliano Austi**
Chief Technical Officer
since 2026

COO POOL

 **Gian Marco Campanino**
Creative and Art Director
since 2017

 **Silvia Fabbrini**
Technical Director
since 2025

PRODUCTION AND OPERATIONS

 **Alessandro Carossa**
Production Director, 100 m line
since 2022

COO POOL

 **Gabriele Andreani**
Production Director, Admiral 70 m line
since 2026

COO POOL

 **Massimo De Santi**
Shipyard Director
since 2026

COO POOL

 **Ozgur Deli**
Director of Production (Istanbul)
since 2025

COO POOL

PRODUCTION AND OPERATIONS (CONTINUED)

 **Paolo Misitano**
Quality Director
since 2017

 **Alan de Candiziis**
Chief Production Officer
since 2026

COO POOL

PROJECTS AND SERVICE

 **Cristian Stefanini**
Operations director; head of after-sales and refit business unit
since 2026

PROJECTS AND SERVICE (CONTINUED)

 **Francesco Fullin**
Program Manager
since 2026

COO POOL

PURCHASING

 **Marcello Santoro**
Purchasing Director
since 2025

FINANCE, LEGAL AND IT

 **Enrico Filippi**
Investor relations, ESG and governance director; board secretary
since 2025

 **Fabio Zanobini**
Group CFO
since 2026

 **Salvatore Siviglia**
Chief Risk Officer; legal office
since 2025

THE ITALIAN SEA GROUP · ADMIRAL · CANDIDATES 1 AND 2 OF 8



Emiliano Austi

Chief Technical Officer - Technical & Maritime Engineering division at The Italian Sea Group S.p.A · La Spezia, Italy

110

OF 200

COO / TECHNICAL STRONG MATCH

* Commercial leadership 30%		Contracting & Technical Negotiations
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Chief Technical Officer @ The Italian Sea Group S.p.A (Mar 2026 – Present); Head Naval Architecture Department & PMO @ A.P. Moller - Maersk
* Business building 20%		Engineering General Director @ The Italian Sea Group S.p.A (Jan 2026 – Mar 2026)
Leadership maturity 10%		over 20 years of hands-on experience across the full shipbuilding value chain

Reading. 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.

CAREER

Chief Technical Officer - Technical & Maritime Engineering division · The Italian Sea Group S.p.A Mar 2026 – Present
Engineering General Director · The Italian Sea Group S.p.A Jan 2026 – Mar 2026
Director/Dirigente, Head Naval Architecture & Fleet Regulatory Compliance · A.P. Moller - Maersk Jul 2024 – Dec 2025
Director, Head Naval Architecture Department & PMO · A.P. Moller - Maersk Dec 2016 – Jun 2024
Project Manager - Sr. Naval Architect · A.P. Moller - Maersk Jul 2014 – Dec 2016
Chairman TopTier · MARIN (Maritime Research Institute Netherlands) May 2021 – Jan 2025
Senior Surveyor in Charge - Statutory Department Rotterdam - Copenhagen · Lloyd's Register Jan 2013 – Jun 2014
and 11 earlier roles

Education IMD Mini MBA · Inspiring Maersk Management Program; Technische Universiteit Delft 2007 · Marine Technology (Ship production) · **Languages** English · Full professional proficiency, Italian · Native or bilingual proficiency, Romanian · Limited working proficiency · **Profile** [linkedin.com/in/emilianoausti](https://www.linkedin.com/in/emilianoausti)



Massimo De Santi

Shipyard Director at The Italian Sea Group S.p.A · Lucca, Italy

80

OF 200

COO / TECHNICAL STRONG MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Direttore di produzione @ Sanlorenzo Yacht (Jan 2021 – Mar 2025); Shipyard Director @ The Italian Sea Group (Feb 2026 – Present)
* Business building 20%		Direttore di produzione @ Azimut Do Brasil Fabricacao De Iates (Jan 2020 – Dec 2020)
Leadership maturity 10%		Production leadership since 2007 at Fipa, Azimut, Sanlorenzo and TISG

Reading. Shipyard Director since Feb 2026 after a year as production director; Sanlorenzo production director 2021-2025, Azimut executive 2016-2021 (ran the Brazil plant in 2020), 25 years at Fipa. The production leader who has run the floor at three of the four biggest Italian groups.

CAREER

Shipyard Director · The Italian Sea Group S.p.A Feb 2026 – Present
Production Director · The Italian Sea Group S.p.A Mar 2025 – Mar 2026
Direttore di produzione · Sanlorenzo Yacht Jan 2021 – Mar 2025
Dirigente · Azimut Yachts Jan 2016 – Jan 2021
Direttore di produzione · Azimut Do Brasil Fabricacao De Iates Jan 2020 – Dec 2020
Responsabile di Produzione · FIPA GROUP Apr 2007 – Jan 2016
Dirigente · FIPA GROUP Apr 2007 – Jan 2016
and 1 earlier roles

Education Istituto Tecnico Nautico - Artiglio - Viareggio Aspirante al Comando di Navi Mercantili · Diploma Nautico; Istituto Tecnico Nautico Artiglio - Viareggio Aspirante Capitano di Lungo Corso · Abilitazioni Tecniche e Professionali settore Marittimo · **Languages** Inglese · Professional working proficiency, Italiano · Native or bilingual proficiency, Portoghese · Professional working proficiency · **Profile** [linkedin.com/in/massimo-de-santi-26600764](https://www.linkedin.com/in/massimo-de-santi-26600764)

THE ITALIAN SEA GROUP · ADMIRAL · CANDIDATES 3 AND 4 OF 8



Alan de Candiziis

Chief Production Officer at The Italian Sea Group S.p.A · Carrara, Italy

70

OF 200

COO / TECHNICAL STRONG MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Chief Production Officer @ The Italian Sea Group S.p.A (Mar 2026 – Present); Industrial Process Director (2023-2026)
* Business building 20%		Picchiotti Yacht Director @ The Italian Sea Group S.p.A (Sep 2022 – Sep 2023)
Leadership maturity 10%		No evidence in the profile.

Reading. 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.

CAREER

Chief Production Officer · The Italian Sea Group S.p.A Mar 2026 – Present

Industrial Process Director · The Italian Sea Group S.p.A Sep 2023 – Feb 2026

Picchiotti Yacht Director · The Italian Sea Group S.p.A Sep 2022 – Sep 2023

Chief manufacturing engineer & planning · NEXT Yacht Group Mar 2022 – Sep 2022

Production Director Tecnomar · The Italian Sea Group Feb 2021 – Mar 2022

Production Manager · The Italian Sea Group Jan 2019 – Jan 2021

Production Manager · Maori Yacht Mar 2018 – Dec 2018

and 3 earlier roles

Education Politecnico di Milano master yacht design; Politecnico di Milano pianificazione territoriale urbanistica ed ambientale · Yacht Design · **Profile** [linkedin.com/in/alan-de-candiziis-1b682137](https://www.linkedin.com/in/alan-de-candiziis-1b682137)



Francesco Fullin

Program Manager at The Italian Sea Group S.p.A · Modena, Italy

80

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Head of Vehicle Architecture - Mid Engine Platform @ Ferrari (Mar 2017 – Jul 2025)
* Business building 20%		building international joint venture for Lotus in China
Leadership maturity 10%		over 25 years in the automotive and luxury industries

Reading. Joined Jan 2026 from Ferrari (Head of Vehicle Architecture, mid-engine platform, 2017-2025); Lotus programme management and China joint venture; Ferrari chief engineer. A platform-programme leader from automotive, the Antichi pattern at programme level.

CAREER

Program Manager · The Italian Sea Group S.p.A Jan 2026 – Present

Head of Vehicle Architecture - Mid Engine Platform · Ferrari Mar 2017 – Jul 2025

Program Manager · Group Lotus Aug 2014 – Feb 2017

Head of Program Management Office · Group Lotus May 2012 – Aug 2014

Chief Program Engineer · Group Lotus Sep 2011 – May 2012

Chief Engineer · Ferrari Apr 2004 – Jul 2011

Safety Engineer · Maserati Sep 2000 – Apr 2004

Education Politecnico di Milano Ingegneria Aerospaziale; Benedetti Maturità Scientifica · **Languages** English · **Profile** [linkedin.com/in/francesco-fullin-75b5248](https://www.linkedin.com/in/francesco-fullin-75b5248)

THE ITALIAN SEA GROUP · ADMIRAL · CANDIDATES 5 AND 6 OF 8



Alessandro Carossa

Direttore di Produzione 100 mt at The Italian Sea Group S.p.A · Carrara, Italy

70

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Direttore di Produzione 100 mt @ The Italian Sea Group S.p.A (Sep 2022 – Present)
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

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

CAREER

Direttore di Produzione 100 mt · The Italian Sea Group S.p.A Sep 2022 – Present

Operation Manager · RM marine srl Sep 2018 – Present

Education Università dei studi di Pisa Laurea ingegneria elettrotecnica · Ingegneria elettrica ed elettronica · **Profile** linkedin.com/in/alessandro-carossa-053a54228



Gabriele Andreani

Direttore di produzione at The Italian Sea Group S.p.A · Viareggio, Italy

70

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Direttore di produzione @ The Italian Sea Group S.p.A (Jan 2026 – Present); Senior Site Manager @ Azimut Yachts
* Business building 20%		Capo linea Azimut Trideck @ Azimut Yachts (Oct 2022 – Nov 2025)
Leadership maturity 10%		No evidence in the profile.

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

CAREER

Direttore di produzione · The Italian Sea Group S.p.A Jan 2026 – Present

Senior Site Manager - Yacht construction and delivery · Azimut Yachts Nov 2023 – Dec 2025

Capo linea Azimut Trideck · Azimut Yachts Oct 2022 – Nov 2025

Capo barca · Azimut Yachts 2021 – Oct 2022

Head Hvac production department · FINCANTIERI S.p.A. 2018 – Jul 2021

Ship systems commissioning technician · Azimut - Benetti S.p.a. 2008 – 2018

Education Università di Pisa Bachelor's degree · Mechanical Engineering · **Profile** linkedin.com/in/gabriele-andreani-7979b78a

THE ITALIAN SEA GROUP · ADMIRAL · CANDIDATES 7 AND 8 OF 8



Ozgur Deli

Director of Production at The Italian Sea Group S.p.A · Istanbul, Turkey

70

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Director of Production @ The Italian Sea Group S.p.A (Jan 2025 – Present); Senior Naval Architect, Production Engineering @ Seaspan
* Business building 20%		Manufacturing Engineering Manager @ Nexii Building Solutions (Sep 2020 – Jan 2023)
Leadership maturity 10%		No evidence in the profile.

Reading. Director of Production since Jan 2025, based in Istanbul, so read as the production head of TISG's Turkish unit. Turkish naval architect (Yıldız, UBC master); refit and project manager at RMK Merrill-Stevens 2023-2025 (RMK Marine's Miami yard), Seaspan production engineering, Proteksan Turquoise design engineer. Known to RMK already.

CAREER

Director of Production · The Italian Sea Group S.p.A Jan 2025 – Present
Naval architect and Marine Engineer. Refits and projects manager. · RMK Merrill-Stevens Jun 2023 – Jan 2025
Manufacturing Engineering Manager · Nexii Building Solutions Sep 2020 – Jan 2023
Senior Naval Architect, Production Engineering · Seaspan ULC Dec 2014 – Jun 2019
Company Coordinator · Cemsan Steel Construction Sep 2012 – Oct 2014
DESIGN ENGINEER, SHIP MANAGER · Proteksan Turquoise Yachts 2008 – 2010
Self Employed · SELF EMPLOYED 2003 – 2008
and 1 earlier roles

Education The University of British Columbia Master of Science (MS) · Mechanical Engineering, Naval Architecture; Australian Maritime College Research · Graduate Research · **Languages** English · Full professional proficiency, Russian · Elementary proficiency, Turkish · Native or bilingual proficiency · **Profile** linkedin.com/in/ozgur-deli-ab1a9231



Alfonso De Carolis

Technical Director at The Italian Sea Group S.p.A · Sarzana, Italy

50

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Technical Director @ The Italian Sea Group S.p.A (Apr 2021 – Present)
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

Reading. Since Apr 2021; Palumbo refit project manager, Sanlorenzo project engineer, twelve years of stability and yacht-code work at Azimut-Benetti; Genoa nautical engineering.

CAREER

Technical Director · The Italian Sea Group S.p.A Apr 2021 – Present
Project Manager · Palumbo Superyachts Refit Dec 2019 – Apr 2021
Project Engineer · Dynamiq Yachts Apr 2019 – Nov 2019
Project Engineer · Sanlorenzo S.p.a. Jul 2018 – Mar 2019
Stability&Yacht Codes Specialist · Azimut Benetti Group Apr 2006 – Jul 2018
Education Università degli Studi di Genova Ingegneria Nautica · Profile linkedin.com/in/alfonso-de-carolis-99562142

Codecasa

ITALY · GRADE B+

A two-hundred-year-old Viareggio family yard building 30 to 70 m steel and aluminium custom yachts, often started on speculation.

1825 FOUNDED	Codecasa family, 6th and 7th generation OWNER	EUR 21 m · 2025, one of three entities REVENUE	3 yards in Viareggio + Pisa hull plant SITES	30 to 70 m RANGE	Full custom; spec builds on platforms MODEL
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WHAT HAPPENED, 2023 TO 2026

Oct 2024	BUILD	Sixth Codecasa 43, Gioia, delivered
2025	BUILD	200th anniversary
Mar 2025	DEAL	Nautor Swan confirms talks with Codecasa; outcome not reported
Dec 2025	DEAL	65 m Eternity resold for EUR 35 m
Feb 2026	BUILD	57 m Legacy 4 launched; seventh 43 m started on spec for 2028

WHAT IT ADDS UP TO

About one yacht a year, built by contractors around a small core staff, and no outside executive in two centuries.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Top seat · The Codecasa family (not on the LinkedIn roster beyond an intern)
Gianluca Imeri · Head of Technical Department, since 2003
Senior layer · 1 people: engineering and design 1; all on the next slide

ORGANISATION

Family in every seat; no outside executive

WHAT IT SHOWS FOR A NEW YARD

The family holds every seat; the yard is a brand and a site, not an organisation to hire from.
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Codecasa · the top team

LINKEDIN, OCTOBER 2026 · 11 READ: 0 TOP, 1 SENIOR, 2 MANAGERS, 8 STAFF

A Head of Technical Department (since 2003) and a project manager (since 2000) over draughtsmen, quality control and the workshop.

TOP SEAT

The Codecasa family (not on the LinkedIn roster beyond an intern) (from the press; not on the company page).

SENIOR LAYER, BY FUNCTION

ENGINEERING AND DESIGN



Gianluca Imeri
Head of Technical Department
since 2003

MANAGERS

PROJECTS AND SERVICE



Roberto Dalle Mura
Project manager
since 2000

PURCHASING



Alessandro Passaglia
Warehouse head
since 2005

Custom Line

ITALY · GRADE B+

PART OF FERRETTI GROUP

Ferretti Group's made-to-measure brand of composite and aluminium yachts above 28 m, the group's fastest-growing segment.

1996 FOUNDED	Ferretti Group OWNER	EUR 495 m · 2025, +18% SEGMENT REVENUE	22 yachts at Ancona · 2025 IN BUILD	28 to 50 m RANGE	Made to measure on platforms MODEL
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WHAT HAPPENED, 2023 TO 2026

Jan 2025	BUILD	First Custom Line 50, the brand's first all-aluminium 50 m, launched
Sep 2025	BUILD	22 Custom Line yachts in build at the Ancona yard
Sep 2025	TOP SEAT	Vittorio Blengini named group sales director for custom yachts
Feb 2026	MONEY	Made-to-measure revenue up 18% in 2025
May 2026	BUILD	First Navetta 35 launched

WHAT IT ADDS UP TO

The part of Ferretti that is still growing, sold by the group's custom sales organisation rather than a brand team.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

LinkedIn · no company page of its own; the people sit on the Ferretti Group page

ORGANISATION

Brand inside Ferretti; sold by the group's custom sales director

WHAT IT SHOWS FOR A NEW YARD

A brand without its own leadership: no general manager to hire from, but the sales directors are reachable.

Azimut Yachts

ITALY · GRADE B

The series-production brand of the Vitelli family's Azimut|Benetti group, the world's largest yacht builder for 26 years running.

1969 FOUNDED	Vitelli family · PIF minority OWNER	EUR 1.56 bn · 2024/25 GROUP PRODUCTION VALUE	EUR 2.5 bn to 2029 ORDER BOOK	about 2,500 group · 1,100 Avigliana PEOPLE	15 to 44 m composite RANGE
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WHAT HAPPENED, 2023 TO 2026

Dec 2024	TOP SEAT	Founder Paolo Vitelli dies; daughter Giovanna is chair since 2023
May 2025	TOP SEAT	Andrea Antichi, from Ferrari, general manager of the Azimut division
Sep 2025	MONEY	EUR 115 m investment plan; new offices in Jeddah and Riyadh
Dec 2025	MONEY	First in the Global Order Book for the 26th year
Jul 2026	BUILD	Grande 44M, the largest Azimut, launched
Oct 2026	DEAL	Ferrari Hypersail partnership; group bids for TISG's assets

WHAT IT ADDS UP TO

A family group that rules out a listing, invests EUR 115 m, and hired a Ferrari manager to run the brand after the founder's death.

FORMER LEADERS NOW ELSEWHERE

Francesco Ansalone · now Chief Executive Officer at Marina di Varazze; was MARKETING & COMMUNICATION DIRECTOR
Gennaro Candida De Matteo · now Consultant at Self-employed; was Direttore Industriale imbarcazioni >100'
Luca Brancaleon · now General Manager sales and Marketing at Cantieri Aschenez

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Federico Ferrante · President, Azimut Benetti Americas, since 2010
Andrea Antichi · General Manager, Azimut Yachts, since 2025
Enrico Chiaussa · Chief Commercial Officer EMEA and APAC, since 2024
Filippo Tomasoni · Head of Sales, Azimut Grande EMEA and APAC, since 2023
Alfredo M Pugliese · Head of Manufacturing, Avigliana site, since 2024
Daniele Di Giampaolo · Chief Operating Officer, Service Division, Azimut Benetti Group, since 2026
Senior layer · 13 people: sales and marketing 4, production and operations 4, projects and service 2, engineering and design 2, finance, legal and it 1; all on the next slide
Candidates here · 12 in the pools, on the pages after the team

ORGANISATION

Family group; division general manager from Ferrari under the group CEO

WHAT IT SHOWS FOR A NEW YARD

A division general manager from outside yachting under a family CEO: the group hires operators, keeps strategy.

Azimut Yachts · the top team

LINKEDIN, OCTOBER 2026 · 28 READ: 2 TOP, 13 SENIOR, 6 MANAGERS, 7 STAFF

Brand General Manager (from Ferrari manufacturing, May 2025) under the group CEO, over: Chief Operating Officer (Sep 2026, from Quick and Technogym), Technical Director (a former yard CEO), Chief Commercial Officer EMEA-APAC and Head of Sales for the Grande line (both grown inside), Chief Marketing Officer, Head of Project Management for new models, Head of Manufacturing and quality heads per plant, Head of After Sales for the large line; the group CFO (since 1999) and group communications sit above the brand.

TOP SEAT



Federico Ferrante
President, Azimut Benetti Americas
since 2010
GM POOL



Andrea Antichi
General Manager, Azimut Yachts
since 2025
COO POOL **BENCHMARK**

SENIOR LAYER, BY FUNCTION

SALES AND MARKETING



Enrico Chiaussa
Chief Commercial Officer EMEA and APAC
since 2024
GM POOL



Filippo Tomasoni
Head of Sales, Azimut Grande EMEA and APAC
since 2023
HYBRID POOL



Jad Zakkak Migliorini
Chief Marketing Officer
since 2024
GM POOL



Laura Sandrone
Head of Communications and PR, Azimut-Benetti Group
since 2024

ENGINEERING AND DESIGN



Marco Tommaso Coiatelli
Benetti Custom Engineering Director, Azimut|Benetti Group
since 2025
COO POOL



Ruggero Gandolfi
Technical Director
since 2022
SHORTLIST **COO POOL**

PRODUCTION AND OPERATIONS



Alfredo M Pugliese
Head of Manufacturing, Avigliana site
since 2024
COO POOL

PRODUCTION AND OPERATIONS (CONTINUED)



Daniele Di Giampaolo
Chief Operating Officer, Service Division, Azimut|Benetti Group
since 2026
COO POOL



Emanuele Casarino
Director of Operations, Azimut|Benetti Group
since 2018
COO POOL



Marco Rodi
Chief Operating Officer
since 2026
COO POOL

PROJECTS AND SERVICE



Enzo Costa
Head of Project Management (new product development)
since 2018
COO POOL



Giacomo Ceriani
Head of After Sales EMEA and APAC, over 26 m
since 2025

FINANCE, LEGAL AND IT



Gianandrea Emprin
Chief Financial Officer, Azimut-Benetti Group
since 1999

AZIMUT YACHTS · CANDIDATES 1 AND 2 OF 12



Ruggero Gandolfi

Technical Director at Azimut Yachts · Italy

150

OF 200

COO / TECHNICAL STRONG MATCH SHORTLIST

* Commercial leadership 30%		CEO - Managing Director w/ Operations @ Cantiere del Pardo Holdings s.r.l. (Oct 2011 – Mar 2014)
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Technical Director @ Azimut Yachts (Oct 2022 – Present); Chief engineer Azimut Yachts MC (2001-2007)
* Business building 20%		Founding partner @ SPEM, Additive Manufacturing Company
Leadership maturity 10%		Operations Director Motorcruiser @ Azimut Yachts (May 2010 – Sep 2011)

Reading. Technical Director since Oct 2022; CEO and managing director of Cantiere del Pardo 2011-2014, Azimut operations director and product and process development director before, chief engineer from 2001; additive-manufacturing founder and lean operations executive in between; aerospace engineer. A technical leader who has held a yard CEO seat.

CAREER

Technical Director · Azimut Yachts Oct 2022 – Present
Founding partner · SPEM, Additive Manufacturing Company Jun 2018 – Dec 2022
Operations Executive and Lean Business Organization · ELLENA S.P.A. Mar 2014 – Oct 2022
CEO - Managing Director w/ Operations · Cantiere del Pardo Holdings s.r.l. Oct 2011 – Mar 2014
Operations Director Motorcruiser · Azimut Yachts May 2010 – Sep 2011
Product & Process development Director Azimut MC · Azimut Yachts 2008 – Jun 2010
Chief engineer Azimut Yachts MC · Azimut Yachts Jan 2001 – Dec 2007
and 1 earlier roles

Education Politecnico di Torino Master of Science (MSc) · aerospace engineering; Facoltà di Economia e Commercio Master · Marketing and communications · **Languages** Francese · Elementary proficiency, Inglese · Full professional proficiency · **Profile** linkedin.com/in/ruggerogandolfi



Andrea Antichi

General Manager at Azimut Yachts · Italy

100

OF 200

COO / TECHNICAL STRONG MATCH BENCHMARK LEADER

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Chief Manufacturing Officer @ Ferrari (Jan 2022 – May 2025)
* Business building 20%		General Manager @ Azimut Yachts (May 2025 – Present)
Leadership maturity 10%		Over 15 year experience in automotive leading companies (Ferrari S.p.A and Piaggio S.p.A.)

Reading. 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.

CAREER

General Manager · Azimut Yachts May 2025 – Present
Chief Manufacturing Officer · Ferrari Jan 2022 – May 2025
Head of vehicles assembly · Ferrari Jun 2018 – Jan 2022
Haed of engine assembly line and machining · Ferrari Jun 2015 – Jun 2018
Head of machining · Ferrari Jan 2014 – Jun 2015
Engines Process Engineer · Ferrari Jan 2008 – Dec 2013
Technologist of engine assembly line · Ferrari Mar 2006 – Dec 2007
and 3 earlier roles

Education Bologna Business School Corporate Executive Master in Business Administration; Università di Pisa Laurea Ingegneria Meccanica · **Profile** linkedin.com/in/andrea-antichi-65581839

AZIMUT YACHTS · CANDIDATES 3 AND 4 OF 12



Marco Rodi

Chief Operating Officer at Azimut Yachts · Cervia, Italy

100

OF 200

COO / TECHNICAL STRONG MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Leading Operations across manufacturing, production & supply chain planning, logistics and manufacturing/process engineering
* Business building 20%		Group Chief Operating and Sustainability Officer @ Quick Group (Dec 2023 – Aug 2026); Plant Manager @ Technogym
Leadership maturity 10%		more than 20 years of experience leading operations, transformation and value creation

Reading. 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.

CAREER

- Chief Operating Officer** · Azimut Yachts Sep 2026 – Present
- Group Chief Operating and Sustainability Officer** · Quick Group Dec 2023 – Aug 2026
- Chief Operating Officer** · Quick S.p.A. Nov 2023 – Aug 2026
- Production Manager/Plant Manager** · Technogym Jan 2023 – Oct 2023
- Plant Manager** · Technogym Jan 2017 – Dec 2022
- Inbound logistics manager** · Technogym Jan 2015 – Dec 2016
- Project Manager** · Technogym Jan 2011 – Jan 2015
- and 2 earlier roles
- Education** SDA Bocconi; Università di Bologna Master · MBA · **Profile** [linkedin.com/in/marco-rod-mr](https://www.linkedin.com/in/marco-rod-mr)



Federico Ferrante

President at Azimut Benetti Americas · Fort Lauderdale, United States

160

OF 200

COMMERCIALLY DRIVEN GM POSSIBLE MATCH

* Commercial leadership 30%		President @ Azimut Benetti Americas (Jan 2010 – Present)
* Yacht network 20%		Vice President - Azimut-Benetti USA (2004-2010)
* Technical and pricing 20%		Service Manager @ Azimut Yachts (2000-2004)
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

Reading. President of the group's US company since 2010, vice president 2004-2010, service manager before; economics degree. A long-tenured regional president, not an obvious mover.

CAREER

- President** · Azimut Benetti Americas Jan 2010 – Present
- President - Azimut-Benetti USA** · Azimut|Benetti Group 2010 – Present
- Vice President - Azimut-Benetti USA** · Azimut Yachts 2004 – 2010
- Service Manager** · Azimut Yachts 2000 – 2004
- Owner** · D.S. Shipping Charter 1996 – 2000
- Education** Università degli Studi di Milano Economics; Liceo Classico Edmondo de Amicis High School · Ancient/Classical Greek Language and Literature · **Languages** English, Italian, Spanish · **Profile** [linkedin.com/in/federico-ferrante-89619320](https://www.linkedin.com/in/federico-ferrante-89619320)

AZIMUT YACHTS · CANDIDATES 5 AND 6 OF 12



Daniele Di Giampaolo

Chief Operating Officer Service Division at Azimut|Benetti Group · Genoa, Italy

130

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		Technical & Sales Director @ Amico & Co Srl
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Viareggio and Massa Operations Director @ Azimut Yachts
* Business building 20%		Chief Operating Officer Service Division @ Azimut Benetti Group (Sep 2026 – Present)
Leadership maturity 10%		No evidence in the profile.

Reading. 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.

CAREER

Chief Operating Officer Service Division · Azimut|Benetti Group Sep 2026 – Present

Viareggio and Massa Operations Director · Azimut Yachts Sep 2024 – Sep 2026

Co-Founder & Managing Director · Marine Tools Mar 2021 – Nov 2024

Technical & Sales Director Amico & Co · Amico & Co Srl Aug 2019 – Aug 2024

Co-Director, Technical & Sales · Amico & Co Srl Jan 2018 – Aug 2019

Technical and Sales Manager · Amico & Co Srl Nov 2013 – Dec 2017

Ingegnere Navale · Verme Yacht Design Aug 2012 – Nov 2013

and 2 earlier roles

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



Enrico Chiaussa

Chief Commercial Officer EMEA-APAC at Azimut Yachts · Italy

130

OF 200

COMMERCIALLY DRIVEN GM POSSIBLE MATCH

* Commercial leadership 30%		Chief Commercial Officer EMEA-APAC @ Azimut Yachts (Jan 2024 – Present)
* Yacht network 20%		Asia, Middle East & Africa Head of Sales @ Azimut Yachts (Nov 2021 – Dec 2023)
* Technical and pricing 20%		No evidence in the profile.
* Business building 20%		key account management and dealership network development
Leadership maturity 10%		No evidence in the profile.

Reading. 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.

CAREER

Chief Commercial Officer EMEA-APAC · Azimut Yachts Jan 2024 – Present

Asia, Middle East & Africa Head of Sales · Azimut Yachts Nov 2021 – Dec 2023

Asia, Middle East & Africa Area Manager · Azimut Yachts Jan 2013 – Oct 2021

Middle East & Africa Sales Manager · Azimut Yachts Sep 2009 – Feb 2013

Europe Sales Manager Assistant · Azimut Yachts Feb 2008 – Aug 2009

Back Office · Intesa Sanpaolo Nov 2007 – Jan 2008

Education Università degli Studi di Torino Laurea Specialistica · Economia · **Profile** linkedin.com/in/enricochiaussa

AZIMUT YACHTS · CANDIDATES 7 AND 8 OF 12



Jad Zakkak Migliorini

Chief Marketing Officer at Azimut Yachts · Turin, Italy

130

OF 200

COMMERCIALLY DRIVEN GM POSSIBLE MATCH

* Commercial leadership 30%		Europe Head of Sales and Delivery Operations @ Azimut Yachts (Mar 2021 – Dec 2023)
* Yacht network 20%		Europe Area Manager @ Azimut Yachts (Oct 2013 – Mar 2021)
* Technical and pricing 20%		No evidence in the profile.
* Business building 20%		Chief Marketing Officer @ Azimut Yachts (Sep 2024 – Present)
Leadership maturity 10%		No evidence in the profile.

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

CAREER

- Chief Marketing Officer · Azimut Yachts Sep 2024 – Present
- Europe Head of Sales & Delivery Operations - Head of Marketing · Azimut Yachts Oct 2023 – Nov 2024
- Europe Head of Sales and Delivery Operations · Azimut Yachts Mar 2021 – Dec 2023
- Europe Area Manager · Azimut Yachts Oct 2013 – Mar 2021
- Sales Manager Americas, and Australasia · SESSA MARINE May 2011 – Oct 2013
- Europe Sales Department · Azimut Yachts Mar 2010 – May 2011
- Business Development Analyst · Azimut Yachts May 2009 – Jun 2010

and 3 earlier roles

Education II Sole 24 ORE Business School Master's degree · Luxury Management; UC San Diego Certificate Program · Business Management - Marketing Emphasis · **Languages** English · Full professional proficiency, French, Italian · Native or bilingual proficiency, Spanish · **Profile** [linkedin.com/in/jad-zakkak-migliorini-a6984118](https://www.linkedin.com/in/jad-zakkak-migliorini-a6984118)



Filippo Tomasoni

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

110

OF 200

HYBRID COMMERCIAL-TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		Head of Sales Azimut Grande EMEA-APAC @ Azimut Yachts (Dec 2023 – Present)
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Yacht designer @ Cantieri Navali Spertini Alalunga; Master Degree (First class honours) Genova
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

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

CAREER

- Head of Sales Azimut Grande EMEA-APAC · Azimut Yachts Dec 2023 – Present
- Area Manager APAC| Azimut Grande Direct Sales · Azimut Yachts Apr 2021 – Dec 2023
- Sales Manager Far East · Azimut Yachts Apr 2018 – Apr 2021
- Sales Representative - Southern Europe · Seakeeper, Inc. Sep 2015 – Mar 2018
- Sales - Business Unit Yacht · SB Group Nov 2013 – Aug 2015
- Credit sales management dept. · Interfinance Spa Feb 2013 – Oct 2013
- Yacht designer · Cantieri Navali Spertini Alalunga Jan 2012 – Oct 2012

and 1 earlier roles

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 Naval Design” at University of Genoa and Milan Polytechnic · **Languages** Inglese · Professional working proficiency, Italiano · Native or bilingual proficiency · **Profile** [linkedin.com/in/filippo-tomasoni-14141730](https://www.linkedin.com/in/filippo-tomasoni-14141730)

AZIMUT YACHTS · CANDIDATES 9 AND 10 OF 12



Emanuele Casarino

Director of Operations at Azimut|Benetti Group · Viareggio, Italy

100

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		<i>direttore produzione @ Azimut Benetti Group; responsabile produzione @ Azimut Yachts (2009-2018)</i>
* Business building 20%		<i>Director of Operations @ Azimut Benetti Group (Sep 2018 – Present)</i>
Leadership maturity 10%		No evidence in the profile.

Reading. Director of operations of the group since Sep 2018 after nine years as Azimut production manager and production director; mechanical engineer from Genoa. The production head of the largest Italian builder; no commercial side.

CAREER

Director of Operations · Azimut|Benetti Group Sep 2018 – Present

direttore produzione · Azimut|Benetti Group May 2009 – Sep 2018

responsabile produzione · Azimut Yachts Sep 2002 – Apr 2009

responsabile qualità · tek consult srl Jan 2001 – Sep 2002

Education Università degli Studi di Genova meccanica · ingegneria; Università degli Studi di Genova laurea ingegneria meccanica · Ingegneria meccanica · **Languages** Inglese, Tedesco · **Profile** [linkedin.com/in/emanuele-casarino-a0aba449](https://www.linkedin.com/in/emanuele-casarino-a0aba449)



Marco Tommaso Coiatelli

Benetti Custom Engineering Director at Azimut|Benetti Group · Livorno, Italy

100

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		<i>Pre-Contractual Design and Cost Estimating @ Benetti Yachts; Sales Engineering Department Manager @ Benetti Yachts</i>
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		<i>Benetti Custom Engineering Director @ Azimut Benetti Group (Mar 2025 – Present); Head of Basic Design Department @ Benetti</i>
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

Reading. 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.

CAREER

Benetti Custom Engineering Director · Azimut|Benetti Group Mar 2025 – Present

Head of Engineering - Benetti Custom · Benetti Yachts Sep 2024 – Feb 2025

Head of Basic and Executive Design Departments · Benetti Yachts Feb 2021 – Aug 2024

Head of Basic Design Department · Benetti Yachts Jul 2020 – Jan 2021

Pre-Contractual Design and Cost Estimation Department Manager · Benetti Yachts Mar 2019 – Jan 2021

Sales Engineering Department Manager · Benetti Yachts Sep 2017 – Mar 2019

Project Engineer · Benetti Yachts Nov 2016 – Aug 2017

and 3 earlier roles

Education MIP Politecnico di Milano Master of Business Administration - MBA · Executive MBA; Università degli Studi di Genova Laurea Magistrale in Ingegneria Navale · **Profile** [linkedin.com/in/marco-tommaso-coiatelli](https://www.linkedin.com/in/marco-tommaso-coiatelli)

AZIMUT YACHTS · CANDIDATES 11 AND 12 OF 12



Enzo Costa

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

80

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Oversee the end-to-end development and launch of new models, directing a team of 4+ Project Managers
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		over 20 years of experience in New Product Development (NPD) programs

Reading. 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.

CAREER

Head of Project Management Azimut Headquarters · Azimut Yachts Sep 2018 – Present
Senior Product & Project Manager · Azimut Yachts Sep 2014 – Aug 2018
Brand manager · Azimut Yachts Jan 2013 – Aug 2014
Project Manager · Azimut Yachts Jun 2009 – Dec 2012
Program Manager · Azimut Yachts Jan 2008 – May 2009
Early career: Technical Path · Azimut Yachts Oct 2002 – Dec 2007
Education SDA Bocconi Finance for non finance manager (Lettura e Analisi del Bilancio d'Esercizio); SDA Bocconi Project Management (Tutti i Numeri del Progetto) · Profile linkedin.com/in/enzo-costa-68a127196



Alfredo M Pugliese

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

70

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Head of Manufacturing Sito di Avigliana @ Azimut Yachts (Sep 2024 – Present)
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

Reading. Since Sep 2024 from Tenneco and Denso automotive production.

CAREER

Head of Manufacturing Sito di Avigliana Produzione Operations · Azimut Yachts Sep 2024 – Present
Value Stream Production Manager · Tenneco Oct 2017 – Aug 2024
Responsabile Unità Operativa · DENSO Thermal Systems S.p.A. Dec 2016 – Sep 2017
Manufacturing Team Leader · ITT Motion Technologies Dec 2012 – Dec 2016
Logistic Engineer · ITT Motion Technologies Feb 2012 – Dec 2012
Warehouse Employee & Team Leader · AFM Admenta Italia S.p.A. - CELESIO Nov 2003 – Jan 2012
Education Politecnico di Torino MASIEO - Master Of Advanced Studies in Engineering and Operation; Scuola universitaria professionale della Svizzera italiana (SUPSI) Master di II Livello in Ingegneria dei Processi Industriali · Ingegneria industriale · Languages Francese · Limited working proficiency, Inglese · Professional working proficiency, Italiano · Native or bilingual proficiency · Profile linkedin.com/in/alfredo-m-pugliese-07a82356

Riva

ITALY · GRADE B

PART OF FERRETTI GROUP

Ferretti's Lake Iseo brand, from runabouts to a 54 m aluminium flagship, run as a brand inside the group.

1842 · Ferretti since 2000 FOUNDED	Ferretti Group OWNER	inside Ferretti's serial business REVENUE	19 projects on order · 2026 SUPERYACHTS	runabouts to 54 m RANGE	a 70 m at Ancona IN BUILD
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WHAT HAPPENED, 2023 TO 2026

Aug 2025	BUILD	First 54 Metri, Sairu, launched
Sep 2025	BUILD	A 70 m Riva in build at the Ancona superyacht yard
2026	BUILD	Sairu delivered, then listed for sale
Sep 2026	BUILD	Riva 96' Argo Super launched at La Spezia; 56 Rivale Super debuts

WHAT IT ADDS UP TO

The brand is pushing into superyachts while the group's superyacht orders have stalled.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

LinkedIn · no company page of its own; the people sit on the Ferretti Group page

ORGANISATION

Brand inside Ferretti; serial-business sales

WHAT IT SHOWS FOR A NEW YARD

No brand head found in the press: Riva is sold and run by Ferretti's serial-business organisation.

Amer Yachts · Permare

ITALY · GRADE B

The Amerio family's Sanremo builder, moving from composite 28 to 42 m yachts to steel superyachts at a new Pisa yard.

late 1980s FOUNDED	Amerio family OWNER	EUR 39 m · 2025, from 66 m REVENUE	Sanremo + new Pisa steel yard YARDS	28 to 74 m RANGE	Series composite + steel semi-custom MODEL
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WHAT HAPPENED, 2023 TO 2026

Apr 2024	BUILD	First Amer 120, 36 m, launched with partner Seven Stars
Sep 2025	BUILD	Technical launch of the Amer 42 Explorer in Pisa
Feb 2026	BUILD	A 74 m and a 49 m, its largest projects, in fit-out at Pisa
Jun 2026	BUILD	Even Further, 41.5 m, the first steel Amer, launched
Jun 2026	BUILD	Four new composite designs from 28 to 42 m presented

WHAT IT ADDS UP TO

Revenue fell by 40% in 2025 while the yard bet on steel and a 74 m: a family builder stretching.

WHO RUNS IT

Barbara Amerio · CEO, since 2021
Noémie Amerio · General Manager of Sales, since 2016
Piero Tramontano · Operations Manager, since 2025
Francesco Fauli · Board member, since 2025
Marco Martini · Purchase manager, since 2016
Senior layer · 4 people: sales and marketing 1, general management 1, production and operations 1, purchasing 1; all on the next slide
Candidates here · 1 in the pools, on the pages after the team

ORGANISATION

Family CEO and a family head of sales; an operations manager hired from Sanlorenzo in 2025

WHAT IT SHOWS FOR A NEW YARD

Family in the top seat and the sales seat, with an operations manager hired from Sanlorenzo in 2025.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

Amer Yachts · Permare · the top team

LINKEDIN, OCTOBER 2026 · 24 READ: 1 TOP, 4 SENIOR, 4 MANAGERS, 15 STAFF

A family CEO and a family General Manager of Sales over an Operations Manager (from Sanlorenzo and Benetti engineering, 2025), a yard manager, purchase manager, head of systems, an architect coordinator and a technical office staffed with the Optima Design studio's designers; one outside board member since 2025.

TOP SEAT



Barbara Amerio
CEO
since 2021

OWNER FAMILY

SENIOR LAYER, BY FUNCTION

GENERAL MANAGEMENT	SALES AND MARKETING	PRODUCTION AND OPERATIONS	PURCHASING
 Francesco Fauli Board member since 2025	 Noémie Amerio General Manager of Sales since 2016 OWNER FAMILY	 Piero Tramontano Operations Manager since 2025 COO POOL	 Marco Martini Purchase manager since 2016

MANAGERS

SALES AND MARKETING	ENGINEERING AND DESIGN	PRODUCTION AND OPERATIONS
 Elisa Pellegrini Communication manager (part-time) since 2025	 Federica Mereu Architect coordinator since 2025  Luca Pagni Head of systems since 2025	 Emilio Gemmi Yard manager since 2023

AMER YACHTS · PERMARE · CANDIDATE 1 OF 1



Piero Tramontano

Operations Manager at Amer Yachts S.p.A. · Massarosa, Italy

70

OF 200

COO / TECHNICAL POSSIBLE MATCH

★ Commercial leadership 30% No evidence in the profile.
★ Yacht network 20% No evidence in the profile.
★ Technical and pricing 20% Operations Manager @ Amer Yachts S.p.A. (Mar 2025 – Present); Project Engineering Manager @ Benetti Yachts
★ Business building 20% No evidence in the profile.
Leadership maturity 10% No evidence in the profile.

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

CAREER

Operations Manager · Amer Yachts S.p.A. Mar 2025 – Present
Project Engineers Team Leader (over 1000GT) · Sanlorenzo Yacht Feb 2024 – Oct 2025
Project Engineering Department · Sanlorenzo Yacht Oct 2021 – Feb 2024
Executive Design Department, head of hull and superstructure division & Senior Project Engineer · Benetti Yachts May 2021 – Nov 2021
Project Engineering Manager · Benetti Yachts Feb 2015 – May 2021
Engineering consultant · Iencioni carpenteria Jan 2013 – Jun 2013
Internship · Naos Ship and Boat Design Sep 2012 – Dec 2012
and 4 earlier roles
Education University of Naples "Federico II" Naval architect and marine engineer · 5 years course - · Profile linkedin.com/in/piero-tramontano-19850232

Cantieri di Pisa

ITALY · GRADE B

The 1945 Pisa yard famous for the Akhir, relaunched in 2021 by industrialist Enrico Gennasio; mostly refit so far, with a 40 m steel custom in build.

1945 FOUNDED	Enrico Gennasio, sole shareholder OWNER	EUR 6 m · year to Aug 2025 REVENUE	about 20 staff, 200 to 300 contractors a project PEOPLE	38 to 90 m announced RANGE	Semi-custom ranges + custom; T. Mariotti for 50 m+ MODEL
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WHAT HAPPENED, 2023 TO 2026

May 2024	BUILD	Antonio Luxardo chief designer; EUR 6 m invested
Jul 2024	DEAL	37.5 m custom yacht sold for 2026
May 2025	MONEY	Refit turnover up fivefold; 30 yachts at the yard
Sep 2025	DEAL	Agreement with T. Mariotti for yachts above 50 m
Mar 2026	BUILD	First 40 m fully custom steel yacht in build for 2027
Sep 2026	TOP SEAT	Managing director Marco Massabo out; the owner takes the helm

WHAT IT ADDS UP TO

A relaunch that lives on refit, with the owner now running it himself after the managing director left.

FORMER LEADERS NOW ELSEWHERE

Alfonso Postorino · now Shipyard Director at Cantiere Rossini; was Sales Manager

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Top seat · Owner Enrico Gennasio took over after the managing director left in Sep 2026
Florenzia Secchi · Creative director, brand and visual (part-time), since 2008
Emiliano Urbinati · Production director, since 2024
Manrico Pucci · Purchasing manager, since 2019
Senior layer · 3 people: sales and marketing 1, production and operations 1, purchasing 1; all on the next slide

ORGANISATION

Owner as sole director since 2026; MD left

WHAT IT SHOWS FOR A NEW YARD

Owner as sole director: the example of what happens when the hired manager and the owner part.

Cantieri di Pisa · the top team

LINKEDIN, OCTOBER 2026 · 12 READ: 0 TOP, 3 SENIOR, 3 MANAGERS, 6 STAFF

A production director (2024, also running another yard), a purchasing manager, a refit manager, project managers, a part-time brand creative director and a small office.

TOP SEAT

Owner Enrico Gennasio took over after the managing director left in Sep 2026 (from the press; not on the company page).

SENIOR LAYER, BY FUNCTION

SALES AND MARKETING	PRODUCTION AND OPERATIONS	PURCHASING
Florence Secchi Creative director, brand and visual (part-time) since 2008	Emiliano Urbinati Production director since 2024	Manrico Pucci Purchasing manager since 2019

MANAGERS

PROJECTS AND SERVICE
Francesco Innocenti Project manager; handling since 2022
Nikolas Chiappe Refit project manager since 2025
Umberto Nannola Refit manager since 2022

Heesen Yachts

NETHERLANDS · GRADE A+

Oss builder of 50 to 60 m aluminium and steel yachts in series, smart-custom and full-custom lines, with a new owner and a new top team.

1978 FOUNDED	Laurens Last, TSAL Holding, since Apr 2025 OWNER	EUR 209 m · 2024 REVENUE	about 400 staff, as many contractors PEOPLE	19th · 8 projects, 434 m RANK	50 to 60 m · custom to 80 m RANGE
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WHAT HAPPENED, 2023 TO 2026

Nov 2023	TOP SEAT	CFO Niels Vaessen becomes CEO after Arthur Brouwer
Aug 2024	TOP SEAT	Ruud van der Stroom CCO, replacing Mark Cavendish after 16 years
Apr 2025	OWNER	Laurens Last buys the yard from the sanctions-era foundation
Aug 2025	TOP SEAT	Jeroen van der Meer, an industrial outsider, named CEO; Vaessen leaves
Apr 2026	BUILD	Monaco sales office opens
Sep 2026	TOP SEAT	Three new commercial leaders: Oss, Americas, Monaco

WHAT IT ADDS UP TO

Three CEOs and two CCOs in three years, then a new owner who rebuilt the whole senior layer within twelve months.

FORMER LEADERS NOW ELSEWHERE

Niels Vaessen · now CFO at Optisport; was CEO
Rick Van De Wetering · now Founder at Fossani V.O.F.; was Chief Operating Officer
Fabio Ermetto · now Chief Commercial Officer at Baglietto spa; was Director - Sales & Marketing

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Jeroen van der Meer · Chief Executive Officer, since 2025
Folkert Schoots · Commercial Director, since 2026
Mark Cavendish · Director of Sales and Marketing, since 2008
Henk van Grunsven · General Production Manager
Paul van Herpen · Operations Director, since 2026
Peter Van Der Zanden · Director Design & Development / Engineering, since 2026
Senior layer · 11 people: sales and marketing 4, production and operations 2, finance, legal and it 1, people 1, projects and service 1, purchasing 1, engineering and design 1; all on the next slide
Candidates here · 6 in the pools, on the pages after the team

ORGANISATION

New owner; outside CEO rebuilt the top team; commercial split by territory

WHAT IT SHOWS FOR A NEW YARD

The template for a new owner's first year: an outside CEO, then every senior seat refilled, commercial split by territory.

Heesen Yachts · the top team

LINKEDIN, OCTOBER 2026 · 16 READ: 1 TOP, 11 SENIOR, 4 MANAGERS, 0 STAFF

CEO (industrial outsider, Sep 2025) over a renewed senior layer: three commercial seats (Commercial Director Europe, Commercial Director Americas, Sales Director Monaco) beside a long-serving Director of Sales and Marketing; Operations Director; Director Design & Development / Engineering; Director Technical Services & After Sales; Director Procurement & Supply Chain; Financial Director; HR Director.

TOP SEAT



Jeroen van der Meer
Chief Executive Officer
since 2025

GM POOL

SENIOR LAYER, BY FUNCTION

SALES AND MARKETING



Folkert Schoots
Commercial Director
since 2026

GM POOL



Mark Cavendish
Director of Sales and Marketing
since 2008

GM POOL



Roxane Ducruet
Sales Director
since 2026



Sipke (Sip) Halbertsma
Commercial Director, Americas
since 2026

GM POOL

ENGINEERING AND DESIGN



Peter Van Der Zanden
Director Design & Development / Engineering
since 2026

SHORTLIST COO POOL

PRODUCTION AND OPERATIONS



Henk van Grunsven
General Production Manager



Paul van Herpen
Operations Director
since 2026

COO POOL

PROJECTS AND SERVICE



Eric Boers
Director Technical Services & After Sales
since 2026

PURCHASING



Juan Smit
Director Procurement & Supply Chain
since 2026

FINANCE, LEGAL AND IT



Marius Janse van Rensburg
Financial Director
since 2026

PEOPLE



Ilze Lamers
Human Resources Director
since 2025

HEESEN YACHTS · CANDIDATES 1 AND 2 OF 6



Peter Van Der Zanden

Director Design & Development / Engineering at Heesen Yachts · 's-Hertogenbosch, Netherlands

130

OF 200

COO / TECHNICAL STRONG MATCH SHORTLIST

* Commercial leadership 30%		End responsible for pre-design, design, cost accounting and the full engineering process from prospect phase till delivery
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		General Manager Design & Development and Engineering @ Heesen Yachts (Sep 2007 – Present)
* Business building 20%		Managing 5 departments
Leadership maturity 10%		19 years in one seat through several owners and CEOs

Reading. End responsible for pre-design, design, cost accounting and engineering of 50-80 m yachts since 2007, five departments; TU Delft naval architect, Oceanco project manager before. The strongest technical seat on this roster and a natural COO half of a two-person model.

CAREER

Director Design & Development / Engineering · Heesen Yachts Jan 2026 – Present
General Manager Design & Development and Engineering · Heesen Yachts Sep 2007 – Present
Project Manager · Expertise en InnovatieCentrum Binnenvaart (EICB) Sep 2006 – Aug 2007
Project Manager · Oceanco Mar 2000 – Aug 2006
Project coordinator/engineer · Van der Giessen-de Noord May 1994 – Feb 2000
Medewerker Research · Damen Shipyards May 1993 – May 1994
Education Delft University of Technology Master's Degree · Maritime Technology; Citycollege Rotterdam · Profile linkedin.com/in/peter-van-der-zanden-aa9a369



Jeroen van der Meer

Chief Executive Officer at Heesen Yachts · Rotterdam, Netherlands

140

OF 200

COMMERCIALLY DRIVEN GM POSSIBLE MATCH

* Commercial leadership 30%		Sales Director Europe @ Fuji Seal Europe (Jan 1998 – Jul 2007)
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		BSC · Mechanical Engineering
* Business building 20%		CEO @ COMEXI GROUP (Oct 2014 – Jan 2020); CEO EMEA @ Scholle IPN
Leadership maturity 10%		Three CEO or COO seats in industrial groups before Heesen

Reading. CEO since Sep 2025, brought in with the new ownership. Industrial outsider: CEO of Comexi and Scholle IPN EMEA (packaging machinery), COO of Takween; mechanical engineer who began in sales. The archetype the brief describes (engineering, then sales, then general management) but from outside yachting and one year into the seat. A benchmark of how a new owner staffs the top, not a mover.

CAREER

Chief Executive Officer · Heesen Yachts Sep 2025 – Present
Executive Committee Member · Takween Advanced Industries Sep 2025 – Present
Chief Operating Officer · Takween Advanced Industries Mar 2023 – Sep 2025
CEO EMEA · Scholle IPN Mar 2020 – Feb 2023
CEO · COMEXI GROUP Oct 2014 – Jan 2020
Managing Director Engineered Films Division · Clondalkin Group Aug 2008 – Sep 2014
Head of European Design Centre · Fuji Seal Europe B.V. Aug 2007 – Jul 2008
and 2 earlier roles
Education Eindhoven University of Technology Business Administration; HZ University of Applied Sciences BSC · Mechanical Engineering · Languages Catalan · Elementary proficiency, English · Native or bilingual proficiency, German · Full professional proficiency · Profile linkedin.com/in/jeroen-van-der-meer-2547704

HEESEN YACHTS · CANDIDATES 3 AND 4 OF 6



Mark Cavendish

Director of Sales and Marketing at Heesen Shipyard · London, UK

140

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

* Commercial leadership		Director of Sales and Marketing @ Heesen Shipyard (Dec 2008 – Present)
30%		
* Yacht network		Director of Sales and Marketing @ Benetti (Jan 2001 – Nov 2007)
20%		
* Technical and pricing		No evidence in the profile.
20%		
* Business building		Director @ Cavendish White Ltd (1989 – 1999)
20%		
Leadership maturity		17 years in the seat through ownership changes
10%		

Reading. Heesen's sales head since 2008; Benetti Director of Sales and Marketing 2001-2007; brokerage owner before that (Cavendish White). The deepest owner and broker network on the roster; career began 1983, so an adviser-type profile for RMK rather than a greenfield GM.

CAREER

Director of Sales and Marketing · Heesen Shipyard Dec 2008 – Present

Director of Sales and Marketing · Benetti Jan 2001 – Nov 2007

Director · Cavendish White Ltd 1989 – 1999

Director · Halsey Marine Ltd 1986 – 1989

Sales · Halsey Marine Ltd 1983 – 1986

Education College of Nautical Studies, Warsash; Kings College Taunton · **Profile** [linkedin.com/in/mark-cavendish-24049322](https://www.linkedin.com/in/mark-cavendish-24049322)



Folkert Schoots

Commercial Director at Heesen Yachts · Amsterdam, Netherlands

130

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

* Commercial leadership		Commercial Director @ Heesen Yachts (Sep 2026 – Present)
30%		
* Yacht network		Business Development Manager @ Feadship (Jan 2022 – Jan 2025)
20%		
* Technical and pricing		No evidence in the profile.
20%		
* Business building		Founding Chairman @ Young Professionals in Yachting
20%		
Leadership maturity		No evidence in the profile.
10%		

Reading. 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.

CAREER

Commercial Director · Heesen Yachts Sep 2026 – Present

Feadship Resale - Commercial & Operations Manager · Feadship Jan 2025 – Aug 2026

Business Development Manager · Feadship Jan 2022 – Jan 2025

Business Development & Operations · Feadship Sep 2018 – Jan 2022

Founding Chairman · Young Professionals in Yachting (YPY) The Netherlands Sep 2016 – May 2020

After Sales & Yacht Services Coordinator · Koninklijke de Vries Scheepsbouw Aalsmeer Feb 2016 – Oct 2018

Sales Assistant · Koninklijke de Vries Scheepsbouw Aalsmeer Jul 2014 – Feb 2016

and 2 earlier roles

Education University of Westminster BA (HONS) · International Business; Nyenrode New Business School BA (HONS) · Entrepreneurship · **Profile** [linkedin.com/in/folkert-schoots-172b6713](https://www.linkedin.com/in/folkert-schoots-172b6713)

HEESEN YACHTS · CANDIDATES 5 AND 6 OF 6



Sipke (Sip) Halbertsma

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

130

OF 200

COMMERCIALLY DRIVEN GM POSSIBLE MATCH

* Commercial leadership	30%		Commercial Director @ Feadship (Aug 2018 – Jul 2026)
* Yacht network	20%		Commercial Director - America @ Heesen Yachts (Aug 2026 – Present), Miami
* Technical and pricing	20%		No evidence in the profile.
* Business building	20%		Owner & Founder @ Yacht Consult (Mar 2011 – Mar 2015)
Leadership maturity	10%		No evidence in the profile.

Reading. 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.

CAREER

Commercial Director - America · Heesen Yachts Aug 2026 – Present

Commercial Director · Feadship Aug 2018 – Jul 2026

Sales Manager · Feadship Mar 2015 – Aug 2018

Owner & Founder · Yacht Consult Mar 2011 – Mar 2015

Sales Consultant & MT-lid · VOC Maatwerk Dec 2010 – Oct 2011

Intern · Mulder Hardenberg Jul 2010 – Dec 2010

Founder · School in a Can Feb 2009 – Jul 2010

and 1 earlier roles

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



Paul van Herpen

Operations Director at Heesen Yachts · Netherlands

90

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership	30%		No evidence in the profile.
* Yacht network	20%		Manager Customer Support & After Sales @ Heesen Yachts (Mar 2016 – Jul 2020)
* Technical and pricing	20%		General Manager Production @ Heesen Yachts (Jan 2023 – Dec 2025)
* Business building	20%		Planner (2006) to Operations Director (2026) through purchasing, after sales and production
Leadership maturity	10%		No evidence in the profile.

Reading. 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.

CAREER

Operations Director · Heesen Yachts Jan 2026 – Present

General Manager Production · Heesen Yachts Jan 2023 – Dec 2025

Manager Projects & After Sales · Heesen Yachts Jul 2020 – Jan 2023

Manager Customer Support & After Sales · Heesen Yachts Mar 2016 – Jul 2020

Contract Manager Purchasing · Heesen Yachts Aug 2014 – Mar 2016

Assistent General Manager Purchasing · Heesen Yachts Jan 2012 – Aug 2014

Project Leader Process Improvements/ Purchaser · Heesen Yachts Jan 2009 – Dec 2011

and 1 earlier roles

Education de Baak High Performance Leadership; de Baak Young Executives Program · **Profile** linkedin.com/in/paul-van-herpen-72222249

Damen Yachting · Amels

NETHERLANDS · GRADE A+

The yachting division of the Damen family group, building Amels platforms in Vlissingen with hulls from Poland and Romania and explorers from Antalya.

1918 Amels · 2020 division FOUNDED	Damen Shipyards Group, family OWNER	EUR 3.25 bn · 2025 GROUP REVENUE	14 yachts IN BUILD	10th · 14 projects, 1,021 m RANK	50 to 120 m RANGE
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WHAT HAPPENED, 2023 TO 2026

2025	MONEY	Group report flags cash-flow issues at Yachting; full custom reviewed; Antalya to grow
Aug 2025	BUILD	Xplorer 60 and a YS53 delivered, both built in Antalya
Sep 2025	BUILD	120 m Project Tanzanite launched, largest Dutch motor yacht
Nov 2025	TOP SEAT	Rose Damen: series platforms first, full custom only with an owner signed
Mar 2026	MONEY	Group profit up; Yachting cut stock, orders strong, US position stronger
Sep 2026	DEAL	Another Amels 60 sold for 2027

WHAT IT ADDS UP TO

After a costly full-custom period the division went back to platforms built on speculation, and Antalya is now a production hub.

FORMER LEADERS NOW ELSEWHERE

Mark Vermeulen · now Managing Director Damen Green solutions a.i. at Damen shipyards group
Rutger Dolk · now Managing Director @ DAMEN at Damen; was Commercial Manager
Emre Sandan · now Founder at MES MARINE (Marine Engineering Services); was Project Manager 53m Yacht Support Series

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Rose Damen · Managing Director, since 2015
Rob Luijendijk · Director Sales, since 2018
Yunzhu JIN · Asia Director, since 2015
Sjoerd van den Broek · Director of Operations, since 2024
Willem Bierens · Head of Production, since 2023
Daan Langezaal · Head of Design and Development, since 2026
Senior layer · 10 people: sales and marketing 2, production and operations 2, projects and service 2, engineering and design 2, finance, legal and it 1, purchasing 1; all on the next slide
Candidates here · 7 in the pools, on the pages after the team

ORGANISATION

Family group division; family managing director with a commercial director

WHAT IT SHOWS FOR A NEW YARD

A family managing director with a commercial director, inside a group that supplies hulls, finance and engineering.

Damen Yachting · Amels · the top team

LINKEDIN, OCTOBER 2026 · 19 READ: 1 TOP, 10 SENIOR, 8 MANAGERS, 0 STAFF

Managing Director from the owning family (since 2015) over: Director Sales (the former managing director), Asia Director, Director of Operations (who also heads project management), Head of Production, Head of Design and Development, Head of Procurement, Head of Refit & Services, Financial Director (shared with the Damen group), Head of Sustainability.

TOP SEAT



Rose Damen
Managing Director
since 2015
GM POOL BENCHMARK

SENIOR LAYER, BY FUNCTION

SALES AND MARKETING



Rob Luijendijk
Director Sales
since 2018
GM POOL BENCHMARK



Yunzhu JIN
Asia Director
since 2015

ENGINEERING AND DESIGN



Daan Langezaal
Head of Design and Development
since 2026
COO POOL

ENGINEERING AND DESIGN (CONTINUED)



Erdiñç Açikel, PhD, MBA.
Manager Engineering, Damen Yachting
since 2025
COO POOL

PRODUCTION AND OPERATIONS



Sjoerd van den Broek
Director of Operations
since 2024
COO POOL



Willem Bierens
Head of Production
since 2023
COO POOL

PROJECTS AND SERVICE



Michel Coens
Head of Refit & Services
since 2021
HYBRID POOL



Tjarco Ekkelkamp
Project director

PURCHASING



Martin Van Heulen
Head of Procurement
since 2019

FINANCE, LEGAL AND IT



Bart Zielhuis
Financial Director
since 2025

DAMEN YACHTING · AMELS · CANDIDATES 1 AND 2 OF 7



Rob Luijendijk

Director Sales AMELS | DAMEN Yacht Support | DAMEN SeaXplorer at
Damen Yachting · The Hague, Netherlands

180

OF 200

COMMERCIALLY DRIVEN GM STRONG MATCH BENCHMARK LEADER

* Commercial leadership 30%		Director Sales AMELS DAMEN Yacht Support DAMEN SeaXplorer @ Damen Yachting (Jan 2018 – Present)
* Yacht network 20%		Qualified Yacht Broker @ De Valk International (Jan 1998 – Jan 2000)
* Technical and pricing 20%		Eleven years as Managing Director of the Vlissingen yard: pricing and delivery sat with him, not an engineer
* Business building 20%		Managing Director @ Damen Yachting (Jan 2007 – Jan 2018)
Leadership maturity 10%		Stepped from Managing Director to Director Sales and stayed eight more years

Reading. Director Sales since 2018 after eleven years as Managing Director of Damen Yachting (2007-2018) and Commercial Director before that; began as a yacht broker at De Valk and Damen sales manager for Latin America. The person who ran Amels through the Limited Editions years and now sells them under the family MD. Career since 1995. The brief names him.

CAREER

Director Sales AMELS | DAMEN Yacht Support | DAMEN SeaXplorer · Damen Yachting Jan 2018 – Present

Managing Director · Damen Yachting Jan 2007 – Jan 2018

Commercial Director · Damen Yachting Jan 2005 – Jan 2007

Sales Manager · Damen Yachting Jan 2004 – Jan 2005

Sales Manager Latin America · Damen Shipyards Group Jan 2000 – Jan 2004

Qualified Yacht Broker · De Valk International Jan 1998 – Jan 2000

Qualified Yacht Broker · De Valk Yachts 1995 – 1998

Profile linkedin.com/in/rob-luijendijk-b62913178



Sjoerd van den Broek

Director of Operations at Damen Yachting · Barendrecht, Netherlands

100

OF 200

COO / TECHNICAL STRONG MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		Leading the Project Management Department, consisting of a group of approximately 18 project managers
* Technical and pricing 20%		Director of Operations @ Damen Yachting (Sep 2024 – Present); Hull Building Manager @ Amels
* Business building 20%		Head of Projects @ Shipyard K. Damen (Jan 2005 – Sep 2006)
Leadership maturity 10%		27 years inside the Damen group, project manager to operations director

Reading. Director of Operations since Sep 2024 while still heading the project management department (about 18 project managers). Mechanical engineer; Amels project manager 2006-2017, hull building manager, Shipyard K. Damen before. The delivery half of the Amels platform model.

CAREER

Director of Operations · Damen Yachting Sep 2024 – Present

Manager Projects, Head of Project Management Department · Damen Yachting Oct 2017 – Present

Project Manager · Amels Sep 2006 – Oct 2017

Hull Building Manager · Amels 2006 – 2010

Head of Projects · Shipyard K. Damen Jan 2005 – Sep 2006

Project Manager · Shipyard K. Damen Sep 2001 – Jan 2005

Assistant Yard Manager · Shipyard K. Damen Sep 1999 – Sep 2001

Education IPMA level B Project Management; Hogeschoool 's-Hertogenbosch Mechanical Engineering · Profile linkedin.com/in/sjoerd-van-den-broek-0208706

DAMEN YACHTING · AMELS · CANDIDATES 3 AND 4 OF 7



Rose Damen

Member Board of Directors at BOMBARDIER · Vlissingen, Netherlands

130

OF 200

COMMERCIALLY DRIVEN GM POSSIBLE MATCH BENCHMARK LEADER

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		Our AMELS Limited Editons range (55-83m) offers all the advantages of a proven platform with a full custom interior
* Technical and pricing 20%		No evidence in the profile.
* Business building 20%		Managing Director @ Damen Yachting (Jul 2015 – Present)
Leadership maturity 10%		Eleven years in the seat; Member Board of Directors @ BOMBARDIER

Reading. 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.

CAREER

Member Board of Directors · BOMBARDIER May 2023 – Present

Managing Director · Damen Yachting Jul 2015 – Present

Sales Trainee · Damen Shipyards Group Sep 2014 – Jun 2015

Analyst · Intrinsic Value Investors (IVI) LLP Apr 2008 – Dec 2012

Intern · ABN AMRO Jan 2008 – Mar 2008

Education INSEAD Master of Business Administration (MBA); Erasmus University Rotterdam · **Profile** [linkedin.com/in/rose-damen-9761b44](https://www.linkedin.com/in/rose-damen-9761b44)



Daan Langezaal

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

90

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		Sr. Project Manager @ Damen Yachting (Jan 2019 – Feb 2026)
* Technical and pricing 20%		Head of Design and Development @ Damen Yachting (Feb 2026 – Present)
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

Reading. 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.

CAREER

Head of Design and Development · Damen Yachting Feb 2026 – Present

Sr. Project Manager · Damen Yachting Jan 2019 – Feb 2026

Project Manager SeaXplorer · Damen Nov 2017 – Jan 2019

Project Manager High Speed Craft · Damen Apr 2014 – Nov 2017

Project Manager · Damen Jul 2011 – Apr 2014

Technical Consultant · Zarafa May 2011 – Jul 2011

Graduate · Fugro Aug 2010 – Jan 2011

Education TIAS School for Business and Society Executive MBA; De Haagse Hogeschool / The Hague University of Applied Sciences B Eng · Mechanical Engineering · **Profile** [linkedin.com/in/daan-langezaal-66837115](https://www.linkedin.com/in/daan-langezaal-66837115)

DAMEN YACHTING · AMELS · CANDIDATES 5 AND 6 OF 7



Erdinç Açikel, PhD, MBA.

Manager Engineering at Damen Yachting · Dordrecht, Netherlands

90

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Manager Engineering @ Damen Yachting (Jan 2025 – Present); Manager Engineering @ Royal Van Lent Shipyard (2023-2024)
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		Head Product Group Custom-Built Hoppers @ Royal IHC; PhD, MBA

Reading. Turkish engineering manager at Damen Yachting since Jan 2025, after manager engineering at Royal Van Lent (Feadship) 2023-2024 and a decade at Royal IHC up to head of the custom-built hopper dredger product group. PhD and MBA (Bahçeşehir). A Turkish engineer who has led engineering at a Feadship yard and now at Damen Yachting; lives in Dordrecht.

CAREER

Manager Engineering · Damen Yachting Jan 2025 – Present
Algemeen manager · Conductor Marine Works Aug 2023 – Present
Project Director @ Shell RedIIGreen Project · Ballast Nedam Industriebouw B.V. Mar 2024 – Dec 2024
Manager Engineering · Royal Van Lent Shipyard Jan 2021 – May 2023
Head Product Group Custom-Built Hopper Dredgers · Royal IHC Oct 2018 – Jan 2021
Project Manager · Royal IHC Oct 2017 – Jan 2020
Project Manager Engineering · Royal IHC Oct 2012 – Oct 2017

and 5 earlier roles

Education Bahçeşehir Üniversitesi Master of Business Administration - MBA; Yıldız Teknik Üniversitesi PhD · Naval Architecture & Marine Engineering · **Languages** Engels · Full professional proficiency, Frans · Elementary proficiency, Italiaans · Elementary proficiency, Nederlands · Full professional proficiency, Turks · Native or bilingual proficiency · **Profile** [linkedin.com/in/erdincacikel](https://www.linkedin.com/in/erdincacikel)



Willem Bierens

Head of Production at Damen Yachting · Goes, Netherlands

70

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Head of Production @ Damen Yachting (Apr 2023 – Present)
* Business building 20%		Project Manager Production @ Amels BV (Apr 2010 – Jul 2019)
Leadership maturity 10%		No evidence in the profile.

Reading. Head of Production since Apr 2023 (manager production 2019-2023, project manager production at Amels 2010-2019; purchasing before). Production leader for the Amels platforms; no commercial exposure.

CAREER

Head of Production · Damen Yachting Apr 2023 – Present
Manager Production · Damen Yachting Jul 2019 – Apr 2023
Voorzitter Metaalwerk · Metaalwerk Sep 2023 – Present
Head of Production · Damen Yachting Apr 2023 – Present
Manager Production · Damen Yachting Jul 2019 – Apr 2023
Voorzitter Vakwerk · Vakwerk Sep 2020 – Sep 2023
Project Manager Production · Amels BV Apr 2010 – Jul 2019

and 4 earlier roles

Education Zeeuws Instituut voor Organisatieontwikkeling Hoger Bedrijfskundig Management; NEVI 2 - Tactisch · **Languages** Duits, Engels · **Profile** [linkedin.com/in/willem-bierens-3852995a](https://www.linkedin.com/in/willem-bierens-3852995a)

DAMEN YACHTING · AMELS · CANDIDATE 7 OF 7



Michel Coens

Head of Refit & Services at Damen Yachting · Netherlands

100

OF 200

HYBRID COMMERCIAL-TECHNICAL

UNCLEAR

*** Commercial leadership** 30%  *Refit Sales Manager @ AMELS (Dec 2017 – May 2020)*

*** Yacht network** 20%  No evidence in the profile.

*** Technical and pricing** 20%  *Project Purchaser @ AMELS (May 2001 – May 2005)*

*** Business building** 20%  No evidence in the profile.

Leadership maturity 10%  No evidence in the profile.

Reading. Runs the refit and services line since 2021 after 20 years at Amels: project purchaser, after sales, refit sales, sales manager. A small-scale hybrid (technical purchasing to selling refits); scope of the P&L not stated.

CAREER

Head of Refit & Services · Damen Yachting May 2021 – Present

Sales Manager · Damen Yachting May 2020 – Apr 2021

Refit Sales Manager · AMELS Dec 2017 – May 2020

Refit Sales & Aftersales Manager · AMELS May 2015 – Dec 2017

Aftersales Manager · AMELS May 2005 – 2015

Project Purchaser · AMELS May 2001 – May 2005

Education HZ University of Applied Sciences Commerciële Werktuigbouw · **Profile** [linkedin.com/in/michel-coens-61542516](https://www.linkedin.com/in/michel-coens-61542516)

Moonen Yachts

NETHERLANDS · GRADE A+

's-Hertogenbosch yard building 34 to 40 m steel yachts on speculation, owned by an Australian couple since the 2019 bankruptcy.

1981 FOUNDED	Matthew and Louise Baxter, since 2019 OWNER	not published REVENUE	up to 6 yachts IN BUILD	34 to 40 m RANGE	Semi-custom steel series; IYC sells MODEL
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WHAT HAPPENED, 2023 TO 2026

Dec 2024	MONEY	Five years of the Baxters: two-year warranty, CNC and facility investment
2025	TOP SEAT	Technical director Nicky van Zon becomes managing director
Sep 2025	BUILD	40 m Moonen 133 Mallorca, the largest model, revealed
Oct 2025	BUILD	Seventh Martinique, Ad Astra, delivered
Jun 2026	BUILD	Eighth Martinique delivered; ninth sold for 2027
Oct 2026	BUILD	Tenth Martinique hull and superstructure joined

WHAT IT ADDS UP TO

A rescued yard that builds one proven model again and again; the engineer who ran the floor now runs the company.

FORMER LEADERS NOW ELSEWHERE

- Johan Dubbelman · now Founder at DutchFlows BV
- John van Empel · now Manager Production at Mercury Yacht Construction BV (an Oceanco Company); was Project manager
- Victor Caminada B.V. · now Eigenaar at Victor Caminada B.V.; was Commercial Director

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

- Matthew Baxter · Chairperson, Moonen (owner)
- Nicky van Zon · Managing Director, since 2025
- Femke Verheijen · Head of Marketing, since 2025
- Cornee de Bruin · Head of mechanics, since 2002
- Jos van Dongen · Head of interior department, since 2008
- Martijn Veldhuijzen · Head of interior engineering, since 2022
- Senior layer · 5 people: production and operations 2, sales and marketing 1, finance, legal and it 1, engineering and design 1; all on the next slide
- Candidates here · 1 in the pools, on the pages after the team

ORGANISATION

Owner couple abroad; technical director promoted to managing director

WHAT IT SHOWS FOR A NEW YARD

Owners abroad, an engineer promoted to managing director, sales outsourced to a broker.

Moonen Yachts · the top team

LINKEDIN, OCTOBER 2026 · 20 READ: 2 TOP, 5 SENIOR, 3 MANAGERS, 10 STAFF

TOP SEAT



Matthew Baxter
Chairperson, Moonen (owner)
OWNER FAMILY



Nicky van Zon
Managing Director
since 2025
HYBRID POOL **BENCHMARK**

SENIOR LAYER, BY FUNCTION

SALES AND MARKETING



Femke Verheijen
Head of Marketing
since 2025

ENGINEERING AND DESIGN



Martijn Veldhuijzen
Head of interior engineering
since 2022

PRODUCTION AND OPERATIONS



Cornee de Bruin
Head of mechanics
since 2002



Jos van Dongen
Head of interior department
since 2008

FINANCE, LEGAL AND IT



Getty Kok
HR and Head of Finance
since 2019

MANAGERS

PROJECTS AND SERVICE



Ian Vermoen
Project manager, Moonen
since 2021

PURCHASING



Roger Kuijpers, Purchase Professional
Senior purchasing officer, Moonen
since 2021

PEOPLE



Nicole Peters
External HR advisor, Moonen
since 2026

MOONEN YACHTS · CANDIDATE 1 OF 1



Nicky van Zon

Managing Director at Moonen Yachts · Tilburg, Netherlands

140

OF 200

HYBRID COMMERCIAL-TECHNICAL

POSSIBLE MATCH

BENCHMARK LEADER

*** Commercial leadership** 30%  *Managing Director @ Moonen Yachts (Nov 2025 – Present)*

*** Yacht network** 20%  *Member @ Young Professionals in Yachting*

*** Technical and pricing** 20%  *Technical Director @ Moonen Yachts (Jun 2020 – Present)*

*** Business building** 20%  *Project Manager @ Moonen Yachts (Jul 2014 – Jun 2020)*

Leadership maturity 10%  *Eighteen years at one yard*

Reading. 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.

CAREER

Managing Director · Moonen Yachts Nov 2025 – Present

Technical Director · Moonen Yachts Jun 2020 – Present

Project Manager · Moonen Yachts Jul 2014 – Jun 2020

Assistant Project Manager · Moonen Shipyards Jan 2008 – Aug 2014

Member · Young Professionals in Yachting Jan 2017 – Jun 2020

Tekenaar/werkvoorbereider · Snijtechniek Brabant B.V. 2005 – Dec 2007

Education Tilburg University Master of Laws (LLM) · Master Business law; Tilburg University Bachelor of Laws (LLB) · Business law · **Profile** [linkedin.com/in/nicky-van-zon-5b4bb865](https://www.linkedin.com/in/nicky-van-zon-5b4bb865)

Feadship

NETHERLANDS · GRADE A+

Not one company but a brand shared since 1949 by two shipbuilders, Royal Van Lent and De Vries, with a joint design office; full custom from 35 to 120 m.

1949 FOUNDED	Royal Van Lent (LVMH) 50% · De Vries family 50% OWNER	not published REVENUE	4th · 18 projects, 1,390 m RANK	35 to 120 m RANGE	Kaag, Amsterdam, Aalsmeer, Makkum YARDS
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WHAT HAPPENED, 2023 TO 2026

May 2024	BUILD	118.8 m Project 821, the first fuel-cell Feadship, launched in Amsterdam
Sep 2024	DEAL	Feadship Resale, a brokerage arm for its own yachts, launched
Apr 2025	TOP SEAT	Henk de Vries retires; Roderick de Vries CEO, Bas Nederpelt CCO
Jul 2025	BUILD	101 m Moonrise delivered; Breakthrough shown at Monaco
Apr 2026	TOP SEAT	De Vries handover complete; an 80 m sailing Feadship debuts
Sep 2026	BUILD	115 m HIVE concept revealed

WHAT IT ADDS UP TO

The top Dutch builder changed its family half's whole leadership in 2025 and 2026 while delivering its largest yachts.

FORMER LEADERS NOW ELSEWHERE

Folkert Schoots · now Commercial Director at Heesen Yachts; was Feadship Resale - Commercial & Operations Manager

Giedo Loeff · now Head of Innovation at Koninklijke de Vries Scheepsbouw te Aalsmeer; was Head of Research and Development

Rick de Bruin · now Sales/Marketing Manager at Mulder Shipyard; was Sales Coördinator

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Jan Bart Verkuyl · CEO, Royal Van Lent; Director, Feadship, since 2014

Arjen van Elk · Director Resale, since 2024

Farouk Nefzi · Chief Marketing Officer, since 2021

Caterina Lombardi · Head of Naval Architecture discipline (De Voogt), since 2026

Francis Gumbs · Head of Refit & Services design and engineering, since 2018

Ico Vergouwe · Head of Refit Sales, since 2018

Senior layer · 14 people: sales and marketing 8, engineering and design 3, people 2, projects and service 1; all on the next slide

Candidates here · 6 in the pools, on the pages after the team

ORGANISATION

Two yards, one brand; no group CEO, two Feadship Directors

WHAT IT SHOWS FOR A NEW YARD

No group CEO: two Feadship Directors, one from each yard, share the top seat.

Feadship · the top team

LINKEDIN, OCTOBER 2026 · 20 READ: 1 TOP, 14 SENIOR, 5 MANAGERS, 0 STAFF

The group page shows the alliance layer, not one yard: the Royal Van Lent CEO sits as a Feadship director; a bench of four Sales Directors plus a Director Resale and a Director Refit & Services under a Chief Marketing Officer and (per the brief) a Chief Commercial Officer; De Voogt's Head of Design and Head of Naval Architecture; HR heads per yard and a shared staffing desk.

TOP SEAT



Jan Bart Verkuyl
CEO, Royal Van Lent; Director, Feadship
since 2014

HYBRID POOL

SENIOR LAYER, BY FUNCTION

SALES AND MARKETING

- 

Arjen van Elk
Director Resale
since 2024

GM POOL
- 

Farouk Nefzi
Chief Marketing Officer
since 2021
- 

Karlene Pack
Director, Feadship America
since 2012
- 

Maarten Janssen
Sales Director
since 2018

SALES AND MARKETING (CONTINUED)

- 

Marsha van Buitenen
Sales Director (De Vries)
since 2017

GM POOL
- 

Pedro Paiva
Director, Refit & Services
since 2024

HYBRID POOL
- 

Pier Posthuma de Boer
Sales Director (De Vries)
since 2024

GM POOL
- 

Robert Drontmann
Sales Director
since 2026

GM POOL

ENGINEERING AND DESIGN

- 

Caterina Lombardi
Head of Naval Architecture discipline (De Voogt)
since 2026
- 

Francis Gumbs
Head of Refit & Services design and engineering
since 2018
- 

Tanno Weeda
Head of Design (De Voogt)
since 2019

PROJECTS AND SERVICE

- 

Ico Vergouwe
Head of Refit Sales
since 2018
- PEOPLE
- 

Esther Meulendijk
Director, De Vlijt (shared flexible-staffing desk)
since 2019
- 

Lianne Rietveld
Head of HR (De Vries Aalsmeer)
since 2023

FEADSHIP · CANDIDATES 1 AND 2 OF 6



Jan Bart Verkuyl

CEO at Royal Van Lent Shipyard · Netherlands

200

OF 200

HYBRID COMMERCIAL-TECHNICAL

STRONG MATCH

*** Commercial leadership**
30%



Commercial director @ Royal Van Lent Shipyard (Jan 2014 – Jan 2016);
Sales manager (2011-2013)

*** Yacht network**
20%



President SYBAss

*** Technical and pricing**
20%



Manager Design & Projects @ De Voogt Naval Architects; Project manager
@ MARIN (1998-2006)

*** Business building**
20%



As CEO for over ten years, leading Royal Van Lent's strategic direction,
operations, and commercial growth

Leadership maturity
10%



Serving as a Director for Feadship BV, contributing to the overarching
group strategy, brand positioning, and governance

Reading. CEO of Royal Van Lent (the LVMH-owned Feadship yard) since 2016 and a director of Feadship BV since 2014; President of SYBAss. Naval architect (MARIN, De Voogt projects manager) who became sales manager, then commercial director, then CEO. The exact career the brief describes; ten years in a top seat inside the LVMH ecosystem, so reachability is the question, not fit.

CAREER

CEO · Royal Van Lent Shipyard Jul 2016 – Present

Director · Feadship Jan 2014 – Present

Commercial director · Royal Van Lent Shipyard Jan 2014 – Jan 2016

Sales manager · Royal Van Lent Shipyard Jan 2011 – Dec 2013

Manager Design & Projects · De Voogt Naval Architects B.V. (Feadship) Oct 2009 – Jan 2011

Manager Projects · De Voogt Naval Architects Oct 2006 – Sep 2009

Project manager · MARIN Oct 1998 – Oct 2006

Education TSM Business School MBA · General management; Stichting leergang bedrijfskunde Post HBO
Bedrijfskunde · **Profile** [linkedin.com/in/jan-bart-verkuyl-5422a12](https://www.linkedin.com/in/jan-bart-verkuyl-5422a12)



Pedro Paiva

Director at Feadship · Amsterdam, Netherlands

160

OF 200

HYBRID COMMERCIAL-TECHNICAL

POSSIBLE MATCH

*** Commercial leadership**
30%



Director, Aircraft Sales - Executive Jets @ Embraer (Jul 2019 – Sep 2023);
Commercial Director @ Feadship

*** Yacht network**
20%



Responsible for commercial performance, customer relationships

*** Technical and pricing**
20%



Senior Aircraft Maintenance Manager; Engine Maintenance Inspector

*** Business building**
20%



SVP, Customer Support & Aftermarket Services, Worldwide @ Embraer

Leadership maturity
10%



20+ years of experience in a fast paced and demanding industry leading
multi-cultural teams internationally

Reading. Leads Feadship's refit and services business since Apr 2024, responsible for its commercial performance; Commercial Director Sep 2023-Apr 2024. Twenty years at Embraer executive jets: SVP customer support and aftermarket worldwide, then director of aircraft sales. INSEAD. A proven aftermarket and sales P&L leader from an adjacent luxury industry, two years into yachting.

CAREER

Director · Feadship Apr 2024 – Present

Commercial Director · Feadship Sep 2023 – Apr 2024

Director, Aircraft Sales - Executive Jets · Embraer Jul 2019 – Sep 2023

SVP, Customer Support & Aftermarket Services, Worldwide - Executive Jets · Embraer Dec 2017 – Jun 2019

VP, Customer Support & Aftermarket Services, EMEA + APAC - Executive Jets · Embraer Sep 2016 – Dec 2017

VP, Customer Support & Aftermarket Services, EMEA - Executive Jets · Embraer Sep 2012 – Sep 2016

Regional Manager, Customer Support & Services, United Kingdom - Executive Jets · Embraer Jul 2011 – Sep 2012

and 5 earlier roles

Education INSEAD Certificate in Global Management; INSEAD Competitive Strategy · **Languages** English · Native or bilingual proficiency, French · Native or bilingual proficiency, Italian · Professional working proficiency, Portuguese · Native or bilingual proficiency, Spanish · Professional working proficiency · **Profile** [linkedin.com/in/paivapedro](https://www.linkedin.com/in/paivapedro)

FEADSHIP · CANDIDATES 3 AND 4 OF 6



Arjen van Elk

Director Resale at Feadship · Amsterdam, Netherlands

140

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

* Commercial leadership
30%



Sales Director @ Feadship (Nov 2019 – Jul 2024)

* Yacht network
20%



nearly three decades of experience across the maritime industry

* Technical and pricing
20%



No evidence in the profile.

* Business building
20%



Co-owner & Managing Director @ iNautica Exclusive Yachts

Leadership maturity
10%



No evidence in the profile.

Reading. Director Resale since Jul 2024, Sales Director 2019-2024, Damen sales manager UK and Ireland 2011-2019; broker since 1996. Pure brokerage and sales career.

CAREER

Director Resale · Feadship Jul 2024 – Present

Sales Director · Feadship Nov 2019 – Jul 2024

Sales Manager UK & Ireland · Damen Shipyards Group Nov 2011 – Nov 2019

Co-owner & Managing Director · iNautica Exclusive Yachts Apr 2011 – Nov 2011

Commercial Manager · Smit Internationale NV - Terminals Division Oct 2008 – Dec 2010

Sales Manager · X-Yachts Holland BV Apr 2005 – Aug 2008

Sales manager & Yacht Broker · Messink Yachting BV Feb 2002 – Apr 2005

and 3 earlier roles

Education Hogeschool voor Economische Studies Amsterdam (HES) Bachelor's Degree · Marketing Management; Haarlemmermeer Lyceum High School · **Languages** Dutch · Native or bilingual proficiency, English · Professional working proficiency, French · Elementary proficiency, German · Professional working proficiency · **Profile** [linkedin.com/in/arjenvanelk](https://www.linkedin.com/in/arjenvanelk)



Pier Posthuma de Boer

Sales Director at Feadship · Amsterdam, Netherlands

130

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

* Commercial leadership
30%



Sales Director @ Feadship (Apr 2024 – Present)

* Yacht network
20%



Director Refit & Services @ Feadship (Jan 2018 – Apr 2024)

* Technical and pricing
20%



No evidence in the profile.

* Business building
20%



Manager Refit & Yacht Services at Koninklijke De Vries (Apr 2016 – Dec 2017)

Leadership maturity
10%



No evidence in the profile.

Reading. 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.

CAREER

Sales Director · Feadship Apr 2024 – Present

Director Refit & Services · Feadship Jan 2018 – Apr 2024

Manager Refit & Yacht Services at Koninklijke De Vries Scheepsbouw (Feadship) · Feadship Apr 2016 – Dec 2017

Manager Yacht Services at Koninklijke De Vries Scheepsbouw (Feadship) · Feadship - Koninklijke De Vries Scheepsbouw Mar 2015 – Apr 2016

Yacht Services at De Vries Scheepsbouw Makkum (Feadship) · Feadship - De Vries Scheepsbouw Makkum Sep 2014 – Mar 2015

Associate · Clifford Chance LLP Dec 2010 – Jul 2014

Trainee lawyer · Clifford Chance LLP Dec 2007 – Nov 2010

and 1 earlier roles

Education Maastricht University Doctoraal European Law School · Law; Wolfert van Borselen (Rotterdam) VWO (béta) & International Baccalaureaat English (Bilingual English & Dutch) · **Languages** Dutch, English, German · **Profile** [linkedin.com/in/pierposthumadeboer](https://www.linkedin.com/in/pierposthumadeboer)

FEADSHIP · CANDIDATES 5 AND 6 OF 6



Marsha van Buitenen

Sales Director at Feadship · Haarlem, Netherlands

110

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

* Commercial leadership

30%



Sales Director @ Feadship (Feb 2017 – Present)

* Yacht network

20%



Board Member @ Holland Yachting Group (Apr 2018 – Aug 2023)

* Technical and pricing

20%



No evidence in the profile.

* Business building

20%



No evidence in the profile.

Leadership maturity

10%



No evidence in the profile.

Reading. 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.

CAREER

Sales Director · Feadship Feb 2017 – Present

Board Member · Holland Yachting Group Apr 2018 – Aug 2023

Senior Client Portfolio Manager Real Estate · Syntrus Achmea Real Estate & Finance Jan 2016 – Jan 2017

Client Portfolio Manager Real Estate · Syntrus Achmea Real Estate & Finance Aug 2012 – Dec 2015

Owner · Realsolu May 2012 – Jan 2017

Project Manager · 100 dagen voor KiKa Feb 2011 – Jan 2012

Concept Developer · LSI project investment nv Feb 2007 – Mar 2011

and 3 earlier roles

Education RSM Erasmus University MBA · Strategy; Amsterdam School of Real Estate Real Estate Investments ·

Languages Dutch · Native or bilingual proficiency, English · Native or bilingual proficiency · **Profile** [linkedin.com/in/mvanbuitenen](https://www.linkedin.com/in/mvanbuitenen)



Robert Drontmann

Sales Director at Feadship at Feadship · Belgium

110

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

* Commercial leadership

30%



Sales Director @ Heesen Yachts (Jun 2021 – May 2026)

* Yacht network

20%



Sales Manager & Yacht Broker @ Moonen shipyard (Jun 2009 – Feb 2014)

* Technical and pricing

20%



No evidence in the profile.

* Business building

20%



No evidence in the profile.

Leadership maturity

10%



No evidence in the profile.

Reading. 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.

CAREER

Sales Director at Feadship · Feadship Jul 2026 – Present

Sales Director · Heesen Yachts Jun 2021 – May 2026

Sales Manager · Heesen Yachts Feb 2014 – Aug 2022

Sales Manager & Yacht Broker · Moonen shipyard Jun 2009 – Feb 2014

Profile [linkedin.com/in/robert-drontmann-63562aa](https://www.linkedin.com/in/robert-drontmann-63562aa)

Feadship · Koninklijke De Vries

NETHERLANDS · GRADE A+

PART OF FEADSHIP

The family-owned half of Feadship, 1,200 people in seven companies in Aalsmeer and Makkum, handed to the next generation in 2025 and 2026.

1906 FOUNDED	De Vries family OWNER	not published REVENUE	over 1,200 PEOPLE	7 COMPANIES	Aalsmeer, Makkum YARDS
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WHAT HAPPENED, 2023 TO 2026

May 2025	TOP SEAT	Henk de Vries retires as CEO and Feadship Director
May 2025	TOP SEAT	Roderick de Vries, technical director since 2010, becomes CEO
Apr 2026	TOP SEAT	Rob de Vries chief projects officer, Bas Nederpelt CCO, John Veldman CFO
May 2026	BUILD	101 m Project 1014 runs sea trials from Makkum

WHAT IT ADDS UP TO

A complete generational handover done in two steps, with an outside chief commercial officer kept beside the family.

FORMER LEADERS NOW ELSEWHERE

- Dennis van Haasteren MBA · now Director Amsterdam Shipyard at Royal Van Lent Shipyard; was Director
- Folkert Schoots · now Commercial Director at Heesen Yachts; was After Sales & Yacht Services Coordinator

WHO RUNS IT

- Roderick De Vries · CEO, since 2025
- Bas Nederpelt · Chief Commercial Officer; Director, Feadship
- Hans van der Wiel · Head of Production, deputy director, since 2025
- Giedo Loeff · Head of Innovation, since 2025
- Roely Ruissen · Head of Technology, since 2025
- John Veldman · CFO, since 2014
- Senior layer · 9 people: finance, legal and it 2, engineering and design 2, sales and marketing 1, people 1, production and operations 1, projects and service 1, purchasing 1; all on the next slide
- Candidates here · 4 in the pools, on the pages after the team

ORGANISATION

Family; next generation as CEO, projects officer and CCO

WHAT IT SHOWS FOR A NEW YARD

Family next generation in the CEO and projects seats, a hired commercial officer: the technical-director-to-CEO path.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

Feadship · Koninklijke De Vries · the top team

LINKEDIN, OCTOBER 2026 · 13 READ: 1 TOP, 9 SENIOR, 3 MANAGERS, 0 STAFF

CEO from the owning family, promoted from Technical Director in May 2025, over: Chief Commercial Officer (also a Feadship director), CFO, HR Director, Head of Production (deputy director), Head of Technology, Head of Innovation, Head of Purchasing, Project director; a controller sits on the management team.

TOP SEAT



Roderick De Vries
CEO
since 2025

HYBRID POOL

OWNER FAMILY

SENIOR LAYER, BY FUNCTION

SALES AND MARKETING	PRODUCTION AND OPERATIONS	PURCHASING	PEOPLE
Bas Nederpelt Chief Commercial Officer; Director, Feadship GM POOL BENCHMARK	Hans van der Wiel Head of Production, deputy director since 2025 COO POOL	Maikel Lekkerkerker Head of Purchasing since 2023	Jeanine de Haas HR Director since 2024
ENGINEERING AND DESIGN	PROJECTS AND SERVICE	FINANCE, LEGAL AND IT	
Giedo Loeff Head of Innovation since 2025 Roely Ruissen Head of Technology since 2025 COO POOL	Rob.J.M. de Vries Project director since 2013	John Veldman CFO since 2014 Roy Winters Controller, management team member since 2011	

FEADSHIP · KONINKLIJKE DE VRIES · CANDIDATES 1 AND 2 OF 4



Bas Nederpelt

Chief Commercial Officer; Director, Feadship · Amsterdam, Netherlands

160

OF 200

COMMERCIALLY DRIVEN GM STRONG MATCH BENCHMARK LEADER

* Commercial leadership		CCO at De Vries Scheepsbouw / Director at Feadship
30%		
* Yacht network		Director Nautor's Swan Europe - Monaco @ Oy Nautor Ab (2004 – 2007)
20%		
* Technical and pricing		Commercial Director @ De Vries Scheepsbouw/Feadship: prices full-custom contracts
20%		
* Business building		Managing Director @ De Valk International B.V. (2002 – 2004)
20%		
Leadership maturity		Commercial director roles since 1994
10%		

Reading. CCO of De Vries and a Feadship director (headline; the role row carries no dates). Before: Director Nautor's Swan Europe in Monaco, Managing Director of De Valk brokerage, commercial director in consumer goods, Erasmus business economics. Career since 1987. The brief names him. The top commercial seat in full-custom yachting; pricing of full-custom contracts sits with him, no engineering background.

CAREER

Commercial Director · De Vries Scheepsbouw/Feadship
Director Nautor's Swan Europe - Monaco · Oy Nautor Ab 2004 – 2007
Managing Director · De Valk International B.V. 2002 – 2004
marketing manager · B&C International b.v. 1997 – 2002
commercial director · Dico International B.V. 1994 – 1997
Director Dico Italia · Dico International - Italy 1991 – 1994
Sales & Marketing analyst · P&O Nedlloyd 1987 – 1991
Education Erasmus University Rotterdam master · Business Economics · Languages Dutch · Native or bilingual proficiency, English · Full professional proficiency, German · Professional working proficiency, Italian · Professional working proficiency, french · Professional working proficiency · Profile linkedin.com/in/bas-nederpelt-a07850b



Roderick De Vries

CEO at Koninklijke de Vries Scheepsbouw te Aalsmeer · Amsterdam, Netherlands

150

OF 200

HYBRID COMMERCIAL-TECHNICAL STRONG MATCH OWNER FAMILY

* Commercial leadership		CEO @ Koninklijke de Vries Scheepsbouw te Aalsmeer (May 2025 – Present)
30%		
* Yacht network		Program Manager & Project Manager & After Sales Manager (2003-2010)
20%		
* Technical and pricing		Technical Director @ Koninklijke de Vries Scheepsbouw (Jul 2010 – Aug 2025)
20%		
* Business building		Head of Engineering @ De Hoop Shipyard (May 1999 – Sep 2003)
20%		
Leadership maturity		22 years at the yard before the top seat
10%		

Reading. CEO since May 2025 after fifteen years as Technical Director (2010-2025) and seven as program, project and after-sales manager; Head of Engineering at De Hoop before; Delft maritime engineering. Family name of the owning family. The technical-director-to-CEO path the brief wants to study, inside a family-owned full-custom yard.

CAREER

CEO · Koninklijke de Vries Scheepsbouw te Aalsmeer May 2025 – Present
Technical Director · Koninklijke de Vries Scheepsbouw te Aalsmeer Jul 2010 – Aug 2025
Program Manager & Project Manager & After Sales Manager · Koninklijke De Vries Scheepsbouw b.v. Oct 2003 – Jun 2010
Head of Engineering · De Hoop Shipyard May 1999 – Sep 2003
Engineer · Carnival Cruises Technical Services Mar 1997 – Aug 1997
Education Delft University of Technology Master of Science · Maritime Engineering; HWC · Profile linkedin.com/in/roderick-de-vries-b64b459

FEADSHIP · KONINKLIJKE DE VRIES · CANDIDATES 3 AND 4 OF 4



Roely Ruissen

Head of Technology at Koninklijke de Vries Scheepsbouw te Aalsmeer · Leiden, Netherlands

90

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		Project Manager @ Koninklijke de Vries Scheepsbouw (Jan 2021 – Jan 2025)
* Technical and pricing 20%		Head of Technology @ Koninklijke de Vries Scheepsbouw (Jan 2025 – Present); Technical Manager (2010-2021)
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

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

CAREER

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

Education Mechanical Engineering, Delft University of Technology. Master of Science (MSc) · Marine Engineering; Nautical college, Hogeschool Zeeland. Bachelor of Applied Science (BASc) · Maritime Officer · **Profile** linkedin.com/in/roely-ruissen-6578795b



Hans van der Wiel

Head of Production at Koninklijke de Vries Scheepsbouw te Aalsmeer · Katwijk aan den Rijn, Netherlands

70

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Head of Production @ Koninklijke de Vries Scheepsbouw (Sep 2025 – Present); Management Team member; Deputy Director
* Business building 20%		Project Leader Newbuilding (Jun 2020 – Sep 2025)
Leadership maturity 10%		No evidence in the profile.

Reading. 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.

CAREER

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

Education Bureau Zuidema Inzicht in Invloed; DNV GL Training ISO 9001&14001-2015 & Internal Auditor ISO9001&14001 shipping companies · **Languages** English, German · **Profile** linkedin.com/in/hans-van-der-wiel-a1059118

Feadship · De Vries Scheepsbouw Makkum

NETHERLANDS · GRADE A+

PART OF FEADSHIP

The De Vries yard in Friesland for the largest Feadships, above 100 m, opened in 2005.

2005 FOUNDED	De Vries family OWNER	inside De Vries REVENUE	Sijbrand de Vries DIRECTOR	100 m and above RANGE	101 m Project 1014 CURRENT
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WHAT HAPPENED, 2023 TO 2026

May 2026 BUILD 101.2 m Project 1014 on sea trials from Makkum

WHAT IT ADDS UP TO

One very large yacht at a time; the yard's bench is engineering and interior crafts.

FORMER LEADERS NOW ELSEWHERE

- Frank Mens** · now Operations manager at ICON Yachts; was Project Purchaser
- Ico Vergouwe** · now Head of Refit Sales at Feadship Refit & Services; was Sales Manager Yacht Refits
- Louwerens Hoving** · now Board Member at IJshockeyclub UNIS Flyers; was Manager Projects

WHO RUNS IT

- Marc Niederer** · Director, Koninklijke De Vries Aalsmeer / Feadship, since 2022
- Sijbrand De Vries** · Director, De Vries Makkum, since 2005
- Frank Scholte** · Group ICT manager, since 2020
- Sjoukje Wynia** · Procurement Director, De Vries group, since 2019
- Alma Stuut** · Head of HR, Makkum, since 2014
- Senior layer** · 3 people: finance, legal and it 1, people 1, purchasing 1; all on the next slide
- Candidates here** · 1 in the pools, on the pages after the team

ORGANISATION

Family yard director; works-engineering department

WHAT IT SHOWS FOR A NEW YARD

A family yard director over a works-engineering department: the delivery half of a family group.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

Feadship · De Vries Scheepsbouw Makkum · the top team

LINKEDIN, OCTOBER 2026 · 13 READ: 2 TOP, 3 SENIOR, 8 MANAGERS, 0 STAFF

A family director for the Makkum yard (since it opened in 2005), with group functions appearing on this page: the group's Procurement Director, Group ICT manager and a group director from shipping (since 2022); below, Makkum's own HR head, controller, head of build coordination, production planning, commissioning and a refit and services manager.

TOP SEAT



Marc Niederer
Director, Koninklijke De Vries Aalsmeer / Feadship
since 2022
GM POOL



Sijbrand De Vries
Director, De Vries Makkum
since 2005
OWNER FAMILY

SENIOR LAYER, BY FUNCTION

PURCHASING



Sjoukje Wynia
Procurement Director, De Vries group
since 2019

FINANCE, LEGAL AND IT



Frank Scholte
Group ICT manager
since 2020

PEOPLE



Alma Stuut
Head of HR, Makkum
since 2014

MANAGERS

ENGINEERING AND DESIGN



Charlotte van de Kerk
Programme manager, sustainability
since 2021

PRODUCTION AND OPERATIONS



Dimitri van der Galien
Head of commissioning
since 2025



Jouke Steenstra
Foreman, technical service
since 2010



Klaas de Vries
Head of build coordination
since 2024

PRODUCTION AND OPERATIONS (CONTINUED)



Sebastiaan de Haan
Head of production planning
since 2024

PROJECTS AND SERVICE



Melle Poelsma
Manager Refit & Services; technical department manager
since 2026

FINANCE, LEGAL AND IT



Frits de Vries
Controller
since 1995



Koen Broekman
Controller, Makkum
since 2024

FEADSHIP · DE VRIES SCHEEPSBOUW MAKKUM · CANDIDATE 1 OF 1



Marc Niederer

Directeur Koninklijke De Vries Aalsmeer / Feadship at Koninklijke De Vries Scheepsbouw · The Hague, Netherlands

160

OF 200

COMMERCIALLY DRIVEN GM POSSIBLE MATCH

* Commercial leadership 30%		Sales Manager East Mediterranean, Trade Manager, Country Manager @ P&O Nedlloyd
* Yacht network 20%		Directeur Koninklijke De Vries Aalsmeer / Feadship (Jan 2022 – Present)
* Technical and pricing 20%		Head of Liner Operations Northern Europe and North America @ A.P. Moller - Maersk
* Business building 20%		Managing Director Europe @ Svitzer (Oct 2012 – Jan 2017); Managing Director Americas (2017-2020)
Leadership maturity 10%		COO @ Global Ports Investments PLC (Mar 2020 – Dec 2021)

Reading. 'Directeur' of the Aalsmeer yard since Jan 2022, read from his profile; Roderick de Vries lists himself CEO of the same yard since May 2025, so the seat must be verified. Outsider from shipping: COO of Global Ports, Managing Director Europe and Americas at Svitzer (Maersk group VP), P&O Nedlloyd sales and country manager; Chicago Booth MBA. A commercial-then-operations general manager with no yacht background before 2022.

CAREER

Directeur Koninklijke De Vries Aalsmeer / Feadship · Koninklijke De Vries Scheepsbouw Jan 2022 – Present
COO · Global Ports Investments PLC Mar 2020 – Dec 2021
Managing Director Americas · Svitzer Feb 2017 – Feb 2020
Managing Director Europe · Svitzer Oct 2012 – Jan 2017
Managing Director UK · Svitzer Jan 2012 – Sep 2012
Group Vice President · A.P. Moller - Maersk Group Jan 2012 – Feb 2020
Head of Liner Operations North America (Senior Vice president) · A.P. Moller - Maersk Group Mar 2010 – Dec 2011
and 7 earlier roles
Education Harvard Business School Executive Education; The University of Chicago Booth School of Business MBA · Business · Profile linkedin.com/in/marcniederer

Feadship · Royal Van Lent

NETHERLANDS · GRADE A+

PART OF FEADSHIP

The LVMH-owned half of Feadship, building at Kaag and at an Amsterdam yard for yachts up to 160 m, led by the same CEO since 2016.

1849 FOUNDED	LVMH, since 2008 OWNER	inside LVMH REVENUE	Jan-Bart Verkuyl, since 2016 CEO	35 to 120 m RANGE	Kaag · Amsterdam, to 160 m YARDS
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WHAT HAPPENED, 2023 TO 2026

May 2024	BUILD	118.8 m Project 821 launched at the Amsterdam yard
Nov 2024	BUILD	75.75 m ONE leaves the Kaag yard
2025	BUILD	Breakthrough, 118.8 m, delivered: largest Feadship by length
Apr 2026	BUILD	80 m sailing yacht Project 826 revealed at Kaag
Apr 2026	TOP SEAT	Verkuyl named Feadship Director alongside Nederpelt

WHAT IT ADDS UP TO

The largest Dutch-built yachts come out of a yard whose leadership has not changed in a decade.

FORMER LEADERS NOW ELSEWHERE

Frank Slangen · now Project Director at Iv-Groep; was Chief Operating Officer (COO)
Jan Bart Verkuyl · now CEO at Royal Van Lent Shipyard; was Commercial director
Jeroen Kortenoeven · now Algemeen Directeur at Scheepswerf Slob; was Operationeel Directeur

WHO RUNS IT

Arjen Dekker · Manager ship interiors Amsterdam, Royal Van Lent; former General Director, Scheepswerf Slob (Feadship hull yard), since 2024
Hein Eek · Director, Kaag shipyard, since 2024
Jeroen Plate · CFO, since 2017
Mattes Kruise · Director (projects), since 2018
Dennis van Haasteren MBA · Director, Amsterdam shipyard, since 2023
Marlein Bomhof · HR Director, Royal Van Lent and Van der Loo, since 2023
Senior layer · 6 people: production and operations 2, finance, legal and it 1, general management 1, people 1, projects and service 1; all on the next slide
Candidates here · 3 in the pools, on the pages after the team

ORGANISATION

LVMH-owned; long-tenured chairman and CEO over operations and engineering directors

WHAT IT SHOWS FOR A NEW YARD

Luxury-group owner with a ten-year CEO over two yard directors, a projects director and a CFO from Damen.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

Feadship · Royal Van Lent · the top team

LINKEDIN, OCTOBER 2026 · 11 READ: 0 TOP, 6 SENIOR, 5 MANAGERS, 0 STAFF

CEO (naval architect turned commercial director, in the seat since 2016) over two site directors (Kaag yard, from production; Amsterdam yard, a former De Vries yard director), a CFO from the Damen group, a projects director, an HR Director shared with the group's interior company, a CISO and controllers.

SENIOR LAYER, BY FUNCTION

GENERAL MANAGEMENT	PRODUCTION AND OPERATIONS	PROJECTS AND SERVICE	FINANCE, LEGAL AND IT	PEOPLE
 Dennis van Haasteren MBA Director, Amsterdam shipyard since 2023 COO POOL	 Arjen Dekker Manager ship interiors Amsterdam, Royal Van Lent; former General Director, Scheepswerf Slob (Feadship hull yard) since 2024 COO POOL  Hein Eek Director, Kaag shipyard since 2024 COO POOL	 Mattes Kruise Director (projects) since 2018	 Jeroen Plate CFO since 2017	 Marlein Bomhof HR Director, Royal Van Lent and Van der Loo since 2023

MANAGERS

PRODUCTION AND OPERATIONS	FINANCE, LEGAL AND IT	FINANCE, LEGAL AND IT (CONTINUED)
 Arne Venema Senior team leader, technical service since 2023	 Barbara Nolten-Ifju Business controller since 2019  Naomi Levi CISO (part-time, external) since 2025  Olivier Bakker Group controller since 2019	 Wytse Scholten Financial controller since 2025

FEADSHIP · ROYAL VAN LENT · CANDIDATES 1 AND 2 OF 3



Dennis van Haasteren MBA

Director Amsterdam Shipyard at Royal Van Lent Shipyard · Netherlands

120

OF 200

COO / TECHNICAL STRONG MATCH

* Commercial leadership
30%



No evidence in the profile.

* Yacht network
20%



Director @ Koninklijke de Vries Scheepsbouw te Aalsmeer (May 2013 – Apr 2021)

* Technical and pricing
20%



Director of Operations @ Koninklijke de Vries Scheepsbouw (Jul 2010 – Apr 2013)

* Business building
20%



Director Amsterdam Shipyard @ Royal Van Lent Shipyard (Dec 2023 – Present)

Leadership maturity
10%



Project Director @ Damen Naval (Feb 2022 – Oct 2023); Executive Officer Submarines @ Royal Dutch Navy

Reading. 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.

CAREER

Director Amsterdam Shipyard · Royal Van Lent Shipyard Dec 2023 – Present

Project Director a.i. · Royal Van Lent Shipyard Nov 2023 – Dec 2023

Owner and founder of 7Ambitions bv · 7Ambitions b.v. Apr 2021 – Present

Project Director · Damen Naval Feb 2022 – Oct 2023

Project Manager · REICHEALTH B.V. Apr 2021 – Jan 2022

Director · Koninklijke de Vries Scheepsbouw te Aalsmeer May 2013 – Apr 2021

Director of Operations · Koninklijke de Vries Scheepsbouw te Aalsmeer Jul 2010 – Apr 2013

and 2 earlier roles

Education IBO Business School Master of Business Administration (M.B.A.); Eindhoven University of Technology Technische Bedrijfskunde · **Profile** [linkedin.com/in/dennis-van-haasteren-mba-87950831](https://www.linkedin.com/in/dennis-van-haasteren-mba-87950831)



Hein Eek

Director Kaag Shipyard at Royal Van Lent Shipyard · Laren, Netherlands

100

OF 200

COO / TECHNICAL STRONG MATCH

* Commercial leadership
30%



No evidence in the profile.

* Yacht network
20%



Director Kaag Shipyard @ Royal Van Lent Shipyard (Jan 2024 – Present)

* Technical and pricing
20%



Director Production @ Royal Van Lent Shipyard (Nov 2020 – Jan 2024); Project Manager Production Project Y714 - 110.1 mtr @ Oceanco

* Business building
20%



General Manager (Interim) @ Amartech; Owner @ Hein Eek Maritiem Interim Management

Leadership maturity
10%



Production project manager since 2009 across Oceanco, Balk and Royal Van Lent

Reading. Director of the Kaag yard since Jan 2024, Director Production 2020-2024, project manager on NB 816; Oceanco production project manager for two 110 m builds; interim yard manager and owner of an interim-management firm before. A production man who now runs a site.

CAREER

Director Kaag Shipyard · Royal Van Lent Shipyard Jan 2024 – Present

Director Production · Royal Van Lent Shipyard Nov 2020 – Jan 2024

Project Manager Project NB 816 · Royal Van Lent Shipyard May 2019 – Apr 2021

Project Manager Production Project Y720 - 109 mtr · Oceanco Aug 2017 – May 2019

Project Manager Production Project Y714 - 110.1 mtr · Oceanco Aug 2014 – Jul 2017

Owner · Hein Eek Maritiem Sep 2012 – Dec 2017

Owner · Hein Eek Maritiem Sep 2009 – Dec 2017

and 12 earlier roles

Education TIAS School for Business and Society Masterclass Strategie Implementatie; Tilburg University Masterclass Strategic Management · Tias businessschool · **Profile** [linkedin.com/in/hein-eek-3841a525](https://www.linkedin.com/in/hein-eek-3841a525)

FEADSHIP · ROYAL VAN LENT · CANDIDATE 3 OF 3



Arjen Dekker

Manager Scheepsinterieurbouw Amsterdam at Royal Van Lent Shipyard
· Netherlands

130

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30% <i>technical/sales @ Jongert; Managing Director @ Nirvana Spars</i>
* Yacht network 20% No evidence in the profile.
* Technical and pricing 20% <i>Algemeen Directeur @ Scheepswerf Slob (2014-2020); Operationeel Directeur @ Scheepswerf Slob (to 2014)</i>
* Business building 20% <i>Manager Scheepsinterieurbouw Amsterdam @ Royal Van Lent Shipyard (Jan 2024 – Present)</i>
Leadership maturity 10% No evidence in the profile.

Reading. Ran Slob, the Feadship group's hull-building yard, as operational director to 2014 and general director 2014-2020, then moved to Royal Van Lent to manage ship-interior building, since 2024 in Amsterdam. Jongert technical sales and Nirvana Spars managing director before. A hull-yard director inside the Feadship system.

CAREER

Manager Scheepsinterieurbouw Amsterdam · Royal Van Lent Shipyard Jan 2024 – Present
Manager Scheepsinterieurbouw · Royal Van Lent Shipyard Jun 2022 – Jan 2024
Founder Arjen Dekker Managementservices · Arjen Dekker Management Services Nov 2021 – Present
Algemeen Directeur · Scheepswerf Slob Jan 2014 – Jun 2020
Operationeel Directeur · Scheepswerf Slob Apr 2010 – Jan 2014
Manager Paintdepartment · de Klerk Binnenbouw 2009 – Apr 2010
technical/sales · Jongert Nov 2005 – Nov 2009
and 1 earlier roles
Profile linkedin.com/in/arjen-dekker-

Van der Valk Shipyard

NETHERLANDS · GRADE A+

Waalwijk builder of 25 to 48 m aluminium custom yachts, bought from its founder in 2024 and now led by a commercial CEO from Balk.

1967 FOUNDED	Management buyout, yacht-owning family backs it OWNER	not published REVENUE	into 2028 ORDER BOOK	25 to 48 m RANGE	9,000 m2, seven halls YARD
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WHAT HAPPENED, 2023 TO 2026

Apr 2024	OWNER	Founder Wim van der Valk retires; management buyout
May 2025	BUILD	35 m LALABE launched; three design awards in 2026
Mar 2026	BUILD	39.9 m Shine launched, the largest yet
May 2026	BUILD	48 m Project ZEN in build for 2028
Jul 2026	TOP SEAT	Evan Kortmann, CEO of Balk, becomes CEO; Enrico Theuns leaves
Oct 2026	BUILD	30 m Project NEXO concept with Phathom

WHAT IT ADDS UP TO

Two years after the founder left, the buyout group brought in a seller as CEO above the technical and commercial directors.

WHO RUNS IT

Evan Kortmann · Chief Executive Officer, since 2026
Yoeri Bijker · Commercial Director, since 2010
Bram Kooltjes · Technical director, since 2015
Marjolijn Hooijmans · Financial controller, since 2024
Ron van Boven · Purchase manager, since 2010
Virginie Ninaber van Eyben · HR Manager, since 2023
Senior layer · 5 people: sales and marketing 1, finance, legal and it 1, people 1, purchasing 1, engineering and design 1; all on the next slide
Candidates here · 3 in the pools, on the pages after the team

ORGANISATION

Management buyout; commercial CEO over technical and commercial directors

WHAT IT SHOWS FOR A NEW YARD

The two-person model with a commercial CEO on top: the brief's alternative, one year into new ownership.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

Van der Valk Shipyard · the top team

LINKEDIN, OCTOBER 2026 · 33 READ: 1 TOP, 5 SENIOR, 7 MANAGERS, 20 STAFF

A new CEO (Jul 2026, from Balk and yacht-logistics business development) over a Commercial Director in place since 2010, a Technical director since 2015 (promoted from production), a financial controller, an HR manager, a purchase manager and a bench of project leaders, several hired from Heesen and Damen in 2024-2026.

TOP SEAT



Evan Kortmann
Chief Executive Officer
since 2026

GM POOL

SENIOR LAYER, BY FUNCTION

SALES AND MARKETING	ENGINEERING AND DESIGN	PURCHASING	FINANCE, LEGAL AND IT	PEOPLE
 Yoeri Bijker Commercial Director since 2010 GM POOL	 Bram Kooltjes Technical director since 2015 COO POOL	 Ron van Boven Purchase manager since 2010	 Marjolijn Hooijmans Financial controller since 2024	 Virginie Ninaber van Eyben HR Manager since 2023

MANAGERS

PROJECTS AND SERVICE	PROJECTS AND SERVICE (CONTINUED)	FINANCE, LEGAL AND IT
 Arno de Wit Project manager since 2024	 Melissa Wolfs Project leader, interior since 2025	 Jaap Buitenhuis Controller
 Ferry Wortelboer Project leader since 2025	 Sjoerd Cornelis Project manager since 2025	
 Jeroen Maijers Engineering project manager since 2012	 Valentijn Roos Project leader, shipbuilding since 2026	

VAN DER VALK SHIPYARD · CANDIDATES 1 AND 2 OF 3



Evan Kortmann

Chief Executive Officer at Van der Valk Shipyard · Netherlands

130

OF 200

COMMERCIALLY DRIVEN GM POSSIBLE MATCH

*** Commercial leadership** 30% *Chief Commercial Officer (CCO) @ Balk Shipyard (Jul 2023 – 2026)*

*** Yacht network** 20% *Vice Director Sevenstar Yacht Transport @ Spliethoff*

*** Technical and pricing** 20% No evidence in the profile.

*** Business building** 20% *Chief Executive Officer @ Van der Valk Shipyard (Jul 2026 – Present); Managing Director @ WESHIPYACHTS.COM*

Leadership maturity 10% No evidence in the profile.

Reading. CEO since Jul 2026; CEO of Balk Shipyard from Jun 2026 and its Chief Commercial Officer 2023-2026, managing director of a yacht-shipping platform, business development at We Supply Yachts, Sevenstar yacht transport vice director; IMD. A commercial and business-development executive now holding two yard CEO titles in a year.

CAREER

Chief Executive Officer · Van der Valk Shipyard Jul 2026 – Present

Chief Executive Officer (CEO) · Balk Shipyard Jul 2023 – Jun 2026

Chief Commercial Officer (CCO) · Balk Shipyard Jun 2022 – Jul 2023

Managing Director · WESHIPYACHTS.COM Aug 2018 – Feb 2022

Global Entrepreneurshipping · Nepa Group Aug 2017 – Feb 2022

Director Business Development · We Supply Yachts Oct 2017 – Jun 2018

Vice Director Sevenstar Yacht Transport · Spliethoff Feb 2015 – Jan 2017

and 8 earlier roles

Education IMD Building on Talent · Major; Coornhert Gymnasium · **Languages** Dutch · Native or bilingual proficiency, English · Full professional proficiency, French · Elementary proficiency, German · Professional working proficiency · **Profile** [linkedin.com/in/evankortmann](https://www.linkedin.com/in/evankortmann)



Yoeri Bijker

Commercial Director at Van der Valk Shipyard · Waalwijk, Netherlands

130

OF 200

COMMERCIALLY DRIVEN GM POSSIBLE MATCH

*** Commercial leadership** 30% *Commercial Director @ Van der Valk Shipyard (Aug 2010 – Present)*

*** Yacht network** 20% *Member @ International Yacht Brokers Association*

*** Technical and pricing** 20% No evidence in the profile.

*** Business building** 20% No evidence in the profile.

Leadership maturity 10% No evidence in the profile.

Reading. 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.

CAREER

Commercial Director · Van der Valk Shipyard Aug 2010 – Present

Member · International Yacht Brokers Association (IYBA) May 2019 – Present

Member · Young Professionals in Yachting (YPY) The Netherlands Oct 2016 – Present

Bachelor of Economics · Hogeschool van Arnhem en Nijmegen Aug 2008 – Jun 2012

Board Member · YOB Society Sep 2009 – Aug 2010

Education HAN University of Applied Sciences 4th · Small Business & Retail Management; Merlet College Secondary education - Discipline Economics and Society · **Languages** Dutch · Native or bilingual proficiency, English · Professional working proficiency, French · Elementary proficiency, German · Professional working proficiency · **Profile** [linkedin.com/in/yoeri-bijker-62313313](https://www.linkedin.com/in/yoeri-bijker-62313313)

VAN DER VALK SHIPYARD · CANDIDATE 3 OF 3



Bram Kooltjes

Technical director at Van der Valk Shipyard · Waalwijk, Netherlands

80

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30% No evidence in the profile.
* Yacht network 20% No evidence in the profile.
* Technical and pricing 20% Technical director @ Van der Valk Shipyard (Sep 2015 – Present); Production manager before
* Business building 20% No evidence in the profile.
Leadership maturity 10% No evidence in the profile.

Reading. Since Sep 2015, production manager before; mechanic by training.

CAREER

Technical director · Van der Valk Shipyard Sep 2015 – Present
Production manager · Van der Valk Shipyard Sep 2002 – Sep 2015
Mechanic · Lodige industries Jan 2001 – Sep 2002
Mechanic · VDL shipyards Jan 1997 – Dec 2000
Education MTS werktuigbouwkunde; HTS p Werktuigbouwkunde · Languages Duits, Engels · Profile linkedin.com/in/bram-kooltjes-28367558

Royal Hakvoort Shipyard

NETHERLANDS · GRADE A

Fourth-generation Monnickendam family yard building full-custom steel yachts of 28 to 70 m, with its largest order ever signed in 2025.

1919 FOUNDED	Hakvoort family OWNER	not published REVENUE	about 90 to 130 PEOPLE	28 to 70 m RANGE	Full custom; Sinot and Diana as partners MODEL
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WHAT HAPPENED, 2023 TO 2026

May 2023	BUILD	45 m Milele delivered; Neptune award 2024
May 2024	BUILD	61 m Asia delivered
Oct 2024	BUILD	Hull of the 45 m hybrid YN256 launched
Sep 2025	DEAL	70 m YN258 signed for 2029: largest order ever, about 300 jobs

WHAT IT ADDS UP TO

A family yard with its book full to 2029 and no commercial, operations or finance title in the press.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Klaas Hakvoort · Owner and Managing Director, since 1991
Nick Doevendans · Senior controller, since 2022
Senior layer · 1 people: finance, legal and it 1; all on the next slide

ORGANISATION

Owner sells, project managers deliver

WHAT IT SHOWS FOR A NEW YARD

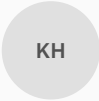
The owner-director sells and a layer of project managers delivers: no commercial hire at all.

Royal Hakvoort Shipyard · the top team

LINKEDIN, OCTOBER 2026 · 37 READ: 1 TOP, 1 SENIOR, 9 MANAGERS, 26 STAFF

Owner and managing director (since 1991) over a senior controller, project managers (several from De Voogt and Royal Van Lent), a head of the drawing office, foremen per trade, and an interiors company (Unlimited Interiors) run as a department.

TOP SEAT



Klaas Hakvoort
Owner and Managing Director
since 1991
OWNER FAMILY

SENIOR LAYER, BY FUNCTION

FINANCE, LEGAL AND IT



Nick Doevendans
Senior controller
since 2022

MANAGERS

SALES AND MARKETING



Esther Lucas
Marketing and public relations

ENGINEERING AND DESIGN



Stefan Tuijp
Head of drawing office
since 2025

PRODUCTION AND OPERATIONS



Daan van Wijk
Furniture production department leader (Unlimited Interiors)
since 2025

PROJECTS AND SERVICE



Albert Jan Hakvoort
Project manager (owning family)
since 2022
OWNER FAMILY



Alexander Speksnijder
Project manager
since 2005

PROJECTS AND SERVICE (CONTINUED)



Bas van der Meer
Technical project manager
since 2025



Carlo Cuccu
Project manager, construction and outfitting
since 2024



Ellen Lefferts
Project manager, interior
since 2019



Pepijn Moll
Project manager
since 2018

Oceanco

NETHERLANDS · GRADE A

Alblasserdam builder of the largest Dutch yachts, 80 to 130 m, bought by Valve founder Gabe Newell in 2025 and building a vertical group around it.

1987 FOUNDED	Gabe Newell, since Aug 2025 OWNER	not published REVENUE	Marcel Onkenhout, since 2010 CEO	80 to 130 m RANGE	Mercury, Aluship, Lateral, Alewijnse, Winel GROUP
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WHAT HAPPENED, 2023 TO 2026

Apr 2023	BUILD	127 m sailing yacht Koru delivered
Oct 2023	BUILD	Simply Custom: an 80 m line on one platform
Aug 2025	OWNER	Gabe Newell buys Oceanco; Barwani family exits after 15 years
Aug 2025	DEAL	Alewijnse, the systems integrator, joins the group
Sep 2025	DEAL	130 m Y727 confirmed, the largest ever; second Zwijndrecht site bought
Nov 2025	BUILD	Two 111 m yachts delivered in one month

WHAT IT ADDS UP TO

A new private owner is buying the supply chain (hulls, superstructures, systems, doors) while the management stays.

FORMER LEADERS NOW ELSEWHERE

Carlos Morales · now Director General / General Manager at Astilleros de Mallorca; was Project Manager
Dirk de Jong · now Technical director at Vertom Group
Eel Kant · now Chief Executive Officer at ICT Shipyard

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Marcel Onkenhout · Chief Executive Officer, since 2010
Bas Swanink · Sales Director, since 2020
Johan Kaasjager · Executive director, Life Cycle Support, since 2024
Gilles VERNHET · Head of Design, since 2022
Ben van der Vegt · Director Finance & Control, since 2000
David Wittenberg · Chief Financial Officer (Monaco), since 1995
Senior layer · 16 people: sales and marketing 4, finance, legal and it 4, projects and service 3, general management 2, people 1, purchasing 1, engineering and design 1; all on the next slide
Candidates here · 6 in the pools, on the pages after the team

ORGANISATION

New private owner; CEO since 2010 with group companies for hulls, superstructures, systems

WHAT IT SHOWS FOR A NEW YARD

A long-serving CEO, now with an owner who funds vertical integration.

Oceanco · the top team

LINKEDIN, OCTOBER 2026 · 21 READ: 1 TOP, 16 SENIOR, 4 MANAGERS, 0 STAFF

CEO since 2010 (from General Manager Marketing & Sales) over a directors team of project directors who each own a 100 m plus build, two Sales Directors (one from project management, one from design), a Director Strategic Alliances (the former marketing director), an executive director for Life Cycle Support, Director Finance & Control (two in the title) plus a Monaco CFO, HR Director, CIO, Head of Procurement, Head of Design; a non-executive director and a director from the former owning family on the board.

TOP SEAT

MO

Marcel Onkenhout

Chief Executive Officer

since 2010

GM POOL

SENIOR LAYER, BY FUNCTION

GENERAL MANAGEMENT		SALES AND MARKETING (CONTINUED)		ENGINEERING AND DESIGN		PROJECTS AND SERVICE (CONTINUED)		FINANCE, LEGAL AND IT		PEOPLE	
AM Annemarie Manger Non-executive director since 2018		Johan Kaasjager Executive director, Life Cycle Support since 2024 HYBRID POOL		GV Gilles VERNHET Head of Design since 2022		EL Erwin de Looff Project Director since 2017 COO POOL		Ben van der Vegt Director Finance & Control since 2000		AS Antoinette Sonneveld Human Resources Director since 2020	
UB Usama Barwani Board director (Barwani family) since 2014		Paris Baloumis Director Strategic Alliances since 2026		Deniz de Koningh Project Director since 2024 COO POOL		PURCHASING		DW David Wittenberg Chief Financial Officer (Monaco) since 1995			
SALES AND MARKETING						JG Jaap de Gier Head of Procurement since 2025		Léon Blokland Director Finance & Control since 2017			
Bas Swanink Sales Director since 2020 SHORTLIST HYBRID POOL		Wim Verhoeff Sales Director since 2025 HYBRID POOL		Edske Smit Project Director since 2018				MB Mike den Buurman Chief Information Officer since 2026			

OCEANCO · CANDIDATES 1 AND 2 OF 6



Bas Swanink

Sales Director at Oceanco · Netherlands

160

OF 200

HYBRID COMMERCIAL-TECHNICAL **STRONG MATCH** **SHORTLIST**

* Commercial leadership 30%		<i>Sales Director @ Oceanco (Jan 2020 – Present)</i>
* Yacht network 20%		<i>Sales Manager @ Oceanco (Apr 2015 – Present)</i>
* Technical and pricing 20%		<i>Sen. Project Manager @ Oceanco (Sep 2007 – Present); Project Manager @ Feadship, kon de Vries (Aug 1998 – Aug 2007)</i>
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		<i>28 years at two of the top full-custom yards</i>

Reading. Sales Director since 2020 after sales manager from 2015 and senior project manager from 2007; Feadship (De Vries) project manager 1998-2007. Seventeen years of project management under the sales seat: the hybrid the brief asks for, at director level, selling 80 m plus full-custom yachts.

CAREER

Sales Director · Oceanco Jan 2020 – Present
Sales Manager · Oceanco Apr 2015 – Present
Sen. Project Manager · Oceanco Sep 2007 – Present
Project Manager · Feadship, kon de Vries Aug 1998 – Aug 2007
Profile linkedin.com/in/bas-swanink-9a41b06



Marcel Onkenhout

CEO at Oceanco · Netherlands

180

OF 200

COMMERCIALLY DRIVEN GM **STRONG MATCH**

* Commercial leadership 30%		<i>General Manager Marketing & Sales @ Oceanco (2004 – 2009)</i>
* Yacht network 20%		<i>CEO @ Oceanco (Apr 2010 – Present)</i>
* Technical and pricing 20%		<i>Sixteen years as CEO of a 100 m plus custom yard: pricing and delivery sat with him</i>
* Business building 20%		<i>Deputy Managing Director @ Oceanco (2009 – Apr 2010), then CEO</i>
Leadership maturity 10%		<i>One company, three seats, 22 years</i>

Reading. CEO since Apr 2010, deputy managing director 2009, General Manager Marketing & Sales 2004-2009. Sixteen years running the 80-140 m full-custom yard, into the top seat from the commercial side. Ownership changed in Aug 2025 (Gabe Newell became shareholder; the press confirms him as CEO in Jul 2026), which is the moment a long-serving CEO becomes reachable. No link to the yard's page on the profile.

CAREER

CEO · Oceanco Apr 2010 – Present
Deputy Managing Director · Oceanco 2009 – Apr 2010
General Manager Marketing & Sales · Oceanco 2004 – 2009
Profile linkedin.com/in/marcel-onkenhout-a35a9b18

OCEANCO · CANDIDATES 3 AND 4 OF 6



Johan Kaasjager

Uitvoerend directeur at Oceanco · Vught, Netherlands

150

OF 200

HYBRID COMMERCIAL-TECHNICAL

POSSIBLE MATCH

* Commercial leadership
30%



Commercial Director @ Den Breejen Shipyard (Jul 2020 – Jun 2024)

* Yacht network
20%



Sales & Marketing Manager @ Heesen Yachts (May 2016 – Jul 2020);
Sales Manager @ Damen Yachting (2009-2016)

* Technical and pricing
20%



Sales Engineer @ Damen Yachting (Oct 2006 – Dec 2009); Bachelor of
Maritime Engineering

* Business building
20%



Uitvoerend directeur @ Oceanco (Jul 2024 – Present)

Leadership maturity
10%



No evidence in the profile.

Reading. 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.

CAREER

Uitvoerend directeur · Oceanco Jul 2024 – Present

Eigenaar · YachtSuit Jan 2020 – Present

Commercial Director · Den Breejen Shipyard Jul 2020 – Jun 2024

Sales & Marketing Manager · Heesen Yachts May 2016 – Jul 2020

Sales Manager · Damen Yachting Dec 2009 – Apr 2016

Sales Engineer · Damen Yachting Oct 2006 – Dec 2009

Sales Support Engineer · Wärtsilä Sep 2004 – Sep 2006

Education University of Haarlem Bachelor of Maritime Engineering · Scheepsbouwkunde / Maritieme techniek (Naval architecture / Maritime engineering); Koning Willem I College English Degree · **Profile** [linkedin.com/in/johan-kaasjager-28853b197](https://www.linkedin.com/in/johan-kaasjager-28853b197)



Deniz de Koningh

Project Director at Oceanco · Netherlands

120

OF 200

COO / TECHNICAL

POSSIBLE MATCH

* Commercial leadership
30%



Tender Manager Cruise and RoPax @ Damen Shipyards Group (Aug 2019 – Dec 2020)

* Yacht network
20%



Managing senior customer relationships and a broad international stakeholder and supply-chain

* Technical and pricing
20%



Project Director @ Oceanco (May 2024 – Present): accountability for project performance, budget, schedule, quality and delivery

* Business building
20%



as part of the Directors team, work on company generic topics that shape the future

Leadership maturity
10%



No evidence in the profile.

Reading. 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.

CAREER

Project Director · Oceanco May 2024 – Present

Sr. Project Manager · Oceanco Dec 2020 – May 2024

Tender Manager Cruise and RoPax · Damen Shipyards Group Aug 2019 – Dec 2020

Project Manager Newbuild Projects · Damen Shipyards Group May 2015 – Sep 2019

Research & Development Engineer · Damen Shipyards Group Mar 2011 – May 2015

Naval Architect · SARC BV Mar 2010 – Feb 2011

Technical Superintendent · Van Oord Aug 2009 – Nov 2009

and 1 earlier roles

Education TU Delft Master of Science (MSc) · Marine Design - Ship Design (Cum Laude); Norwegian University of Science and Technology (NTNU) Master of Science (MSc) · Marin Teknikk · **Languages** Dutch, English, German, Nynorsk, Norwegian · **Profile** [linkedin.com/in/ddekoningh](https://www.linkedin.com/in/ddekoningh)

OCEANCO · CANDIDATES 5 AND 6 OF 6



Erwin de Looff

Project Director at Oceanco · The Hague, Netherlands

90

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership		No evidence in the profile.
30%		
* Yacht network		No evidence in the profile.
20%		
* Technical and pricing		Project Director @ Oceanco (Oct 2017 – Present); Production Engineer (2011)
20%		
* Business building		Project Coordinator (2012) to Project Director (2017) on 100 m plus builds
20%		
Leadership maturity		No evidence in the profile.
10%		

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

CAREER

Project Director · Oceanco Oct 2017 – Present
Project Manager · Oceanco Jan 2015 – Oct 2017
Project Coordinator · Oceanco Aug 2012 – Jan 2015
Production Engineer · Oceanco Aug 2011 – Jul 2012
Master thesis Ship-production · Oceanco Sep 2010 – Jun 2011
Bachelor thesis Mechanical Engineering · Thermphos Jan 2007 – Jun 2007
Engineering Intern · Damen Yachting Jan 2006 – Jun 2006
Education RSM Erasmus University Master of Science in Business Administration; TU Delft Master of Science in Marine Technology · Profile linkedin.com/in/erwin-de-looff-08a60ba



Wim Verhoeff

Sales Director at Oceanco · Rotterdam, Netherlands

100

OF 200

HYBRID COMMERCIAL-TECHNICAL UNCLEAR

* Commercial leadership		Sales Director @ Oceanco (Dec 2025 – Present)
30%		
* Yacht network		No evidence in the profile.
20%		
* Technical and pricing		Innovation Designer @ Oceanco (Nov 2017 – May 2021)
20%		
* Business building		No evidence in the profile.
20%		
Leadership maturity		No evidence in the profile.
10%		

Reading. 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.

CAREER

Sales Director · Oceanco Dec 2025 – Present
Sales Manager · Oceanco Jan 2024 – Jan 2026
Project Manager Fleet Support · Oceanco May 2021 – Mar 2024
Innovation Designer · Oceanco Nov 2017 – May 2021
Industrial Designer · Oceanco Nov 2016 – Nov 2017
Product Design Engineer · Weltevreë® May 2015 – Nov 2016
Graduate Student · Weltevreë® Oct 2014 – Apr 2015
and 2 earlier roles
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

ICON Yachts

NETHERLANDS · GRADE A

Harlingen yard that converts commercial vessels into 60 to 78 m explorer yachts in a covered dry dock, owned by a Swiss businessman since 2021.

2005 FOUNDED	Micca Ferrero, majority since 2021 OWNER	not published REVENUE	not published PEOPLE	60 to 78 m conversions RANGE	150 x 33 m covered DOCK
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WHAT HAPPENED, 2023 TO 2026

Dec 2023	BUILD	SeaKeepers partnership; Project Mission explorer concept
Oct 2024	BUILD	70 m Project Master interior by Winch Design unveiled
Mar 2025	DEAL	Project Master put on the market at EUR 99.5 m
Aug 2025	TOP SEAT	Strategy stated: infrastructure and rebuild supplier, not a Feadship rival
Dec 2025	BUILD	All steel and aluminium work on Project Master complete

WHAT IT ADDS UP TO

A conversion yard that prices risk through a dedicated estimating head and sells through a young business-development seat.

WHO RUNS IT

Tony Gale · Chief Executive Officer
Marek Hasenkopf · Head of Business Development, since 2023
Frank Mens · Operations manager, since 2020
René Couperus · Head of Estimating and Proposal Manager, since 2021
Uty Homan · Technical Manager, since 2026
Edwin Hamming · Finance manager (management team), since 2010
Senior layer · 9 people: general management 3, engineering and design 2, sales and marketing 1, finance, legal and it 1, production and operations 1, projects and service 1; all on the next slide
Candidates here · 2 in the pools, on the pages after the team

ORGANISATION

Owner in Monaco; CEO over heads of projects, estimating and business development

WHAT IT SHOWS FOR A NEW YARD

Owner in Monaco, CEO over heads of projects, estimating and business development: the project-led model.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

ICON Yachts · the top team

LINKEDIN, OCTOBER 2026 · 28 READ: 1 TOP, 9 SENIOR, 11 MANAGERS, 7 STAFF

CEO over a Head of Projects (from Damen's Qatar yard), Head of Estimating and proposals, Head of Business Development, Technical Manager (2026), operations manager, finance manager on the management team, HR; an owner's advisor; a new Saudi chairman.

TOP SEAT



Tony Gale
Chief Executive Officer

SENIOR LAYER, BY FUNCTION

GENERAL MANAGEMENT



Ali Abdulaziz Alturki
Chairman, ICON Saudi
since 2026

OWNER FAMILY



Alon Nir
Advisor (former Group Director)
since 2025



Micca Ferrero
Owner
since 2021

OWNER FAMILY

SALES AND MARKETING



Marek Hasenkopf
Head of Business Development
since 2023

ENGINEERING AND DESIGN



René Couperus
Head of Estimating and Proposal Manager
since 2021

HYBRID POOL



Uty Homan
Technical Manager
since 2026

PRODUCTION AND OPERATIONS



Frank Mens
Operations manager
since 2020

PROJECTS AND SERVICE



Marius Ciobanu
Head of Projects
since 2023

COO POOL

FINANCE, LEGAL AND IT



Edwin Hamming
Finance manager (management team)
since 2010

ICON YACHTS · CANDIDATES 1 AND 2 OF 2



Marius Ciobanu

Head of Projects at ICON Yachts · Harlingen, Netherlands

70

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Head of Projects @ ICON Yachts (Apr 2023 – Present); Overall Project Manager - Super Yachts @ NDSQ – Nakilat Damen Shipyards
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

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

CAREER

Head of Projects · ICON Yachts Apr 2023 – Present
Project Manager · ICON Yachts Sep 2022 – Apr 2023
Project Manager - Naval/Defence · Albwardy Damen Dec 2019 – Jun 2022
Overall Project Manager - Super Yachts · NDSQ – Nakilat Damen Shipyards Qatar Jul 2017 – Nov 2019
Asst. Project Manager - Super Yachts · NDSQ – Nakilat Damen Shipyards Qatar Dec 2015 – Jun 2017
Projects Coordination Manager · NDSQ – Nakilat Damen Shipyards Qatar Oct 2013 – Dec 2015
Asst. Project Manager - Super Yachts · Nakilat Damen Shipyards Qatar (NDSQ) Dec 2015 – Jun 2017
and 8 earlier roles

Education Universitatea "Dunarea de Jos" Integrated Shipbuiding; Universitatea „Dunărea de Jos” din Galați Bachelor's degree · Ocean Engineering/ Naval Architecture · **Languages** Dutch · Elementary proficiency, English · Full professional proficiency, Romanian · Native or bilingual proficiency · **Profile** [linkedin.com/in/marius-ciobanu](https://www.linkedin.com/in/marius-ciobanu)



René Couperus

Head of Estimating / Proposal Manager at ICON Yachts · Netherlands

80

OF 200

HYBRID COMMERCIAL-TECHNICAL UNCLEAR

* Commercial leadership 30%		Head of Estimating / Proposal Manager @ ICON Yachts (Oct 2021 – Present)
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Head of Engineering @ ICON Yachts; Project Development Manager
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

Reading. Since Oct 2021; head of engineering and project development before; mechanical engineer. The person who prices ICON's conversions, a technical seat with a commercial face.

CAREER

Head of Estimating / Proposal Manager · ICON Yachts Oct 2021 – Present
Head of Engineering · ICON Yachts Jul 2019 – Sep 2021
Project Development Manager · ICON Yachts Mar 2016 – Jun 2019
Project Manager · ICON Yachts Jul 2014 – Jun 2019
Hoofd Verkoop Binnendienst / Manager Sales Office · Holvrieka Nirota BV Mar 2013 – Jul 2014
Senior Project Manager · Vuyk Engineering Groningen b.v. Jan 2009 – Mar 2013
Parttime Editor · Yellow & Finch Publishers Oct 2010 – Sep 2012
and 5 earlier roles

Education Noordelijke Hogeschool Leeuwarden B.Eng. · Mechanical Engineering; ISBW Opleiding & Training Industrieel management / Industrial engineering and management · **Profile** [linkedin.com/in/renecouperus](https://www.linkedin.com/in/renecouperus)

Mulder Shipyard

NETHERLANDS · GRADE A

Third-generation family yard near Leiden building 16 to 37 m aluminium yachts, five or six a year, with hulls built in Enkhuizen.

1938 FOUNDED	Mulder family, third generation OWNER	not published REVENUE	5 to 6 yachts a year OUTPUT	16 to 37 m RANGE	Favorite series · ThirtySix semi-custom MODEL
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WHAT HAPPENED, 2023 TO 2026

Jul 2023	BUILD	Sixth ThirtySix, Seaflower, delivered
Jun 2024	BUILD	Seventh ThirtySix, Q43, delivered from the Enkhuizen hulls
Jul 2024	TOP SEAT	Nick Mulder: the yard stays small and builds hulls in-house
Feb 2026	TOP SEAT	First CFO hired, from KPMG
Mar 2026	BUILD	Ninth ThirtySix launched
Sep 2026	BUILD	Mulder 122, 37.2 m, succeeds the ThirtySix

WHAT IT ADDS UP TO

A family yard professionalising: the family's commercial director became managing director in 2022 and hired a first CFO in 2026.

WHO RUNS IT

Nick Mulder · Managing Director, since 2022
Dennis van Osch · Marketing and communications manager, since 2024
Rick de Bruin · Sales and marketing manager, since 2023
Danny Juffermans · Location and project manager, since 2002
Menno Taal · Chief Financial Officer, since 2026
Nick Wijsman · Purchasing manager, since 2015
Senior layer · 5 people: sales and marketing 2, finance, legal and it 1, production and operations 1, purchasing 1; all on the next slide
Candidates here · 1 in the pools, on the pages after the team

ORGANISATION

Family seller as managing director; first CFO in 2026

WHAT IT SHOWS FOR A NEW YARD

Family seller as managing director with the first professional finance seat arriving this year.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

Mulder Shipyard · the top team

LINKEDIN, OCTOBER 2026 · 34 READ: 1 TOP, 5 SENIOR, 9 MANAGERS, 19 STAFF

A fourth-generation family managing director who came up through sales, a CFO hired in Feb 2026 from KPMG, a sales and marketing manager (ex-Feadship), a marketing and communications manager, purchasing manager, location and project manager, fleet managers for service, HR advisor, a BI controller.

TOP SEAT



Nick Mulder
Managing Director
since 2022

GM POOLOWNER FAMILY

SENIOR LAYER, BY FUNCTION

SALES AND MARKETING	PRODUCTION AND OPERATIONS	PURCHASING	FINANCE, LEGAL AND IT
 Dennis van Osch Marketing and communications manager since 2024	 Danny Juffermans Location and project manager since 2002	 Nick Wijsman Purchasing manager since 2015	 Menno Taal Chief Financial Officer since 2026
 Rick de Bruin Sales and marketing manager since 2023			

MANAGERS

PRODUCTION AND OPERATIONS	PROJECTS AND SERVICE (CONTINUED)	FINANCE, LEGAL AND IT
 Michael Leijnse Team leader, technique since 2010	 Jesse Struik Fleet manager since 2024	 Daniel Phaf BI specialist and business controller since 2026
 Wouter Strik QHSE coordinator since 2023	 Klaas Arkesteyn Project manager since 2023	PEOPLE
PROJECTS AND SERVICE	 Marco Vlasveld Fleet manager since 2026	 Irene Verpoort HR advisor since 2021
 Arne Haitsma Project leader; service and refit team leader since 2021	 Matthijs Goddijn Fleet manager since 2023	

MULDER SHIPYARD · CANDIDATE 1 OF 1



Nick Mulder

Managing Director at Mulder Shipyard · Zoeterwoude-Dorp, Netherlands

130

OF 200

- COMMERCIALLY DRIVEN GM
- POSSIBLE MATCH
- OWNER FAMILY

* Commercial leadership

30%

Commercial Director @ Mulder Shipyard (to Aug 2022); Sales Manager (Nov 2016)

* Yacht network

20%

No evidence in the profile.

* Technical and pricing

20%

Amsterdam University of Applied Sciences Bouwtechnische bedrijfskunde

* Business building

20%

Managing Director @ Mulder Shipyard (Aug 2022 – Present)

Leadership maturity

10%

No evidence in the profile.

Reading. 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.

CAREER

Managing Director · Mulder Shipyard Aug 2022 – Present

Commercial Director · Mulder Shipyard Dec 2016 – Aug 2022

Sales Manager · Mulder Shipyard Apr 2010 – Nov 2016

Education Amsterdam University of Applied Sciences Bouwtechnische bedrijfskunde; DOC Maritiem EMCI
Certified Yacht Broker · **Languages** Dutch, English · **Profile** linkedin.com/in/nick-mulder-shipyard

Royal Huisman

NETHERLANDS · GRADE B+

Vollenhove builder of the world's largest aluminium sailing yachts, 40 to 85 m, with its own rig maker Rondal, bought by Dutch investor O2 Capital in 2024.

1884 FOUNDED	O2 Capital Partners, since Sep 2024 OWNER	not published REVENUE	over 350 PEOPLE	40 to 85 m sailing RANGE	three yachts above 80 m IN BUILD
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WHAT HAPPENED, 2023 TO 2026

Sep 2024	OWNER	O2 Capital buys the group from Doeksen and Parcom
May 2025	BUILD	65 m ketch Aquarius delivered; Sailing Yacht of the Year 2026
Nov 2025	TOP SEAT	Peter Naeyé, commercial director since 2020, is CEO; Jan Timmerman to the board
Mar 2026	BUILD	81 m Project 412 hull rolled out
Sep 2026	BUILD	85 m Project 410, the world's largest sloop, unveiled; launch November
Oct 2026	BUILD	Construction halls extended for the 80 m class

WHAT IT ADDS UP TO

A new investor, a commercial director promoted to CEO, and three 80 m-plus sailing yachts in build at once.

FORMER LEADERS NOW ELSEWHERE

Christian Poorte · now Managing Director at Arcadia Maritime Group; was Contract Management
Hans de Lang · now General Manager at Mercury Yacht Construction BV (an Oceanco Company); was Operational manager
Roemer Boogaard · now CEO / Co-Owner at Fender Innovations B.V.; was Managing Director

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Top seat · Peter Naeyé, CEO (per the press, Nov 2025; not on the LinkedIn roster)
Jeroen Sirag · Marketing Director, since 2021
Brigitte Hegeman · CFO, since 2019
Dimitri van Zwieten · General Manager New Build, since 2025
Stefan Coronel · General Manager Refit & Service, Royal Huisman, since 2022
Jan Timmerman · Supervisory board member; CEO to Jan 2026, since 2026
Jan Willem van der Graaf · Chairman of the non-executive board, since 2024
Senior layer · 6 people: general management 2, projects and service 2, sales and marketing 1, finance, legal and it 1; all on the next slide
Candidates here · 3 in the pools, on the pages after the team

ORGANISATION

Investor-owned; commercial director promoted to CEO

WHAT IT SHOWS FOR A NEW YARD

Investor-owned with the seller promoted to the top: the commercial-director-to-CEO path.

Royal Huisman · the top team

LINKEDIN, OCTOBER 2026 · 9 READ: 0 TOP, 6 SENIOR, 3 MANAGERS, 0 STAFF

CEO (new under the 2024 private-equity owner) over a CFO, a Marketing Director covering the three brands (Royal Huisman, Huisfit, Rondal), a General Manager New Build, an innovation manager; a non-executive board chaired by a former offshore CEO.

TOP SEAT

Peter Naeyé, CEO (per the press, Nov 2025; not on the LinkedIn roster) (from the press; not on the company page).

SENIOR LAYER, BY FUNCTION

GENERAL MANAGEMENT	SALES AND MARKETING	PROJECTS AND SERVICE	FINANCE, LEGAL AND IT
 Jan Timmerman Supervisory board member; CEO to Jan 2026 since 2026 GM POOL	 Jeroen Sirag Marketing Director since 2021	DZ Dimitri van Zwieten General Manager New Build since 2025 COO POOL SC Stefan Coronel General Manager Refit & Service, Royal Huisman since 2022 COO POOL	BH Brigitte Hegeman CFO since 2019

MANAGERS

ENGINEERING AND DESIGN	PRODUCTION AND OPERATIONS	FINANCE, LEGAL AND IT
JL Jidde Looijenga Innovation manager since 2022	SS Sjoerd Schrichte Manager since 1997	 Arthur Havik Head of administration; project controller since 2016

ROYAL HUISMAN · CANDIDATES 1 AND 2 OF 3



Jan Timmerman

Supervisor & Advisor/Interim at Self-employed · Zwolle, Netherlands

130

OF 200

COMMERCIALLY DRIVEN GM POSSIBLE MATCH

* Commercial leadership	30%		No evidence in the profile.
* Yacht network	20%		No evidence in the profile.
* Technical and pricing	20%		No evidence in the profile.
* Business building	20%		CEO @ Royal Huisman (2018 – Jan 2026)
Leadership maturity	10%		President & Managing Director @ Euramax; Sr. Vice President @ Philips Lighting

Reading. CEO of Royal Huisman through the 2018-2025 rebuild, now on its supervisory board; Euramax president, Philips Lighting SVP. Mechanical engineer. An industrial CEO who has run a Dutch yard; likely over 60 and in a non-executive phase.

CAREER

Supervisor & Advisor/Interim · Self-employed Jan 2026 – Present

Supervisor & Advisor/Interim · Jan 2026 – Present

Member of The Supervisory Board · Royal Huisman Jan 2026 – Present

CEO · Royal Huisman Aug 2018 – Jan 2026

President & Managing Director · Euramax May 2014 – Aug 2018

Sr. Vice President & Managing Director · Euramax Jan 2013 – Apr 2014

Sr. Vice President & Managing Director · Euramax Oct 2010 – Dec 2012

and 5 earlier roles

Education University of Twente Master of Science · Mechanical Engineering; Universiteit Twente Master of Science (M.Sc.) · Mechanical Engineering · **Profile** [linkedin.com/in/jan-timmerman-8a5a222](https://www.linkedin.com/in/jan-timmerman-8a5a222)



Stefan Coronel

General Manager Refit & Service at Royal Huisman · Amsterdam, Netherlands

120

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership	30%		Commercial manager @ Svitzer Salvage
* Yacht network	20%		No evidence in the profile.
* Technical and pricing	20%		Manager Design & Engineering @ Royal Huisman; Manager Naval Architecture/Structural @ Feadship - De Voogt
* Business building	20%		General Manager Refit & Service @ Royal Huisman (Jul 2022 – Present)
Leadership maturity	10%		No evidence in the profile.

Reading. General manager of Royal Huisman's refit and service business since Jul 2022 after manager design and engineering; manager naval architecture at De Voogt (Feadship) 2013-2017; salvage master and commercial manager at Svitzer before. Naval architect.

CAREER

General Manager Refit & Service · Royal Huisman Jul 2022 – Present

Manager Design & Engineering · Royal Huisman Nov 2017 – Aug 2022

Manager Naval Architecture/Structural Engineering · Feadship - De Voogt Naval Architects Jul 2013 – Nov 2017

Operations manager Salvage · Svitzer Jun 2010 – Jul 2013

Salvage Master · Svitzer Salvage 2003 – 2008

Commercial manager · Svitzer Salvage Apr 2003 – Feb 2006

Naval Architect · Ginton Naval Architects Aug 1998 – Apr 2003

Education Hogeschool Haarlem Bsc. · Naval Architecture and Marine Engineering; Goois Lyceum VWO · **Languages** Dutch · Native or bilingual proficiency, English · Full professional proficiency, French · Limited working proficiency · **Profile** [linkedin.com/in/stefan-coronel-1944759](https://www.linkedin.com/in/stefan-coronel-1944759)

ROYAL HUISMAN · CANDIDATE 3 OF 3



Dimitri van Zwieten

General Manager New Build at Royal Huisman · Zwolle, Netherlands

100

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		General Manager New Build @ Royal Huisman (Jun 2025 – Present)
* Business building 20%		Projectmanager @ Vitters Shipyard (Feb 2007 – Aug 2021)
Leadership maturity 10%		Project manager on custom sailing yachts since 2000

Reading. Since Jun 2025; project manager at Royal Huisman from 2021, at Vitters 2007-2021 and Holland Jachtbouw before. Runs new-build delivery for sailing superyachts.

CAREER

General Manager New Build · Royal Huisman Jun 2025 – Present
Projectmanager · Royal Huisman Sep 2021 – Present
Projectmanager · Vitters Shipyard Feb 2007 – Aug 2021
Projectmanager · Holland Jachtbouw BV Aug 2000 – Jan 2007
Profile linkedin.com/in/dimitri-van-zwieten-121491b

Vitters Shipyard

NETHERLANDS · GRADE B+

Zwartsluis builder of full-custom aluminium sailing yachts of 40 to 75 m, three big projects at a time, with a new managing director from Royal Van Lent.

1990 FOUNDED	Private, family-owned; CEO Louis Hamming OWNER	not published REVENUE	about 110 PEOPLE	40 to 75 m sailing RANGE	3 large projects, to 2029 IN BUILD
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WHAT HAPPENED, 2023 TO 2026

Dec 2023	BUILD	59 m Maximus delivered
Apr 2025	DEAL	44 m W-Magic delivered; 63 m Project Dreamer signed for 2028
May 2025	BUILD	80 m shed in use; 68 m Project 3095 hull turned
Feb 2026	DEAL	53 m Project 3097 signed for 2029
Jul 2026	BUILD	68.9 m Zero launched, billed fossil-fuel-free
Aug 2026	TOP SEAT	Maarten van Marle, from Royal Van Lent engineering, managing director

WHAT IT ADDS UP TO

Full to 2029 on a new shed; in August 2026 the owner installed an engineer from Royal Van Lent as managing director.

FORMER LEADERS NOW ELSEWHERE

Dimitri van Zwieten · now General Manager New Build at Royal Huisman; was Projectmanager
Peter Lassche · now Operational Director at Balk Shipyard; was Projectmanager Yacht building
Sietse Van der Woude · now COO at Steeler Yachts; was Manager Operations

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Louis Hamming · Owner, since 1991
Maarten van Marle · Managing Director / CEO, since 2026
Bas Peute · Manager sales and marketing, since 2020
Leendert Kleijwegt · Manager Engineering, since 2023
Aline ten Hoeve · Financial director (part-time), since 2018
Janine Wiersma · HR manager (part-time), since 2026
Senior layer · 4 people: sales and marketing 1, finance, legal and it 1, people 1, engineering and design 1; all on the next slide
Candidates here · 2 in the pools, on the pages after the team

ORGANISATION

Owner above an engineer managing director

WHAT IT SHOWS FOR A NEW YARD

Owner above an engineer managing director; commercial is two people.
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Vitters Shipyard · the top team

LINKEDIN, OCTOBER 2026 · 68 READ: 2 TOP, 4 SENIOR, 20 MANAGERS, 42 STAFF

Owner over a new managing director (an engineer from Royal Van Lent), a part-time financial director, a manager of engineering (from Oceanco and Mercury), a sales and marketing manager with one sales engineer, HR, project managers and production leaders; many engineers hired from Royal Huisman in 2025-2026.

TOP SEAT

LH

Louis Hamming
Owner
since 1991
OWNER FAMILY

Maarten van Marle
Managing Director / CEO
since 2026
COO POOL

SENIOR LAYER, BY FUNCTION

SALES AND MARKETING

Bas Peute
Manager sales and marketing
since 2020

ENGINEERING AND DESIGN

Leendert Kleijwegt
Manager Engineering
since 2023
COO POOL

FINANCE, LEGAL AND IT

AH

Aline ten Hoeve
Financial director (part-time)
since 2018

PEOPLE

Janine Wiersma
HR manager (part-time)
since 2026

MANAGERS

SALES AND MARKETING

NK

Niels van Karsen
Sales engineer
since 2021

ENGINEERING AND DESIGN

Adrie Braker
Lead engineer, electrical
since 2022

Levent Delgen
Interior and technique coordinator
since 2022

ENGINEERING AND DESIGN (CONTINUED)

Sjoerd Bleeker
Lead engineer, shipbuilding
since 2025

PRODUCTION AND OPERATIONS

Bas Ouwehand
Production leader
since 2022

Ferdy Jonkman
Workshop supervisor
since 1999

PRODUCTION AND OPERATIONS (CONTINUED)

Matthijs Hartog
Production manager, project 3095 (contractor)
since 2026

WH

Willem van der Horst
Production leader
since 2025

HD

Hans Dijkstra
Team leader
since 2009

PROJECTS AND SERVICE

Ester Ruijgers
Project manager
since 2023

Gerrit Jongman
Project manager
since 2018

Matthijs van de Kieft
Project manager
since 2025

RD

Richard Daenen
Project manager, engineering
since 2026

PURCHASING

Alex Matei
Senior project purchaser
since 2012

Norbert Milders
Technical project purchaser
since 2023

FINANCE, LEGAL AND IT

Peter Slager RA
Interim controller
since 2025

FINANCE, LEGAL AND IT (CONTINUED)

Rudolph Stiekema
Controller
since 2009

Wilfred Hogeboom
Controller
since 2025

PEOPLE

Henny Rook
HR advisor
since 2021

PEOPLE (CONTINUED)

Sjoeke Woudstra
HR advisor
since 2024

VITTERS SHIPYARD · CANDIDATES 1 AND 2 OF 2



Leendert Kleijwegt

Manager Engineering at Vitters Shipyard · Joure, Netherlands

80

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Manager Engineering @ Vitters Shipyard (Apr 2023 – Present); Project Manager Engineering @ Oceanco
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		Engineering management since 2015 at IHC, Oceanco, Mercury and Vitters

Reading. Since Apr 2023; Mercury engineering manager, Oceanco engineering project and change manager, Royal IHC; naval architect with his own firm.

CAREER

Manager Engineering · Vitters Shipyard Apr 2023 – Present
Owner · LKMaritime Jun 2009 – Present
Manager Engineering · Mercury Yacht Construction BV (an Oceanco Company) Mar 2021 – Mar 2023
Technical Expert Construction & Outfit and Sailing Systems · Oceanco May 2019 – Mar 2021
Project Manager Engineering · Oceanco Mar 2018 – May 2019
Change Manager Engineering · Oceanco Oct 2016 – Mar 2018
Freelance Project Engineer · Vitters Shipyard B.V. Dec 2014 – Sep 2016
and 7 earlier roles
Education HTS Dordrecht Ing; BSc · Naval Architecture · Languages Deutsch · Professional working proficiency, English · Professional working proficiency, Nederlands · Native or bilingual proficiency · Profile linkedin.com/in/lkleijwegt



Maarten van Marle

Managing Director / CEO at Vitters Shipyard · Netherlands

70

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Manager Engineering / Business Improvement @ Royal Van Lent Shipyard (2023-2026); Delft Naval Architecture
* Business building 20%		Managing Director / CEO @ Vitters Shipyard (Aug 2026 – Present)
Leadership maturity 10%		No evidence in the profile.

Reading. Managing director since Aug 2026; Royal Van Lent manager engineering and business improvement 2023-2026, interim manager, director of a naval consultancy; Delft naval architect. An engineer-improver given a small yard to run.

CAREER

Managing Director / CEO · Vitters Shipyard Aug 2026 – Present
Manager Engineering / Business Improvement · Royal Van Lent Shipyard Jun 2023 – Jul 2026
Business Improvement Manager · Royal Van Lent Shipyard Apr 2022 – May 2023
Project Manager · GGD Haaglanden Nov 2020 – Apr 2022
Interim Manager · Self-employed Oct 2015 – Apr 2022
Interim Manager · Oct 2015 – Apr 2022
Director · NAVARA Sep 2019 – Apr 2020
and 8 earlier roles
Education Delft University of Technology Master's Degree · Naval Architecture and Marine Engineering; Northwestern University - Kellogg School of Management MBA · Languages Dutch · Native or bilingual proficiency, English · Full professional proficiency, French · Elementary proficiency, German · Elementary proficiency · Profile linkedin.com/in/maarten-van-marle-3a256b1

Lynx Yachts

NETHERLANDS · GRADE B

Nijkerk builder of 20 to 34 m steel support vessels and small explorers, founded by an engineer and merged with the US brand Outer Reef.

2011 FOUNDED	Founder Slim Bouricha; Outer Reef merger 2024 OWNER	not published REVENUE	3 yachts at once, to 45 m CAPACITY	20 to 34 m RANGE	Shadow and support vessels SPECIALTY
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WHAT HAPPENED, 2023 TO 2026

Sep 2024	OWNER	Merger with Outer Reef Yachts; Nijkerk becomes its European yard
May 2025	BUILD	First Outer Reef Adventure 780 launched
Sep 2025	BUILD	32.5 m full-custom yacht in build
Mar 2026	BUILD	Steel cut for the 33.8 m YXT 34, delivery 2028

WHAT IT ADDS UP TO

A niche in support vessels and a merger whose control terms were never published.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Top seat · Founder Slim Bouricha (not on the LinkedIn roster)

ORGANISATION

Founder with contractors

WHAT IT SHOWS FOR A NEW YARD

A founder with contractors and no management layer: nothing to map, nothing to hire from.

Lynx Yachts · the top team

LINKEDIN, OCTOBER 2026 · 1 READ: 0 TOP, 0 SENIOR, 1 MANAGERS, 0 STAFF

Three people on LinkedIn: a part-time construction manager and two externals.

TOP SEAT

Founder Slim Bouricha (not on the LinkedIn roster) (from the press; not on the company page).

MANAGERS

PRODUCTION AND OPERATIONS



Ingmar Loos
Construction manager, Lynx Yachts
since 2025

Vanquish Yachts

NETHERLANDS · GRADE B

Marknesse builder of 12 to 35 m aluminium sport yachts in semi-custom series, private-equity backed, with a Florida service base and a Gdańsk engineering cell.

2012 FOUNDED	TransEquity Network, majority OWNER	not published REVENUE	about 90 on LinkedIn PEOPLE	12 to 35 m RANGE	Semi-custom series; product owners per model MODEL
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WHAT HAPPENED, 2023 TO 2026

May 2023	BUILD	35 m VQ115 Veloce, the largest Vanquish, launched
Jan 2025	BUILD	First VQ70 T-Top delivered to a Florida owner
Feb 2025	TOP SEAT	Frank Spikker CEO; interim CEO de Haas to the advisory board
Feb 2026	DEAL	A US owner buys his second Vanquish within a year

WHAT IT ADDS UP TO

A new CEO reorganised engineering into product owners per model: the most series-like organisation on the Dutch side.

FORMER LEADERS NOW ELSEWHERE

Tijl Hetterschijt · now Owner at Advanced Yachting consulting
Uty Homan · now Technical Manager at ICON Yachts; was Head of Engineering

WHO RUNS IT

Frank Spikker · CEO, since 2025
Fleur van den Heuvel · Head of Marketing, since 2025
Vanja Steentjes · Director of Sales and Operations, USA, since 2018
Klaas Jan Ringnalda · Production manager, since 2024
Emilien Angevin · R&D lead, since 2025
Katarzyna Gac · Leader of the design department, since 2025
Senior layer · 11 people: sales and marketing 2, projects and service 2, purchasing 2, engineering and design 2, finance, legal and it 1, general management 1, production and operations 1; all on the next slide
Candidates here · 2 in the pools, on the pages after the team

ORGANISATION

PE-backed; new CEO, product owners per model

WHAT IT SHOWS FOR A NEW YARD

Private-equity owner, outside CEO, series thinking: a product organisation rather than a yard organisation.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

Vanquish Yachts · the top team

LINKEDIN, OCTOBER 2026 · 85 READ: 1 TOP, 11 SENIOR, 19 MANAGERS, 54 STAFF

An outside CEO (Jan 2025) over the founder-owner, a Global Director Services & After-Sales (the former COO), a Head of Marketing (Aug 2025), a design department lead (Sep 2025), head of purchasing, a controller as finance lead, and a family member selling in the US.

TOP SEAT



Frank Spikker
CEO
since 2025

GM POOL

SENIOR LAYER, BY FUNCTION

GENERAL MANAGEMENT	ENGINEERING AND DESIGN	PROJECTS AND SERVICE	PURCHASING (CONTINUED)
 Tom Steentjes Founder and owner since 2012 OWNER FAMILY	 Emilien Angevin R&D lead since 2025	 Isacco Piroddi Global fleet and service development manager since 2026 COO POOL	 Rob Selles Head of purchasing since 2024
SALES AND MARKETING	PRODUCTION AND OPERATIONS	PURCHASING	FINANCE, LEGAL AND IT
 Fleur van den Heuvel Head of Marketing since 2025	 Katarzyna Gac Leader of the design department since 2025	 Johan van der Linden Global Director Services & After-Sales since 2026	 Tjarko De Jong QC Controller (finance lead) since 2021
 Vanja Steentjes Director of Sales and Operations, USA since 2018 OWNER FAMILY	 Klaas Jan Ringnalda Production manager since 2024	 Bas Hollegien Supply chain manager since 2022	

VANQUISH YACHTS · CANDIDATES 1 AND 2 OF 2



Frank Spikker

CEO at Vanquish Yachts · Netherlands

120

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

* Commercial leadership
30%



Chief Marketing Officer @ Philips; CEO BU Professional Lighting Asia Pacific

* Yacht network
20%



No evidence in the profile.

* Technical and pricing
20%



No evidence in the profile.

* Business building
20%



CEO Royal Mosa (Aug 2018 – Jul 2023); Group CEO @ Halo Creative & Design

Leadership maturity
10%



over 15 years of CEO experience in corporate, family business and Private Equity owned business

Reading. CEO since Jan 2025; CEO of Royal Mosa (tiles) 2018-2023, Isopartner 2024, Timothy Oulton and Halo furniture 2011-2017, Philips Lighting marketing and Asia-Pacific CEO before; INSEAD. A consumer-brand and family-business CEO brought in over the founder; first year in boats.

CAREER

CEO · Vanquish Yachts Jan 2025 – Present

CEO · ISOPARTNER Apr 2024 – Jan 2025

CEO Royal Mosa · Mosa. Tiles. Aug 2018 – Jul 2023

Shareholder · Halo Creative & Design Ltd. Jan 2011 – Apr 2020

Group CEO · Halo Creative & Design Ltd. Jan 2011 – May 2017

Business Owner · Bowline - Business Consultants Sep 2017 – Sep 2018

Chief Executive Officer · Timothy Oulton Jan 2011 – May 2017

and 9 earlier roles

Education INSEAD International Executive Programme; Northwestern University - Kellogg School of Management
Philips Marketing Program · **Profile** [linkedin.com/in/frankspikker](https://www.linkedin.com/in/frankspikker)



Isacco Piroddi

Global Fleet & Service Development Manager at Vanquish Yachts · Netherlands

80

OF 200

COO / TECHNICAL

POSSIBLE MATCH

* Commercial leadership
30%



No evidence in the profile.

* Yacht network
20%



No evidence in the profile.

* Technical and pricing
20%



Production Director @ Southern Wind Shipyard (Dec 2021 – 2026);
Production Director @ CNO Yacht Construction

* Business building
20%



No evidence in the profile.

Leadership maturity
10%



Production management since 2014 at three yards and Alstom

Reading. 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.

CAREER

Global Fleet & Service Development Manager · Vanquish Yachts Sep 2026 – Present

Global Operations Leader | Lifetime Maintenance Governance · Nautor's Swan Global Service Feb 2022 – Aug 2026

Production Director · Southern Wind Shipyard Aug 2018 – Dec 2021

Production Director · CNO Yacht Construction – Structural Subcontractor for Ferretti Group Jun 2017 – Jun 2018

Production Manager · Alstom Oct 2015 – Jun 2017

Production Manager · Attewell Ltd Nov 2014 – Oct 2015

Production Manager · CNO yachts construction Jun 2008 – Feb 2014

and 4 earlier roles

Education Università degli Studi di Cagliari Bachelor's Degree · Mechanical Engineering · **Languages** English · Full professional proficiency, Italian · Native or bilingual proficiency, Spanish · Limited working proficiency · **Profile** [linkedin.com/in/isacco-piroddi-91668020](https://www.linkedin.com/in/isacco-piroddi-91668020)

Balk Shipyard

NETHERLANDS · GRADE B

Urk refit and rebuild yard with roots in 1798, sold to Hong Kong in 2022 and back to a Dutch owner in 2025, lengthening and rebuilding 25 to 65 m yachts.

1798 FOUNDED	Allard Borleffs, since Feb 2025 OWNER	not published REVENUE	about 50 permanent PEOPLE	25 to 65 m refits RANGE	65 m, 1,000 t LIFT
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WHAT HAPPENED, 2023 TO 2026

Jul 2023	TOP SEAT	CCO Evan Kortmann becomes CEO; Daan Balk steps back
Jan 2025	BUILD	30 m Ursus relaunched after a 6 m hull extension
Mar 2025	OWNER	Zhongying sells 100% to a Dutch entrepreneur
Feb 2026	DEAL	US representative appointed for 30 to 65 m refits
Jul 2026	TOP SEAT	CEO Kortmann leaves to run Van der Valk; new owner-director and sales director

WHAT IT ADDS UP TO

Two owners and two chief executives in four years; the yard's CEO moved to the next yard and took the model with him.

FORMER LEADERS NOW ELSEWHERE

Evan Kortmann · now Chief Executive Officer at Van der Valk Shipyard; was Chief Executive Officer (CEO)
Hein Eek · now Director Kaag Shipyard at Royal Van Lent Shipyard; was Interim Project Manager

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

WHO RUNS IT

Allard Borleffs · Managing director, Balk Shipyard
Niels Lensen · Sales Director, Balk Shipyard, since 2026
Peter Lassche · Operational Director, Balk Shipyard, since 2024
Senior layer · 2 people: sales and marketing 1, production and operations 1; all on the next slide
Candidates here · 2 in the pools, on the pages after the team

ORGANISATION

Owner-director with an operational director and a sales director

WHAT IT SHOWS FOR A NEW YARD

The two-person model under an owner at the smallest scale: an operational director and a sales director.

Balk Shipyard · the top team

LINKEDIN, OCTOBER 2026 · 10 READ: 1 TOP, 2 SENIOR, 5 MANAGERS, 2 STAFF

A new owner-director over an Operational Director (2024, from Vitters project management), a Sales Director (Jul 2026, from brokerage), a production manager (from Vitters), a sales engineer who was a yard manager elsewhere, a project manager and a head of administration.

TOP SEAT



Allard Borleffs
Managing director, Balk Shipyard

OWNER FAMILY

SENIOR LAYER, BY FUNCTION

SALES AND MARKETING



Niels Lensen
Sales Director, Balk Shipyard
since 2026

GM POOL

PRODUCTION AND OPERATIONS



Peter Lassche
Operational Director, Balk Shipyard
since 2024

COO POOL

MANAGERS

SALES AND MARKETING



Wouter Van Rijn
Sales engineer, Balk
since 2024

PRODUCTION AND OPERATIONS



Gerrit van Asselt
Floor manager, Balk
since 2011



Gerwin Bakker
Production manager, Balk
since 2024

PROJECTS AND SERVICE



Frank van den Berg
Project manager, Balk
since 2016

FINANCE, LEGAL AND IT



Johan Slump
Head of administration
since 2023

BALK SHIPYARD · CANDIDATES 1 AND 2 OF 2



Niels Lensen

Sales Director at Balk Shipyard · Netherlands

140

OF 200

COMMERCIALLY DRIVEN GM POSSIBLE MATCH

* Commercial leadership 30% Sales Director @ Balk Shipyard (Jul 2026 – Present); Sales Director @ Lengers Yachts

* Yacht network 20% Yacht Broker @ De Valk Yacht Brokers (2004)

* Technical and pricing 20% No evidence in the profile.

* Business building 20% Director Jongert International @ Jongert bv (2014-2016)

Leadership maturity 10% No evidence in the profile.

Reading. Since Jul 2026 beside his own Monaco firm; sales director at Van der Heijden, Arie de Boom and Lengers, Jongert international director, broker since 2004. A brokerage-born seller.

CAREER

Sales Director · Balk Shipyard Jul 2026 – Present

Director · NL Marine Sarl Jun 2015 – Present

Gérant · NL Marine Sarl Jun 2015 – Present

Verkoopmanager · Van der Heijden Yachts Oct 2024 – Oct 2025

Sales Director · Arie De Boom Marine Mar 2014 – Dec 2016

Director Jongert International · Jongert bv May 2011 – Mar 2014

Sales Director · Lengers Yachts Dec 2006 – May 2011

and 5 earlier roles

Profile linkedin.com/in/niels-lensen-b8042638



Peter Lassche

Operational Director at Balk Shipyard · Steenwijk, Netherlands

70

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30% No evidence in the profile.

* Yacht network 20% No evidence in the profile.

* Technical and pricing 20% Operational Director @ Balk Shipyard (Oct 2024 – Present); Projectmanager Yacht building @ Vitters Shipyard

* Business building 20% No evidence in the profile.

Leadership maturity 10% No evidence in the profile.

Reading. Operational director since Oct 2024; senior project manager at Balk, Vitters yacht-building project manager 2016-2024.

CAREER

Operational Director · Balk Shipyard Oct 2024 – Present

Senior projectmanager · Balk Shipyard Jan 2016 – Jul 2026

Projectmanager Yacht building · Vitters Shipyard B.V. May 2000 – Jan 2016

Languages Duits, Engels · Profile linkedin.com/in/peter-lassche-6763839b

Mercury Yacht Construction

NETHERLANDS · GRADE B

Oceanco's wholly owned hull builder in Zwijndrecht, building steel hulls for 80 m-plus yachts in a 204 m hall on the former Heerema yard.

2020 FOUNDED	Oceanco Group, 100% OWNER	inside Oceanco REVENUE	144,000 m2 · 204 m hall SITE	Steel hulls, 80 m and above PRODUCT	General manager from Royal Huisman and IHC HEAD
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WHAT HAPPENED, 2023 TO 2026

Aug 2025	OWNER	Oceanco, and with it Mercury, bought by Gabe Newell
Sep 2025	BUILD	Second 13,400 m2 complex bought next door
Sep 2026	TOP SEAT	New general manager, from Royal Huisman operations and Royal IHC

WHAT IT ADDS UP TO

The hull plant of a yacht group, run like a steel-construction yard by people from dredger building and offshore fabrication.

FORMER LEADERS NOW ELSEWHERE

Leendert Kleijwegt · now Manager Engineering at Vitters Shipyard; was Manager Engineering

WHO RUNS IT

Hans de Lang · General Manager, since 2026
John van Empel · Manager Production, since 2023
Tom van Stenis · Manager Operations, since 2026
Corné Koorneef · Manager engineering, since 2024
Senior layer · 3 people: production and operations 2, engineering and design 1; all on the next slide
Candidates here · 1 in the pools, on the pages after the team

ORGANISATION

Hull plant: general manager, operations, production, engineering

WHAT IT SHOWS FOR A NEW YARD

The model for the hull-building half of a greenfield yard: general manager, operations, production, engineering, planning.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

Mercury Yacht Construction · the top team

LINKEDIN, OCTOBER 2026 · 37 READ: 1 TOP, 3 SENIOR, 9 MANAGERS, 24 STAFF

A General Manager (Sep 2026, from Royal Huisman and IHC operations) over a Manager Operations (Sep 2026, from Heerema), Manager Production (2023, from Oceanco), Manager Engineering (2024, from IHC), planning office manager, production leaders per workshop, lead engineers; staffed heavily from Royal IHC and the Zwijnenburg yard it replaced.

TOP SEAT



Hans de Lang
General Manager
since 2026

COO POOL

SENIOR LAYER, BY FUNCTION

ENGINEERING AND DESIGN



Corné Koorneef
Manager engineering
since 2024

PRODUCTION AND OPERATIONS



John van Empel
Manager Production
since 2023



Tom van Stenis
Manager Operations
since 2026

MANAGERS

ENGINEERING AND DESIGN



Catalin Popa
Lead engineer
since 2024



Marcel van der Waal
Lead engineer
since 2025

PRODUCTION AND OPERATIONS



Hans Benard
Production leader, assembly
since 2020

PRODUCTION AND OPERATIONS (CONTINUED)



José Melaard
Production leader
since 2026



Louis van den Bosch
Production leader, subcontracting
since 2022



Simon Van Nieuwenhuijzen
Production leader, workshop
since 2024



Stefan van Amelsvoort
Manager, planning office
since 2024

PRODUCTION AND OPERATIONS (CONTINUED)



Tom van Os
Production project leader
since 2025

PURCHASING



Robin Klomp
Warehouse leader
since 2026

MERCURY YACHT CONSTRUCTION · CANDIDATE 1 OF 1



Hans de Lang

General Manager at Mercury Yacht Construction BV (an Oceanco Company) · Papendrecht, Netherlands

80

OF 200

COO / TECHNICAL POSSIBLE MATCH

* Commercial leadership 30% <td> No evidence in the profile. </td>	No evidence in the profile.
* Yacht network 20% <td> No evidence in the profile. </td>	No evidence in the profile.
* Technical and pricing 20% <td> General Manager Royal IHC Interior; General Manager Piping @ Royal IHC </td>	General Manager Royal IHC Interior; General Manager Piping @ Royal IHC
* Business building 20% <td> General Manager @ Mercury Yacht Construction (Sep 2026 – Present) </td>	General Manager @ Mercury Yacht Construction (Sep 2026 – Present)
Leadership maturity 10% <td> Production and operations management at IHC and Royal Huisman </td>	Production and operations management at IHC and Royal Huisman

Reading. General manager since Sep 2026; Royal Huisman operational and refit manager, Royal IHC general manager of interior and piping units and production manager; automotive engineer. A production general manager for Oceanco's hull subsidiary.

CAREER

General Manager · Mercury Yacht Construction BV (an Oceanco Company) Sep 2026 – Present
Project Manager · Straatman Mooring Systems Jan 2026 – Present
Manager Operations · Straatman Mooring Systems Mar 2026 – Sep 2026
Operational manager · Royal Huisman Sep 2024 – Jan 2026
Refit Manager · Royal Huisman Mar 2023 – Jan 2026
General Manager Royal IHC Interior · Royal IHC Jun 2021 – Mar 2023
General Manager Piping · Royal IHC Nov 2019 – Mar 2023
and 6 earlier roles

Education HTS Autotechniek Apeldoorn B.sc · Automotive engineering; Moller instituut Hogeschool Tilburg Sience & Chemistry · **Profile** [linkedin.com/in/hans-de-lang-29609319](https://www.linkedin.com/in/hans-de-lang-29609319)

Huisfit

NETHERLANDS · GRADE B

PART OF ROYAL HUISMAN

Royal Huisman's refit and rebuild unit in the Amsterdam region, for yachts of 24 to 100 m, run as a three-seat business unit.

2011 FOUNDED	Royal Huisman Group OWNER	inside Royal Huisman REVENUE	Zaandam, 12,000 m2 YARD	24 to 100 m refits RANGE	Commercial, operations, finance SEATS
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WHAT HAPPENED, 2023 TO 2026

Mar 2023	TOP SEAT	Jelmer Koopman sales manager, from Damen
Jun 2025	TOP SEAT	A former yacht captain becomes commercial director
Sep 2025	TOP SEAT	Operations manager appointed from inside

WHAT IT ADDS UP TO

A refit business sold by a former captain to captains, with operations and control beside him.

WHO RUNS IT

Top seat · Part of Royal Huisman; no separate top seat on the roster
Anders Pehrson · Commercial Director, Huisfit, since 2025
Jesse Lippens · Operations Manager, Huisfit, since 2025
Leon Mol · Business unit controller, Huisfit (management team), since 2024
Senior layer · 3 people: sales and marketing 1, finance, legal and it 1, production and operations 1; all on the next slide

ORGANISATION

Three-seat business unit: commercial, operations, finance

WHAT IT SHOWS FOR A NEW YARD

A refit unit as a three-seat business unit inside a builder.

Company statements, filings and the trade press, 2023 to 2026; the team as read on LinkedIn in October 2026. Links to every source are on the web page.

Huisfit · the top team

LINKEDIN, OCTOBER 2026 · 13 READ: 0 TOP, 3 SENIOR, 4 MANAGERS, 6 STAFF

A Commercial Director (a former captain who sold refits in Palma, Jun 2025), an Operations Manager (Sep 2025), a business-unit controller on the management team, a project manager, lead engineer, purchaser and marketing shared with Royal Huisman.

TOP SEAT

Part of Royal Huisman; no separate top seat on the roster (from the press; not on the company page).

SENIOR LAYER, BY FUNCTION

SALES AND MARKETING	PRODUCTION AND OPERATIONS	FINANCE, LEGAL AND IT
 Anders Pehrson Commercial Director, Huisfit since 2025	 Jesse Lippens Operations Manager, Huisfit since 2025	 Leon Mol Business unit controller, Huisfit (management team) since 2024

MANAGERS

SALES AND MARKETING	ENGINEERING AND DESIGN	PRODUCTION AND OPERATIONS	PROJECTS AND SERVICE
 Jurjen van 't Verlaat Marketing and communications, Royal Huisman and Huisfit since 2016	 Thomas Peters Lead engineer since 2024	 Hans Huiskes Facility manager since 2023	 Gerrit Harsevoort Project manager

FORMER STAFF

Candidates at no listed builder

61 former senior staff of these builders who now sit elsewhere, grouped by pool: general manager first, then hybrid, then operations.

FORMER STAFF · COMMERCIALLY DRIVEN GM · CANDIDATES 1 AND 2 OF 26



Stefano de Vivo

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

180

OF 200

COMMERCIALLY DRIVEN GM STRONG MATCH SHORTLIST

FORMERLY BENETTI FORMERLY CRN FORMERLY FERRETTI GROUP

* Commercial leadership	30%		Chief Commercial Officer @ Ferretti Group (to Nov 2024)
* Yacht network	20%		Managing Director @ Ferretti Group Asia Pacific; Board Member @ CRN YACHTS (2016-2024)
* Technical and pricing	20%		No evidence in the profile.
* Business building	20%		Managing Director @ Wally Yachts S.A. (to Oct 2024); Executive Director & Board Member @ CRN YACHTS
Leadership maturity	10%		Executive Chairman & Partner @ WOSA Yacht Refit & Survey (Feb 2025 – Present)

Reading. 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.

CAREER

Executive Chairman & Partner · WOSA Yacht Refit & Survey Feb 2025 – Present

Chief Executive Officer · POEM Srl. Nov 2024 – Present

Executive Chairman · The Superyacht Life Foundation Jan 2024 – Present

Advisor to the Board · The Superyacht Life Foundation Mar 2023 – Jan 2024

Chief Commercial Officer · Ferretti Group May 2014 – Nov 2024

Managing Director · Wally Yachts S.A. Jan 2019 – Oct 2024

Executive Director & Board Member · CRN YACHTS Feb 2016 – Oct 2024

and 7 earlier roles

Education Hong Kong University of Science and Technology · School of Business and Management Master of Business Administration (MBA) · Specializing in Strategy and Entrepreneurship; University College London, U. of London Beng · Naval Architecture and Ocean Engineering · **Languages** English · Native or bilingual proficiency, French · Elementary proficiency, Italian · Native or bilingual proficiency, Spanish · Elementary proficiency · **Profile** linkedin.com/in/stefano-de-vivo-99087a3



Alessandro Tirelli

Amministratore delegato at Absolute Yachts SPA · Forlì, Italy

160

OF 200

COMMERCIALLY DRIVEN GM STRONG MATCH SHORTLIST

FORMERLY FERRETTI GROUP

* Commercial leadership	30%		Direttore Commerciale @ Ferretti Group (to Dec 2025); Sales and Marketing Director @ Ferretti Group
* Yacht network	20%		Regional Director @ Ferretti Group (2018-2025); Brand Manager (2012-2018)
* Technical and pricing	20%		Brand Manager @ Ferretti Group (product ownership)
* Business building	20%		Amministratore delegato @ Absolute Yachts SPA (Jan 2026 – Present)
Leadership maturity	10%		Group-level commercial director of a listed builder; MBA

Reading. CEO of Absolute since Jan 2026 after 13 years at Ferretti: brand manager 2012, regional director 2018, sales and marketing director, then group commercial director to Dec 2025. SDA Bocconi MBA; Tenaris and Rizzani de Eccher before yachting. A serial-yacht commercial leader who has just taken a top seat.

CAREER

Amministratore delegato · Absolute Yachts SPA Jan 2026 – Present

Direttore Commerciale · Ferretti Group Jan 2019 – Dec 2025

Sales and Marketing Director · Ferretti Group Jan 2019 – Dec 2025

Regional Director · Ferretti Group Oct 2012 – Dec 2018

Brand Manager · Ferretti Group Jun 2006 – Oct 2012

Marketing Project Manager · Tenaris Dalmine S.p.A. Sep 2004 – Oct 2006

Business Development Manager Est Europa · Rizzani de Eccher Oct 2001 – Sep 2003

and 4 earlier roles

Education SDA Bocconi MBA; Politecnico di Milano Ingegneria Civile · Civil and Environmental Engineering · **Languages** Inglese · Full professional proficiency, Spagnolo · Elementary proficiency · **Profile** linkedin.com/in/alessandrotirelli

FORMER STAFF · COMMERCIALLY DRIVEN GM · CANDIDATES 3 AND 4 OF 26



Sebastiano Fanizza

Founder & Strategic Advisor at Elessargery · Viareggio, Italy

160

OF 200

COMMERCIALLY DRIVEN GM

STRONG MATCH

SHORTLIST

FORMERLY AZIMUT YACHTS

FORMERLY BENETTI

FORMERLY NEXT YACHT GROUP · MAIORA

* Commercial leadership	30%		Chief Commercial Officer @ Benetti Yachts (to Mar 2025); Sales and Service Director EMEA & APAC @ Azimut Yachts
* Yacht network	20%		Commercial and Business Development Director @ Nautor's Swan (to Oct 2018)
* Technical and pricing	20%		Mechanical Engineer, Politecnico di Torino
* Business building	20%		Chief Executive Officer @ Next Yacht Group (to Sep 2025)
Leadership maturity	10%		No evidence in the profile.

Reading. 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.

CAREER

Founder & Strategic Advisor · Elessargery	Dec 2025 – Present
Luxury Yachting Executive Strategy, Global Growth & Innovation Strategic Advisor · Self-employed	Sep 2025 – Dec 2025
Luxury Yachting Executive Strategy, Global Growth & Innovation Strategic Advisor ·	Sep 2025 – Dec 2025
Chief Executive Officer · Next Yacht Group	Apr 2025 – Sep 2025
Chief Commercial Officer · Benetti Yachts	Oct 2018 – Mar 2025
Commercial and Business Development Director · Nautor's Swan (a brand of Nautor Holding Srl)	Dec 2015 – Oct 2018
Sales and Service Director EMEA & APAC · Azimut Yachts	Sep 2013 – Nov 2015
and 8 earlier roles	
Education	Politecnico di Torino Mechanical Engineer; Centro Politecnico Superior de Zaragoza · Languages Inglese · Full professional proficiency, Italiano · Native or bilingual proficiency, Spagnolo · Profile linkedin.com/in/sebafanizza



Victor Caminada B.V.

Eigenaar at Victor Caminada B.V. · Vlissingen, Netherlands

160

OF 200

COMMERCIALLY DRIVEN GM

STRONG MATCH

SHORTLIST

FORMERLY DAMEN YACHTING · AMELS

FORMERLY MOONEN YACHTS

* Commercial leadership	30%		Commercial Director @ Moonen Yachts (to Aug 2024); Sales and Marketing Manager @ Amels B.V. (2004-2021)
* Yacht network	20%		Head of Marketing @ Damen Yachting (to Mar 2021); Superyacht Broker @ dahm international
* Technical and pricing	20%		HND Engineering, Yacht Manufacturing, Solent University
* Business building	20%		Commercial Director + share holder @ Holland Jachtbouw BV (to Apr 2003)
Leadership maturity	10%		No evidence in the profile.

Reading. Commercial director of Moonen to Aug 2024; head of marketing at Damen Yachting to Mar 2021 after seventeen years as sales and marketing manager of Amels (2004-2021); commercial director and shareholder of Holland Jachtbouw before, superyacht broker at Dahm in the 1990s. Yacht-manufacturing HND (Solent). The longest-serving seller of Dutch superyachts in the alumni set; independent since Sep 2024.

CAREER

Eigenaar · Victor Caminada B.V.	Sep 2024 – Present
Commercial Director · Moonen Yachts	Sep 2021 – Aug 2024
Head of Markering · Damen Yachting	May 2004 – Mar 2021
Sales and Markering Manager · Amels B.V.	Apr 2003 – May 2004
Commercial Director + share holder · Holland Jachtbouw BV	Oct 1999 – Apr 2003
Superyacht Broker · dahm international Spain S.L.	May 1997 – Aug 1999
Education	Solent University HND Engineering · Yacht Manufacturing Technology and Marine Industry Management; Fachhochschule Dortmund Diplm-Betriebswirt · Internationale Betriebswirtschaft · Profile linkedin.com/in/victor-caminada-b-v-b764243b9

FORMER STAFF · COMMERCIALLY DRIVEN GM · CANDIDATES 5 AND 6 OF 26



Fabiomassimo Discoli

Managing Director at Ventura Yachts · Spain

150

OF 200

COMMERCIALLY DRIVEN GM
STRONG MATCH
FORMERLY FERRETTI GROUP

* Commercial leadership 30%		Head of Sales & Marketing Custom Line @ Ferretti Group (to Dec 2025); Sales & Marketing Director Asia Pacific @ Ferretti Group
* Yacht network 20%		Brand Manager @ Azimut Benetti Group; Sales Manager Itama @ Ferretti Group
* Technical and pricing 20%		No evidence in the profile.
* Business building 20%		Managing Director @ Ventura Yachts (Sep 2026 – Present)
Leadership maturity 10%		No evidence in the profile.

Reading. Managing director since Sep 2026; head of sales and marketing Custom Line at Ferretti to Dec 2025, sales and marketing director Asia Pacific, Azimut-Benetti brand and sales manager, Itama sales manager. MBA. Seventeen years selling Italian yachts across three brands and two groups.

CAREER

Managing Director · Ventura Yachts Sep 2026 – Present
Head of Sales & Marketing Custom Line · Ferretti Group Apr 2023 – Dec 2025
Sales & Marketing Director Asia Pacific · Ferretti Group Jan 2019 – Apr 2023
Sales Manager Ferretti Group Asia Pacific · Ferretti Group Feb 2013 – Dec 2018
Brand Manager · Azimut Benetti Group - Atlantis Division Jan 2012 – Jan 2013
Sales Manager · Azimut Benetti Group - Atlantis Division Sep 2009 – Dec 2011
Sales Manager Itama · Ferretti Group Aug 2005 – Aug 2009
and 3 earlier roles

Education ALMA Graduate School MBA; Università degli Studi di Ancona Dottore in Economia · Business/ Managerial Economics · **Languages** English · Full professional proficiency, French · Limited working proficiency, Spanish · Limited working proficiency · **Profile** [linkedin.com/in/fabiomassimo-discoli-945a3119](https://www.linkedin.com/in/fabiomassimo-discoli-945a3119)



Dirk de Jong

Technical director at Vertom Group · Netherlands

180

OF 200

COMMERCIALLY DRIVEN GM
POSSIBLE MATCH
FORMERLY OCEANCO

* Commercial leadership 30%		Commercial Director @ Oceanco (to May 2022)
* Yacht network 20%		Commercial and business development @ Platinum Yachts; Project Manager @ Oceanco bv (to Aug 2000)
* Technical and pricing 20%		No evidence in the profile.
* Business building 20%		Managing director @ Amels Holland bv (to Sep 2007)
Leadership maturity 10%		No evidence in the profile.

Reading. Oceanco project manager to 2000, managing director of Amels Holland to Sep 2007, commercial and business development at Platinum Yachts (Dubai) to 2009, his own company Nereus, then commercial director of Oceanco to May 2022; now technical director of a short-sea shipping group. Has held the top seat at Amels and the commercial seat at Oceanco; likely around 60. Surfaced without a builder link, so his Oceanco rows were not page-matched.

CAREER

Technical director · Vertom Group Jul 2025 – Present
Projectmanager · Future Proof Shipping Apr 2022 – Jul 2025
Commercial Director · Oceanco May 2010 – May 2022
Owner · Nereus BV Sep 2007 – Jul 2011
Commercial and business development manager · Platinum Yachts Sep 2008 – Dec 2009
Managing director · Amels Holland bv Aug 2000 – Sep 2007
Project Manager · Oceanco bv Sep 1995 – Aug 2000
and 2 earlier roles

Education HTS Dordrecht Bachelor of Science · Business Management; HTS Dordrecht Bachelor of Science · Naval Architect · **Profile** [linkedin.com/in/dirk-de-jong-93b4826](https://www.linkedin.com/in/dirk-de-jong-93b4826)

FORMER STAFF · COMMERCIALLY DRIVEN GM · CANDIDATES 7 AND 8 OF 26



Maurizio Magri

Founder & Chairman at MAGRIMAR A1 Yachting Services · Monaco

160

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

FORMERLY OVERMARINE GROUP · MANGUSTA

FORMERLY WIDER YACHTS

* Commercial leadership
30%



Chief Commercial Officer (CCO) @ WIDER YACHTS (to Oct 2025); Chief Commercial Officer & Board Member @ TECNOMAR

* Yacht network
20%



Sales Manager @ MANGUSTA Overmarine; CCO @ Admiral Yachts

* Technical and pricing
20%



No evidence in the profile.

* Business building
20%



No evidence in the profile.

Leadership maturity
10%



CEO and Partner @ C.B.I. NAVI SPA

Reading. Chief commercial officer Wider to Oct 2025, Mangusta sales manager, CCO and board member Tecnomar, CCO Admiral, CEO and partner CBI Navi. Founded his own yachting-services firm in 1985, so likely over 65.

CAREER

Founder & Chairman · MAGRIMAR A1 Yachting Services Feb 1985 – Present

Chief Commercial Officer (CCO) · WIDER YACHTS Jan 2021 – Oct 2025

Sales Manager · MANGUSTA Overmarine Group Feb 2015 – Feb 2017

Chief Commercial Officer & Board Member and Shareholder · TECNOMAR SpA Sep 2007 – Sep 2009

Chief Commercial Officer (CCO) · Admiral Yachts Apr 2005 – Aug 2007

CEO and Partner · C.b.i. Navi Spa Mar 1994 – Feb 2005

Education Texas AM University Galveston Texas USA Course in Maritime Administration · Marine Transportation; Livorno Navy Academy AUCD 77° · Navy Staff · **Languages** Spanish · Professional working proficiency, english · Full professional proficiency · **Profile** [linkedin.com/in/maurizio-magri-09731010](https://www.linkedin.com/in/maurizio-magri-09731010)



Paolo Casani

Chief Executive Officer at Camper & Nicholson's · Monaco

160

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

FORMERLY AZIMUT YACHTS

* Commercial leadership
30%



Chief Executive Officer @ Camper & Nicholson's (2015 – Present); President @ Fraser Yachts (2008-2013)

* Yacht network
20%



No evidence in the profile.

* Technical and pricing
20%



No evidence in the profile.

* Business building
20%



Chief Executive Officer - Azimut Yachts @ Azimut|Benetti Group (2010-2013)

Leadership maturity
10%



COO @ Salvatore Ferragamo (2005-2008)

Reading. CEO of Azimut Yachts and of the group's Yachtique services arm 2008-2013, president of Fraser Yachts in the same period, COO of Salvatore Ferragamo before, and since 2015 CEO of the Camper & Nicholson's brokerage group in Monaco. A luxury-goods executive who has run Italy's largest yacht brand; likely around 60 and ten years in brokerage.

CAREER

Chief Executive Officer · Camper & Nicholson's 2015 – Present

Chief Executive Officer - Azimut Yachts · Azimut|Benetti Group 2010 – 2013

Chief Executive Officer - Yachtique · Azimut|Benetti Group 2008 – 2013

President - Fraser Yachts · Fraser Yachts 2008 – 2013

COO · Salvatore Ferragamo 2005 – 2008

Direttore di divisione - Caractère · Gruppo Miroglio 2002 – 2005

Profile [linkedin.com/in/paolo-casani-95bba0122](https://www.linkedin.com/in/paolo-casani-95bba0122)

FORMER STAFF · COMMERCIALLY DRIVEN GM · CANDIDATES 9 AND 10 OF 26



Antonio Caviglia

Senior Sales Manager at OMNIYAT · Dubai, United Arab Emirates

150

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

FORMERLY OCEANCO

FORMERLY SANLORENZO

*** Commercial leadership** 30% Sales Director @ Oceanco (to Apr 2023); Sales & Marketing Director @ Numarine

*** Yacht network** 20% Sales & Marketing Director @ OTAM Yachts; Sales Director - Europe @ Vicem Yachts

*** Technical and pricing** 20% BS Mechanical Engineering, Cornell University

*** Business building** 20% No evidence in the profile.

Leadership maturity 10% No evidence in the profile.

Reading. Sales director at Oceanco to Apr 2023; before that sales and marketing director at three Turkish yards (Numarine, OTAM, Vicem Europe). Cornell mechanical engineer. Left yachting for Dubai property in 2023; the only alumnus who has sold for Turkish builders and for a Dutch top yard.

CAREER

Senior Sales Manager · OMNIYAT Sep 2026 – Present

International Sales Executive / Executive Sales Director · Penthouse.ae May 2023 – Present

Sales Director · Oceanco Feb 2019 – Apr 2023

Independent Sales, Marketing, Strategy Management Consultant · Personal Company Jan 2018 – Feb 2019

Sales & Marketing Director · Numarine Performance Yachts May 2015 – Jan 2018

Sales & Marketing Director · OTAM Yachts Sep 2013 – Apr 2015

Management Consultant · Independent Consultancy Dec 2012 – Aug 2013

and 7 earlier roles

Education Cornell University BS · Mechanical Engineering; Cornell Johnson Graduate School of Management MBA · International Business & Manufacturing · **Languages** English · Native or bilingual proficiency, French · Full professional proficiency, Italian · Native or bilingual proficiency, Russian · Limited working proficiency · **Profile** [linkedin.com/in/antoniopaolocaviglia](https://www.linkedin.com/in/antoniopaolocaviglia)



Fabrizio Scerch

Founder and CEO at NauticALL · Miami, United States

150

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

FORMERLY AZIMUT YACHTS

FORMERLY BENETTI

*** Commercial leadership** 30% Country Manager Americas @ Benetti Yachts; Benetti + Azimut Grande Sales Director @ Azimut-Benetti

*** Yacht network** 20% Managing Director USA @ Camper & Nicholson's

*** Technical and pricing** 20% Mechanical Engineering, Sapienza

*** Business building** 20% No evidence in the profile.

Leadership maturity 10% No evidence in the profile.

Reading. Benetti country manager Americas 2013-2018 after group sales director Benetti and Azimut Grande; Camper & Nicholson's MD USA to 2021; mechanical engineer; BMW area manager before yachting. Now runs his own start-up in Miami.

CAREER

Founder and CEO · NauticALL Aug 2021 – Present

Managing Director USA · Camper & Nicholson's Aug 2018 – Jul 2021

Country Manager Americas · Benetti Yachts Oct 2013 – Jul 2018

Benetti + Azimut Grande Sales Director Worldwide · Azimut-Benetti May 2010 – Sep 2013

Sales Manager · Canados International Jul 2008 – Apr 2010

Sales & Marketing Manager · Dreaming SpA Sep 2005 – Jun 2008

Area Manager · BMW Italia Mar 2004 – Aug 2005

and 3 earlier roles

Education Sapienza Università di Roma Mechanical Engineering · **Languages** English · Full professional proficiency, Italian · Native or bilingual proficiency, Spanish · Professional working proficiency · **Profile** [linkedin.com/in/fabrizio-scerch-5015841](https://www.linkedin.com/in/fabrizio-scerch-5015841)

FORMER STAFF · COMMERCIALLY DRIVEN GM · CANDIDATES 11 AND 12 OF 26



Francesco Ansalone

Chief Executive Officer at Marina di Varazze · Turin, Italy

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

FORMERLY AZIMUT YACHTS

FORMERLY FERRETTI GROUP

150

OF 200

* Commercial leadership		CHIEF MARKETING OFFICER @ ARCADIA YACHTS; Sales and Marketing Manager @ Sirena Marine
* Yacht network		MARKETING & COMMUNICATION DIRECTOR @ Azimut Benetti Group; Group Strategic Marketing Manager @ Ferretti
* Technical and pricing		No evidence in the profile.
* Business building		Chief Executive Officer @ Marina di Varazze (Feb 2026 – Present)
Leadership maturity		No evidence in the profile.

Reading. 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.

CAREER

Chief Executive Officer · Marina di Varazze Feb 2026 – Present
CHIEF MARKETING OFFICER · ARCADIA YACHTS Nov 2016 – Jan 2026
Sales and Marketing Manager · Sirena Marine Denizcilik San ve Tic AS May 2016 – Nov 2016
Vice President - Head of Marketing Private Banking & Wealth Management Southern Europe · Credit Suisse Dec 2014 – Feb 2016
MARKETING & COMMUNICATION DIRECTOR · Azimut Benetti Group Sep 2009 – Nov 2014
Strategic Marketing Manager · Azimut Benetti Group Jan 2008 – Sep 2009
Group Strategic Marketing Manager · FERRETTI GROUP Jun 2004 – Dec 2007
and 2 earlier roles
Education Télécom Paris Master's degree · Electrical, Electronics and Communications Engineering; Politecnico di Torino Master's degree · Electrical and Electronics Engineering · Languages English · Full professional proficiency, French · Full professional proficiency, Italian · Native or bilingual proficiency · Profile linkedin.com/in/francesco-ansalone-7a2546



Roberto Adelmo Zambrini

Proprietario at Freelance · San Teodoro, Italy

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

FORMERLY SANLORENZO

150

OF 200

* Commercial leadership		No evidence in the profile.
* Yacht network		Managing Director @ Cantieri di Pisa Spa (to Dec 2010)
* Technical and pricing		No evidence in the profile.
* Business building		CHIEF EXECUTIVE OFFICER @ MONDO MARINE SPA (2014-2018); Managing Director @ SANLORENZO SPA (to Mar 2007)
Leadership maturity		No evidence in the profile.

Reading. Managing director of Sanlorenzo to Mar 2007, managing director of Cantieri di Pisa to Dec 2010, CEO of Mondo Marine 2014-2018 (the Savona yard that later failed), then his own Monaco company; freelance since 2022. SDA Bocconi MBA. Three Italian yard top seats, but none since 2018 and likely over 60.

CAREER

Proprietario · Freelance Jun 2022 – Present
Proprietario · Jun 2022 – Present
Strategic Advisor · Puntaldia Adventure May 2021 – Jul 2023
Ceo And Founder · Mondo Marine MC Sarl Feb 2014 – May 2018
CHIEF EXECUTIVE OFFICER · Mondo Marine Spa Feb 2012 – Jan 2014
Amministratore Unico · Fortitude Srl Dec 2010 – Feb 2012
Managing Director · Cantieri di Pisa Spa Feb 2008 – Dec 2010
and 2 earlier roles
Education SDA Bocconi MBA · 9; Economia e commercio Cagliari Laurea · Languages Francese, Inglese · Profile linkedin.com/in/roberto-adelmo-zambrini-39792226

FORMER STAFF · COMMERCIALLY DRIVEN GM · CANDIDATES 13 AND 14 OF 26



Friso Visser

Managing Director & Co-Founder at Nauticworx.com · Utrecht, Netherlands

140

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

FORMERLY HEESSEN YACHTS

*** Commercial leadership** 30% *Chief Commercial Officer (CCO) @ Heesen Yachts (to Oct 2023)*

*** Yacht network** 20% No evidence in the profile.

*** Technical and pricing** 20% No evidence in the profile.

*** Business building** 20% No evidence in the profile.

Leadership maturity 10% *Director Offshore Patrol and Security @ Damen; INSEAD Transition to General Management*

Reading. Chief commercial officer at Heesen to Oct 2023; Damen director offshore patrol and security to 2021; INSEAD transition to general management. Now consulting for maritime companies.

CAREER

Managing Director & Co-Founder · Nauticworx.com Jan 2024 – Present

Managing consultant · NAUTICWORKS Apr 2023 – Present

Business Consultant · Supermaritime Group May 2023 – Present

Honorary Consul to The Republic of Cabo Verde in the Kingdom of The Netherlands · Honorary Consulate Of The Republic Of Cabo Verde in The Kingdom of The Netherlands Jan 2015 – Present

Consultant · Hull Vane May 2024 – Jan 2026

Business Development Consultant · Taylor Smith Group Jun 2023 – Mar 2024

Commercial Executive · AMSOL - African Marine Solutions Group Apr 2023 – Jan 2024

and 6 earlier roles

Education INSEAD Graduate · Transition to General Management; Nyenrode Business University Graduate · Leadership Development Program · **Languages** English · Native or bilingual proficiency, French · Native or bilingual proficiency, Portuguese · Professional working proficiency · **Profile** linkedin.com/in/friso-visser-1b9a044



Ruud van der Stroom

Commercial Director at Sichterman Yachts · Schiedam, Netherlands

140

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

FORMERLY HEESSEN YACHTS

*** Commercial leadership** 30% *Chief Commercial Officer (CCO) @ Heesen Yachts (to Oct 2025); Commercial Director @ Damen*

*** Yacht network** 20% No evidence in the profile.

*** Technical and pricing** 20% No evidence in the profile.

*** Business building** 20% No evidence in the profile.

Leadership maturity 10% *General Manager (commercial) @ Damen Verolme Rotterdam; Director Offshore Construction @ Damen*

Reading. Chief commercial officer of Heesen to Oct 2025 (after Friso Visser), now commercial director of a small Dutch yacht brand and of an offshore contractor at the same time; before that twenty years of Damen commercial seats: director offshore construction, commercial director, sales director offshore, commercial director of Damen Shiprepair, general manager Damen Verolme. RSM MBA.

CAREER

Commercial Director · Sichterman Yachts Jun 2026 – Present

Commercial Director · Offshore Independents Jan 2026 – Present

Chief Commercial Officer (CCO) · Heesen Yachts Sep 2024 – Oct 2025

Director Offshore Construction · Damen Jul 2022 – Sep 2024

Commercial Director · Damen Sep 2020 – Jul 2022

Sales Director Offshore · Damen Apr 2018 – Sep 2020

Commercial Director · Damen Shiprepair & Conversion Nov 2017 – Apr 2018

and 7 earlier roles

Education Rotterdam School of Management MBA · business strategy; Delft University of Technology Maritime Engineering · **Profile** linkedin.com/in/ruud-van-der-stroom-776a5a

FORMER STAFF · COMMERCIALLY DRIVEN GM · CANDIDATES 15 AND 16 OF 26



Chiel de Leeuw

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

130

OF 200

- COMMERCIALLY DRIVEN GM
- POSSIBLE MATCH
- FORMERLY OCEANCO

* Commercial leadership 30%		Commercial Director @ Oceanco (to Dec 2024); Sales Director RoPax & RoRo Newbuild @ Damen
* Yacht network 20%		Manager Sales and Development @ Contest Yachts
* Technical and pricing 20%		No evidence in the profile.
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

Reading. 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.

CAREER

Chief Commercial Officer (CCO) · Econowind Dec 2024 – Present
Commercial Director · Oceanco Sep 2021 – Dec 2024
Sales Director RoPax & RoRo - Newbuild · Damen Shipyards Group May 2018 – Sep 2021
Sales manager Scandinavia · Damen Shipyards Group Jan 2012 – Sep 2021
Sales Manager · Gaastra Pro Gear B.V. Aug 2010 – Dec 2011
Project Manager · Nuon Sep 2008 – Aug 2010
Manager Sales and Development · Contest Yachts Apr 2004 – Sep 2008
and 1 earlier roles

Education Nyenrode Business University Leadership Development Program; Erasmus University Rotterdam Strategic Account Management Method · **Profile** linkedin.com/in/chieldeleeuw



Cristian S.

Owner / Director at Yacht Co · Monaco

130

OF 200

- COMMERCIALLY DRIVEN GM
- POSSIBLE MATCH
- FORMERLY BENETTI

* Commercial leadership 30%		Head of Sales @ Turquoise Yachts (to Nov 2023); Sales Director @ Blohm+Voss
* Yacht network 20%		Sales support & Design manager @ Benetti Yachts (2004-2008)
* Technical and pricing 20%		Yacht Designer @ Sparkman & Stephens; BS Transportation Design
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

Reading. Head of sales at Turquoise (Turkish yard) to Nov 2023, sales director Blohm+Voss 2011-2017, Benetti sales support and design manager 2004-2008; trained as a yacht designer (ArtCenter). Knows how a Turkish yard is sold to the international market.

CAREER

Owner / Director · Yacht Co Jan 2013 – Present
Director of Sales and Charter · Fgi Yacht Group Dec 2023 – Apr 2025
Head of Sales · Turquoise Yachts Jul 2015 – Nov 2023
Sales Director · Blohm+Voss B.V. & Co. KG Jul 2008 – Dec 2011
Sales support & Design manager · Benetti Yachts Jun 2004 – Jul 2008
Yacht Designer · Sparkman & Stephens, LLC 2000 – 2004

Education ArtCenter College of Design BS · Transportation; Boston University Rome Msc · Business · **Languages** Dutch · Professional working proficiency, English · Native or bilingual proficiency, French · Native or bilingual proficiency, German · Native or bilingual proficiency, Italian · Full professional proficiency · **Profile** linkedin.com/in/cristian-s-962965

FORMER STAFF · COMMERCIALLY DRIVEN GM · CANDIDATES 17 AND 18 OF 26



Francesco Frediani

Dealer Network Director at Bellini Yacht · Iseo, Italy

130

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

FORMERLY OVERMARINE GROUP · MANGUSTA

FORMERLY NEXT YACHT GROUP · MAIORA

* Commercial leadership
30%



Chief Commercial Officer @ Arcadia Yachts; Chief Sales & Marketing @ Overmarine Mangusta

* Yacht network
20%



VP Sales & Marketing @ Riva Shipyard; Superyacht and Dealer Network Director @ Sunseeker

* Technical and pricing
20%



No evidence in the profile.

* Business building
20%



No evidence in the profile.

Leadership maturity
10%



No evidence in the profile.

Reading. Chief commercial officer Arcadia to Apr 2025, Mangusta chief sales and marketing to Jan 2020, Sunseeker superyacht and dealer director, Riva VP sales, Ferretti brand manager. MBA. Pure commercial, no technical base.

CAREER

Dealer Network Director · Bellini Yacht Apr 2025 – Present

Chief Commercial Officer · Arcadia Yachts Jan 2021 – Apr 2025

Head of Business Development at Gruppo Fipa (Maiora-AB Yachts, CBI Navi) · Gruppo FIPA Aug 2020 – Jan 2021

Superyacht and Dealer Network Director · Sunseeker International Ltd Jan 2020 – Jul 2020

Chief Sales & Marketing · Overmarine Mangusta May 2010 – Jan 2020

Brand Manager · Ferretti Yachts Jan 2010 – Jun 2010

VP Sales & Marketing · Riva Shipyard Jan 2003 – Jan 2010

and 2 earlier roles

Education Bologna Business School Master of Business Administration (M.B.A.); Università di Pisa BS · Mechanical Engineering · **Profile** [linkedin.com/in/francesco-frediani-1a36bb7](https://www.linkedin.com/in/francesco-frediani-1a36bb7)



James Clayton

Sales Director at Simpson Superyachts · Hong Kong

130

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

FORMERLY BENETTI

* Commercial leadership
30%



General Manager Americas @ Benetti Yachts (to Sep 2017); Sales Director @ Simpson Superyachts

* Yacht network
20%



No evidence in the profile.

* Technical and pricing
20%



Mechanical Engineering, Imperial College London

* Business building
20%



No evidence in the profile.

Leadership maturity
10%



No evidence in the profile.

Reading. General manager Americas at Benetti to Sep 2017, then entrepreneur, now sales director at an Asian dealer. Imperial College mechanical engineer.

CAREER

Sales Director · Simpson Superyachts Jul 2023 – Present

Entrepreneur · Self-employed Oct 2017 – Oct 2023

General Manager Americas · Benetti Yachts Jun 2009 – Sep 2017

Education Imperial College London Mechanical Engineering; Bryanston · **Profile** [linkedin.com/in/james-clayton-428b283](https://www.linkedin.com/in/james-clayton-428b283)

FORMER STAFF · COMMERCIALLY DRIVEN GM · CANDIDATES 19 AND 20 OF 26



Peter Mahony

Director Asia and Pacific at Tureddi Group Limited · Dubai, United Arab Emirates

130

OF 200

COMMERCIALLY DRIVEN GM POSSIBLE MATCH FORMERLY BENETTI

* Commercial leadership 30%		General Manager @ Benetti Yachts (to Aug 2025); General Manager @ Princess Yachts Singapore
* Yacht network 20%		Superyacht Division Manager @ Sunseeker Sales Group; Sales Director @ Sunseeker
* Technical and pricing 20%		No evidence in the profile.
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

Reading. General manager of a Benetti regional company to Aug 2025, after general manager of Princess Yachts Singapore and the Sunseeker superyacht division. A dealer-side general manager in Asia and the Gulf, now brokerage.

CAREER

Director Asia and Pacific · Tureddi Group Limited Sep 2026 – Present

Broker · TWW Yachts Jan 2026 – Present

General Manager · Benetti Yachts Sep 2017 – Aug 2025

General Manager · Princess Yachts Singapore Jan 2013 – Jun 2016

M Class Manager · Princess International Yacht Sales and Service SI Jun 2008 – Jan 2013

Superyacht Division Manager · Sunseeker Sales Group Jun 2006 – Jun 2008

Sales Director · Sunseeker Sales Group May 2000 – Jun 2006

Profile linkedin.com/in/peter-mahony



Roemer Boogaard

CEO / Co-Owner at Fender Innovations B.V. · Giethoorn, Netherlands

130

OF 200

COMMERCIALLY DRIVEN GM POSSIBLE MATCH FORMERLY ROYAL HUISMAN

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		No evidence in the profile.
* Business building 20%		Managing Director @ Royal Huisman (to Jan 2018); Managing Director @ Thecla Bodewes Shipyards (to Jun 2020)
Leadership maturity 10%		Director @ Royal Netherlands Sea Rescue Institution (KNRM)

Reading. Managing director of Royal Huisman to Jan 2018, then of Thecla Bodewes Shipyards to 2020; director of the Royal Netherlands Sea Rescue Institution before, naval officer 1981-1997. Now runs a fender maker and sits on an insurer's board. Over 60.

CAREER

CEO / Co-Owner · Fender Innovations B.V. Jan 2021 – Present

Member of Supervisory Board · Nh1816 Verzekeringen Jan 2016 – Present

Associate Business Consultant · TAG Group BV Jul 2018 – Dec 2020

Managing Director · Thecla Bodewes Shipyards Feb 2019 – Jun 2020

Managing Director · Royal Huisman Jun 2015 – Jan 2018

Director · Royal Netherlands Sea Rescue Organisation / KNRM Apr 2007 – May 2015

Deputy Director · Royal Netherlands Sea Rescue Organisation / KNRM Jan 1997 – Mar 2007

and 1 earlier roles

Education Nyenrode Business University commissarissencyclus; NIBRA/NSOB MCDm · master of crises and disaster management · **Languages** English · Professional working proficiency · **Profile** linkedin.com/in/roemer-boogaard-2270551

FORMER STAFF · COMMERCIALLY DRIVEN GM · CANDIDATES 21 AND 22 OF 26



Rutger Dolk

Managing Director @ DAMEN at Damen

130

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

FORMERLY DAMEN YACHTING · AMELS

* Commercial leadership	30%		Commercial Manager @ Damen Yachting (to Oct 2020); Area Sales Manager @ Damen Shipyards Group
* Yacht network	20%		No evidence in the profile.
* Technical and pricing	20%		Design and Proposal Engineer @ Damen; MSc Offshore Engineering, Delft
* Business building	20%		Managing Director @ Damen (Nov 2024 – Present); Managing Director Damen Technical Cooperation
Leadership maturity	10%		No evidence in the profile.

Reading. 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.

CAREER

Managing Director @ DAMEN · Damen Nov 2024 – Present

Managing Director Damen Technical Cooperation · Damen Aug 2020 – Oct 2024

Commercial Manager · Damen Yachting Jan 2018 – Oct 2020

Area Sales Manager · Damen Shipyards Group Sep 2012 – Jan 2018

Design and Proposal Engineer · Damen Shipyards Group Oct 2012 – Dec 2012

Assistant Project Manager O&T · Damen Shipyards Group Feb 2012 – Oct 2012

Project Purchaser · Damen Shipyards Sep 2011 – Feb 2012

and 4 earlier roles

Education Technische Universiteit Delft MSc · Offshore Engineering; Erasmus University Rotterdam Minor · Turning Technology into Business · **Languages** Duits · Limited working proficiency, Dutch · Native or bilingual proficiency, English · Native or bilingual proficiency, Portuguese · Professional working proficiency · **Profile** linkedin.com/in/rutgerdolk



Johan Dubbelman

Founder at DutchFlows BV · Geertruidenberg, Netherlands

120

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

FORMERLY MOONEN YACHTS

* Commercial leadership	30%		Sales Manager @ Moonen Shipyards BV (to Oct 2017)
* Yacht network	20%		No evidence in the profile.
* Technical and pricing	20%		Project Manager @ Moonen Shipyards BV (2013-2017); BSc Naval Architecture
* Business building	20%		Chief Executive Officer @ Moonen Group BV (to Sep 2020); Chief Executive Officer @ Moonen Yachts Holding
Leadership maturity	10%		No evidence in the profile.

Reading. Moonen project manager 2013-2017, sales manager to 2019, CEO of Moonen Yachts Holding and Moonen Group to Sep 2020 under the Australian owners; independent since. Naval architect, Rotterdam. A small-yard CEO who came up through projects and sales.

CAREER

Founder · DutchFlows BV Jan 2021 – Present

Yachting Professional / Self employed · Self-employed Sep 2020 – Jan 2021

Yachting Professional / Self employed · Sep 2020 – Jan 2021

Chief Executive Officer · Moonen Group BV Aug 2019 – Sep 2020

Chief Executive Officer · Moonen Yachts Holding B.V. Oct 2017 – Jul 2019

Sales Manager · Moonen Shipyards BV Oct 2013 – Oct 2017

Project Manager · Moonen Shipyards BV Jul 2005 – Oct 2013

and 2 earlier roles

Education Rotterdam University of Applied Sciences Bachelor · Naval Architecture · **Languages** Dutch · Native or bilingual proficiency, English · Professional working proficiency · **Profile** linkedin.com/in/dubbjm

FORMER STAFF · COMMERCIALLY DRIVEN GM · CANDIDATES 23 AND 24 OF 26



Luca Brancaleon

General Manager sales and Marketing at Cantieri Aschenez · France

120

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

FORMERLY AZIMUT YACHTS

*** Commercial leadership** 30% *Chief Executive Officer @ Azimut Yachts France (to Jun 2026); General Manager Beneteau brand @ Groupe Beneteau*

*** Yacht network** 20% No evidence in the profile.

*** Technical and pricing** 20% No evidence in the profile.

*** Business building** 20% No evidence in the profile.

Leadership maturity 10% *Deputy General Manager @ Groupe Beneteau (to Aug 2022)*

Reading. CEO of the Azimut dealer for France (RCMarine) to Jun 2026 after general manager of the Beneteau brand and deputy general manager at Groupe Beneteau; since Sep 2026 sales and marketing GM of a small Italian builder. Law degree, Parma. Dealer and series-brand general management, not custom yachts.

CAREER

General Manager sales and Marketing · Cantieri Aschenez Sep 2026 – Present

DBA doctoral candidate at BSI - marina hospitality research · Business Science Institute Jun 2026 – Present

Chief Executive Officer · Azimut Yachts France Sep 2022 – Jun 2026

CEO of nautical activities at RCM · RCMarine Sep 2022 – Jun 2026

Member of the board of directors · Blue sea holding Sep 2021 – Sep 2022

General Manager of charter, boat club and marina activities · Groupe Beneteau Oct 2021 – Aug 2022

Deputy General Manager · Groupe Beneteau Oct 2020 – Aug 2022

and 13 earlier roles

Education Università degli Studi di Parma Advanced Degree · Law; Cfmt MIndfulness & resilience techniques, management and performance · **Languages** English · Full professional proficiency, French · Full professional proficiency, German · Professional working proficiency, Italian · Native or bilingual proficiency, Spanish · Full professional proficiency · **Profile** [linkedin.com/in/brancaleonluca](https://www.linkedin.com/in/brancaleonluca)



Tijl Hetterschijt

Owner at Advanced Yachting consulting · Tilburg, Netherlands

110

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

FORMERLY VANQUISH YACHTS

*** Commercial leadership** 30% *Director all Brands @ HanseYachts AG (to Oct 2015); Director business Development @ Vanquish yachts (to Aug 2020)*

*** Yacht network** 20% No evidence in the profile.

*** Technical and pricing** 20% No evidence in the profile.

*** Business building** 20% *Algemeen directeur @ YYachts (to Jan 2026)*

Leadership maturity 10% No evidence in the profile.

Reading. Brand director Moody and sales director Europe at HanseYachts, director of all brands to 2015, head of sales and marketing at Michael Schmidt Yachtbau, director business development at Vanquish to Aug 2020, general director of YYachts (carbon sailing yachts) to Jan 2026. Business economics. A series-sailing-yacht commercial leader; no motor-superyacht seat.

CAREER

Owner · Advanced Yachting consulting Oct 2015 – Present

Algemeen directeur · YYachts Jan 2024 – Jan 2026

Director business Development · Vanquish yachts Sep 2018 – Aug 2020

Head of Sales and Marketing · Michael Schmidt Yachtbau GmbH Oct 2016 – Aug 2018

Director all Brands · HanseYachts AG Sep 2012 – Oct 2015

sales Director Europe · HanseYachts AG Feb 2012 – Oct 2012

Brand Director Moody Yachts · Hanseyachts Jun 2010 – Feb 2012

and 2 earlier roles

Education University of applied Sciences in Utrecht dregree business economics · Business/Managerial Economics · **Languages** Dutch, English, German · **Profile** [linkedin.com/in/tijl-hetterschijt-52a16b1b](https://www.linkedin.com/in/tijl-hetterschijt-52a16b1b)

FORMER STAFF · COMMERCIALLY DRIVEN GM · CANDIDATES 25 AND 26 OF 26



Niels Vaessen

CFO at Optisport · Netherlands

90

OF 200

COMMERCIALLY DRIVEN GM

POSSIBLE MATCH

BENCHMARK LEADER

FORMERLY HEESSEN YACHTS

* Commercial leadership	30%	No evidence in the profile.
* Yacht network	20%	No evidence in the profile.
* Technical and pricing	20%	No evidence in the profile.
* Business building	20%	CEO @ Heesen Yachts (Nov 2023 – Aug 2025)
Leadership maturity	10%	CFO @ Heesen Yachts (2013-2023); RA, Tilburg

Reading. 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.

CAREER

CFO · Optisport Jan 2026 – Present
CEO · Heesen Yachts Nov 2023 – Aug 2025
CFO · Heesen Yachts Jul 2013 – Nov 2023
Finance Manager · Heesen Yachts Apr 2012 – Jun 2013
Owner · Vaessen Consulting Apr 2012 – Apr 2013
Manager · PwC Nederland Sep 2003 – Mar 2012
Education Universiteit van Tilburg RA · Postmaster Accounting; Tilburg University Drs. · Business Economics (Accountancy) · Profile linkedin.com/in/nielsvaessen



Eel Kant

Chief Executive Officer at ICT Shipyard · Hendrik-Ido-Ambacht, Netherlands

170

OF 200

COMMERCIALLY DRIVEN GM

UNCLEAR

FORMERLY OCEANCO

* Commercial leadership	30%	No evidence in the profile.
* Yacht network	20%	Project Manager @ Royal Shipyard van Lent (1988-2003); Business development manager @ Amels/Damen
* Technical and pricing	20%	No evidence in the profile.
* Business building	20%	Managing Director @ Oceanco (to Jun 2010); Managing Director @ Jongert B.V. (to Sep 2012)
Leadership maturity	10%	No evidence in the profile.

Reading. Production manager 1982-1988, Royal Van Lent project manager 1988-2003, managing director of Oceanco to Jun 2010, managing director of Jongert to Sep 2012, Amels and Damen business development to Feb 2020, CEO of a shipyard since 2020. Over 65; recorded for the map, not as a mover.

CAREER

Chief Executive Officer · ICT Shipyard Feb 2020 – Present
Business development manager/manager refit · Amels/Damen Sep 2012 – Feb 2020
Managing Director · Jongert B.V. Jul 2010 – Sep 2012
Managing Director · Oceanco Jan 2003 – Jun 2010
Project Manager · Royal Shipyard v.Lent & Zn (Feadship) 1988 – 2003
Production Manager · Shipyard & Machine Shop De Merwede 1982 – 1988
Education High School Zwijndrecht Atheneum - B; Technical University Delft Naval Architecture · Profile linkedin.com/in/eel-kant-5a754515

FORMER STAFF · HYBRID COMMERCIAL-TECHNICAL · CANDIDATES 1 AND 2 OF 15



Gennaro Candida De Matteo

Consultant at Self-employed · Lucca, Italy

200

OF 200

HYBRID COMMERCIAL-TECHNICAL

STRONG MATCH

SHORTLIST

FORMERLY AZIMUT YACHTS

FORMERLY NEXT YACHT GROUP · MAIORA

FORMERLY SANLORENZO

* Commercial leadership		Vice President Sales - Yacht Division @ Sanlorenzo Yacht (2019-2021)
30%		
* Yacht network		Chief Executive Officer @ CRN SpA (2010-2017); Direttore Industriale @ Azimut-Benetti
20%		
* Technical and pricing		Vice President Operations - Superyacht @ Sanlorenzo Yacht (2021-2023)
20%		
* Business building		Chief Executive Officer @ NEXT Yacht Group (to Nov 2023)
20%		
Leadership maturity		Two yard CEO seats and three group VP seats since 2010
10%		

Reading. CEO of CRN 2010-2017, industrial director for large yachts at Azimut-Benetti 2017-2019, vice president sales of Sanlorenzo's yacht division 2019-2021 and vice president operations superyachts 2021-2023, then CEO of NEXT Yacht Group (Maiora, AB, CBI Navi) to Nov 2023. Mechanical engineer, Pisa. Consultant since Dec 2023. The one Italian alumnus who has held both the top sales seat and the top operations seat at a superyacht builder and run two yards; probably around 60.

CAREER

Consultant · Self-employed Dec 2023 – Present

Consultant · Dec 2023 – Present

Chief Executive Officer · NEXT Yacht Group Aug 2021 – Nov 2023

Vice President Operations - Superyacht Dision · Sanlorenzo Yacht Sep 2019 – Aug 2021

Vice President Sales - Yacht Division · Sanlorenzo Yacht Apr 2019 – Aug 2019

Consultant in Shipbuilding Industry · Owned and Operated Company Jan 2018 – Aug 2019

Direttore Industriale imbarcazioni >100' · Azimut-Benetti Nov 2010 – Nov 2017

and 3 earlier roles

Education Università di Pisa Degree · Mechanical Engineering · **Languages** English · Full professional proficiency · **Profile** [linkedin.com/in/gennaro-candida-de-matteo-95218911](https://www.linkedin.com/in/gennaro-candida-de-matteo-95218911)



Rick Van De Wetering

Founder at Fossani V.O.F. · Netherlands

170

OF 200

HYBRID COMMERCIAL-TECHNICAL

STRONG MATCH

SHORTLIST

FORMERLY HEESSEN YACHTS

* Commercial leadership		Technical & Commercial Director @ Jachtwerf Jongert BV (2008-2009)
30%		
* Yacht network		Forty years across Heesen, Jongert and RMK Marine
20%		
* Technical and pricing		Chief Operating Officer @ Heesen Yachts (to Jan 2026)
20%		
* Business building		General Manager @ Heesen Yachts (1986-2006); Yacht Division Director @ RMK Marine (to May 2014)
20%		
Leadership maturity		No evidence in the profile.
10%		

Reading. General manager of Heesen 1986-2006, technical and commercial director of Jongert, operations director of a dispensing-systems maker, then Yacht Division Director of RMK Marine in Istanbul to May 2014, his own marine firm, and chief operating officer of Heesen until Jan 2026. The one Dutch operations leader who has already run RMK Marine's yacht division; likely over 60.

CAREER

Founder · Fossani V.O.F. Feb 2026 – Present

Chief Operating Officer · Heesen Yachts Mar 2015 – Jan 2026

Owner/ International Operations Director · Fossa Marine 2008 – Mar 2015

Yacht Division Director · RMK Marine Jun 2011 – May 2014

Technical & Commercial Director · Jachtwerf Jongert BV 2008 – 2009

Operations Director · Keltec Dispensing Systems/ MeadWestvaco 2007 – 2008

General Manager · Heesen Yachts 1986 – 2006

Education HAN University of Applied Sciences; HAN University of Applied Sciences · **Profile** [linkedin.com/in/rickvandewetering](https://www.linkedin.com/in/rickvandewetering)

FORMER STAFF · HYBRID COMMERCIAL-TECHNICAL · CANDIDATES 3 AND 4 OF 15



Giulio Pennacchio

Director - Project Management Surveyor - Consultant - Insurance Claim at Freelance · Carrara, Italy

150

OF 200

HYBRID COMMERCIAL-TECHNICAL

STRONG MATCH

FORMERLY THE ITALIAN SEA GROUP · ADMIRAL

* Commercial leadership

30%



General Director @ The Italian Sea Group (Oct 2022 – Aug 2025)

* Yacht network

20%



Board Member @ The Italian Sea Group; Mega Yacht Division Director @ Cantieri Navali Rizzardi

* Technical and pricing

20%



Surveyor and Project Manager @ Private Yacht Owner (2012-2022)

* Business building

20%



No evidence in the profile.

Leadership maturity

10%



No evidence in the profile.

Reading. General director of TISG and of NCA Refit, board member 2022-2025; Rizzardi megayacht division director, own surveying firm. Left in TISG's 2025 restructuring; now a freelance project-management surveyor. Likely over 60.

CAREER

Director - Project Management Surveyor - Consultant - Insurance Claim · Freelance Aug 2025 – Present

Director - Project Management Surveyor - Consultant - Insurance Claim · Aug 2025 – Present

General Director · NCA Refit - TISG spa May 2012 – Aug 2025

Board Member · The Italian Sea Group S.p.A Oct 2020 – Oct 2022

General Director · The Italian Sea Group spa May 2012 – Oct 2022

Surveyor and Project Manager · Private Yacht Owner Dec 2006 – May 2012

Founder - Managing Director · GP service srl Dec 2006 – Nov 2011

and 4 earlier roles

Education University - La Sapienza Ingegneria; Istituto Tecnico Industriale Galileo Galilei diploma superiore · Mechanical Engineering · **Languages** Inglese · Full professional proficiency · **Profile** linkedin.com/in/giulio-pennacchio-67b502a7



Marzio Rucconi

General Manager at OTAM YACHTS · Genoa, Italy

150

OF 200

HYBRID COMMERCIAL-TECHNICAL

STRONG MATCH

FORMERLY CRN

FORMERLY PALUMBO SUPERYACHTS · ISA

* Commercial leadership

30%



General Sales Manager @ Palumbo Superyachts Refit; Technical & Sales Manager @ Amico & Co

* Yacht network

20%



No evidence in the profile.

* Technical and pricing

20%



After Sales & Services Supervisor @ CRN YACHTS; Master of Engineering, Genoa

* Business building

20%



General Manager @ OTAM YACHTS (Feb 2021 – Present)

Leadership maturity

10%



No evidence in the profile.

Reading. 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.

CAREER

General Manager · OTAM YACHTS Feb 2021 – Present

General Sales Manager · Palumbo Superyachts Refit Jan 2019 – Feb 2021

After Sales & Services Supervisor · CRN YACHTS Jul 2017 – Jan 2019

Technical & Sales Manager · Amico & Co Srl Jan 2017 – Jun 2017

Project Manager · Amico & Co Srl Apr 2013 – Dec 2016

Junior Ship Manager · San Giorgio del Porto Mar 2013 – Apr 2013

Trainee · American Bureau of Shipping Jan 2010 – Feb 2010

Education Università degli Studi di Genova / University of Genoa Master of Engineering (M.Eng.) · Naval Architecture and Marine Engineering; Università degli Studi di Genova / University of Genoa Bachelor of Engineering (B.E.) · Naval Architecture and Marine Engineering · **Languages** English · Native or bilingual proficiency, French · Elementary proficiency, Italian · Native or bilingual proficiency, Spanish · Elementary proficiency · **Profile** linkedin.com/in/marzio-rucconi-46829743

FORMER STAFF · HYBRID COMMERCIAL-TECHNICAL · CANDIDATES 5 AND 6 OF 15



Michelangelo Casadei

General Manager Business Unit at Groupe Beneteau · Forlì, Italy

150

OF 200

HYBRID COMMERCIAL-TECHNICAL

STRONG MATCH

FORMERLY FERRETTI GROUP

* Commercial leadership
30%



No evidence in the profile.

* Yacht network
20%



No evidence in the profile.

* Technical and pricing
20%



Engineering Director @ Ferretti Group; Group Chief Technical and Operations Officer @ Nautor Swan

* Business building
20%



General Manager Business Unit @ Groupe Beneteau (Mar 2024 – Present)

Leadership maturity
10%



Quality and Testing Director @ Ferretti Group; Laurea 100/100 lode, Mechanical Engineering

Reading. General manager of a Beneteau business unit since Mar 2024; group chief technical and operations officer at Nautor Swan to Jan 2024, Ferretti engineering director, quality and testing director, product industrialisation manager 2011-2021; FPT and Iveco engineer. An engineer who now runs a P&L.

CAREER

General Manager Business Unit · Groupe Beneteau Mar 2024 – Present

Group Chief Technical and Operations Officer, General Manager · Nautor Swan May 2021 – Jan 2024

Engineering Director · Ferretti Group Feb 2015 – Apr 2021

Quality and Testing Director · Ferretti Group Feb 2011 – Jan 2015

Product Industrialisation Manager · Ferretti Group Sep 2008 – Jan 2011

Product Platform Manager · FPT Industrial Jun 2007 – Aug 2008

Product Development Engineer & Project Manager · Iveco Mar 2004 – May 2007

and 2 earlier roles

Education Alma Mater Studiorum – Università di Bologna Laurea 100/100 lode · Mechanical Engineering; Fiat Gra.De (Fiat Group) Management training · **Languages** English · Full professional proficiency, German · Limited working proficiency, Greek · Elementary proficiency, Italian · Native or bilingual proficiency · **Profile** linkedin.com/in/mcasadei



Nicola Nicolai

Founder & Project Management Director at Nicolai Yacht Consulting & Project Management · Lucca, Italy

140

OF 200

HYBRID COMMERCIAL-TECHNICAL

POSSIBLE MATCH

FORMERLY BENETTI

* Commercial leadership
30%



Sales Director @ Benetti Yachts (2012)

* Yacht network
20%



No evidence in the profile.

* Technical and pricing
20%



Product Development Director @ Benetti Yachts; Product & Project Management Director @ Benetti Yachts

* Business building
20%



Founder & Project Management Director @ Nicolai Yacht Consulting (May 2017 – Present)

Leadership maturity
10%



No evidence in the profile.

Reading. Eight years at Benetti to Apr 2017: senior project manager, project and service management director, sales director 2012, product and project management director, product development director. Naval architect. Owner's-side project manager since 2017.

CAREER

Founder & Project Management Director · Nicolai Yacht Consulting & Project Management May 2017 – Present

Product Development Director · Benetti Yachts Nov 2016 – Apr 2017

Product & Project Management Director - Planning, budgetting & cost control Director · Benetti Yachts Nov 2012 – Nov 2016

Sales Director · Benetti Yachts Oct 2011 – Nov 2012

Project & Service Management Director · Benetti Yachts Oct 2011 – Oct 2012

Project & Service Management Manager · Benetti Yachts Sep 2009 – Oct 2011

Senior Project Manager · Benetti Yachts Jan 2008 – Sep 2009

and 3 earlier roles

Education Università degli Studi di Firenze Naval Architecture & Yacht Design · Executive Design and Engineering - Materials and Technologies in the Constuction of Mega Yachts · **Profile** linkedin.com/in/nicola-nicolai-0069a1a

FORMER STAFF · HYBRID COMMERCIAL-TECHNICAL · CANDIDATES 7 AND 8 OF 15



Simone Lorenzano

Managing Director at Sanguineti · Massa, Italy

140

OF 200

HYBRID COMMERCIAL-TECHNICAL

POSSIBLE MATCH

FORMERLY CRN

FORMERLY FERRETTI GROUP

* Commercial leadership
30%



No evidence in the profile.

* Yacht network
20%



No evidence in the profile.

* Technical and pricing
20%



Director of Production @ Perini Navi; Head of Project Management @ CRN YACHTS (to Dec 2017)

* Business building
20%



General Manager @ FIART (to Apr 2023); Managing Director @ Sanguineti (Feb 2025 – Present)

Leadership maturity
10%



No evidence in the profile.

Reading. 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.

CAREER

Managing Director · Sanguineti Feb 2025 – Present

Yacht Consulting & Project Management · Self-employed Oct 2022 – Feb 2025

Yacht Consulting & Project Management · Oct 2022 – Feb 2025

General Manager · FIART Sep 2020 – Apr 2023

Head of Special Projects · Perini Navi Nov 2019 – Sep 2020

Director of Production · Perini Navi Jan 2018 – Oct 2019

Head of Project Management · CRN YACHTS Nov 2014 – Dec 2017

and 2 earlier roles

Education Università di Pisa Ingegneria aerospaziale · **Languages** Inglese · Full professional proficiency, Italiano · Native or bilingual proficiency, Tedesco · Elementary proficiency · **Profile** linkedin.com/in/simone-lorenzano-b31a0420



Carlos Morales

Director General / General Manager at Astilleros de Mallorca · Palma, Spain

130

OF 200

HYBRID COMMERCIAL-TECHNICAL

POSSIBLE MATCH

FORMERLY OCEANCO

* Commercial leadership
30%



No evidence in the profile.

* Yacht network
20%



No evidence in the profile.

* Technical and pricing
20%



Yachts Project Manager @ Oceanco; Yachts Project Manager @ Navantia

* Business building
20%



Director General / General Manager @ Astilleros de Mallorca (Jul 2017 – Present)

Leadership maturity
10%



Executive MBA; nine years as yard GM

Reading. Runs the Palma refit yard since Jul 2017 after deputy GM; Oceanco yacht project manager to 2016, Navantia yacht projects, EMBA. A refit-yard general manager with Oceanco delivery experience.

CAREER

Director General / General Manager · Astilleros de Mallorca Jul 2017 – Present

Deputy General Manager · Astilleros de Mallorca Apr 2016 – Jul 2017

Project Manager · Oceanco Aug 2012 – Mar 2016

Yachts Project Manager · Oceanco Aug 2012 – Mar 2016

Head of the Yacht Department · Factoria Naval Marín Oct 2010 – Jul 2012

Sole Director · Development Resource, S.L. Jan 2007 – Oct 2010

Yachts Project Manager · Navantia Sep 2001 – Jan 2007

and 3 earlier roles

Education EOI - Business School Executive MBA; Marine Technology Education Consortium Marine Project Management · CPD Course · **Languages** English, Italian · **Profile** linkedin.com/in/carlos-morales-217a6845

FORMER STAFF · HYBRID COMMERCIAL-TECHNICAL · CANDIDATES 9 AND 10 OF 15



Ronald van Hulst

Director Design & Development at Wajer Yachts · Zwolle, Netherlands

130

OF 200

HYBRID COMMERCIAL-TECHNICAL

POSSIBLE MATCH

FORMERLY ROYAL HUISMAN

* Commercial leadership 30%		Commercial Director @ Royal Huisman Shipyard (to Dec 2014)
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Director Operations @ Royal Huisman Shipyard (to Jul 2015); Manager Design & Engineering @ Royal Huisman
* Business building 20%		Director Operations Wajer Super Yachts @ Wajer Yachts; Director Design & Development @ Wajer Yachts (Jan 2024 – Present)
Leadership maturity 10%		No evidence in the profile.

Reading. At Royal Huisman 2008-2017 as manager design and engineering, commercial director (to 2014), director operations (to 2015) and director projects (to 2017); then director projects, operations and now design and development at Wajer, a 40-60 ft day-boat builder. A true hybrid at a sailing superyacht yard, a decade ago.

CAREER

Director Design & Development · Wajer Yachts Jan 2024 – Present

Director Operations Wajer Super Yachts · Wajer Yachts Feb 2020 – Dec 2023

Director Projects Wajer Yachts · Wajer Yachts Sep 2017 – Jan 2020

Director Projects · Royal Huisman Shipyard Aug 2015 – Aug 2017

Director Operations · Royal Huisman Shipyard Jan 2015 – Jul 2015

Commercial Director · Royal Huisman Shipyard Jan 2012 – Dec 2014

Manager Design & Engineering · Royal Huisman Jan 2010 – Dec 2011

and 3 earlier roles

Languages Duits, Engels, Nederlands · Profile [linkedin.com/in/ronald-van-hulst-646324ba](https://www.linkedin.com/in/ronald-van-hulst-646324ba)



Andrea Parodi

General Manager at Eurocraft Cantieri Navali srl · Genoa, Italy

120

OF 200

HYBRID COMMERCIAL-TECHNICAL

POSSIBLE MATCH

FORMERLY TANKOA YACHTS

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		HEAD OF TECHNICAL DEPARTMENT @ TANKOA YACHTS SpA; Capo Ufficio Tecnico @ Baglietto
* Business building 20%		General Manager @ Eurocraft Cantieri Navali (Dec 2022 – Present)
Leadership maturity 10%		No evidence in the profile.

Reading. 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.

CAREER

General Manager · Eurocraft Cantieri Navali srl Dec 2022 – Present

HEAD OF TECHNICAL DEPARTMENT · TANKOA YACHTS SpA 2007 – Dec 2022

Capo Ufficio Tecnico · Cantieri Navali Baglietto Nov 2006 – Sep 2007

Responsabile Ufficio Tecnico · Mondomarine Spa 2001 – 2006

Education facoltà di architettura di genova Laurea in architettura · Languages Inglese · Profile [linkedin.com/in/andrea-parodi-6324b929](https://www.linkedin.com/in/andrea-parodi-6324b929)

FORMER STAFF · HYBRID COMMERCIAL-TECHNICAL · CANDIDATES 11 AND 12 OF 15



Christian Poorte

Managing Director at Arcadia Maritime Group · Zwolle, Netherlands

120

OF 200

HYBRID COMMERCIAL-TECHNICAL

POSSIBLE MATCH

FORMERLY ROYAL HUISMAN

* Commercial leadership 30%		Contract Management; Business Development @ Royal Huisman (to Oct 2017)
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Manager Design & Engineering @ Royal Huisman
* Business building 20%		Managing Director @ Arcadia Maritime Group (Aug 2017 – Present)
Leadership maturity 10%		No evidence in the profile.

Reading. Own marine group since 2017; Royal Huisman contract management, business development and manager design and engineering 2011-2017; naval architect. Engineer who moved into contracts and business development.

CAREER

Managing Director · Arcadia Maritime Group Aug 2017 – Present

Technical Consultant · Arksen Jan 2024 – Present

Managing Director · Arcadia Maritime Group Aug 2017 – Present

Consultant · A2B Marine Projects Sep 2018 – Present

Member · International Superyacht Society Dec 2019 – Present

Contract Management · Royal Huisman May 2014 – Oct 2017

Business Development · Royal Huisman May 2014 – Oct 2017

and 8 earlier roles

Education Inholland University of Applied Sciences Bachelor's Degree · Naval Architecture and Marine Engineering; MTS voor de meubilerings en houtbedrijven Specialisation Yacht Building · **Languages** Dutch · Native or bilingual proficiency, English · Professional working proficiency, German · Elementary proficiency · **Profile** [linkedin.com/in/christianpoorte](https://www.linkedin.com/in/christianpoorte)



Emre Sandan

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

120

OF 200

HYBRID COMMERCIAL-TECHNICAL

POSSIBLE MATCH

FORMERLY DAMEN YACHTING · AMELS

* Commercial leadership 30%		Yacht Broker @ Denison Yachting (Dec 2025 – Present)
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Project Manager 53m Yacht Support @ Damen Yachting (to Jun 2025); Shipyard Manager @ SARP YACHTS
* Business building 20%		Deputy General Manager @ ALEN YACHT (2008-2012)
Leadership maturity 10%		No evidence in the profile.

Reading. 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.

CAREER

Founder · MES MARINE (Marine Engineering Services) Jun 2021 – Present

Yacht Broker · Denison Yachting Dec 2025 – Present

Founder · TURKUAZ MARINE Jun 2021 – Present

Founder & Naval Architect · MAVİ MARINE Jun 2021 – Present

Founder · TURKUAZ MARINE Jun 2021 – Present

Founder · LACIVERT MARINE Jun 2021 – Present

Yacht Broker · Denison Yachting Dec 2025 – Present

and 7 earlier roles

Education Koç Üniversitesi Executive MBA Class of 21 · Business Administration and Management,; Yildiz Technical University BSc · Naval Architecture and Marine Engineering · **Languages** English, Italian, Turkish · Native or bilingual proficiency · **Profile** [linkedin.com/in/emre-sandan-b8049a46](https://www.linkedin.com/in/emre-sandan-b8049a46)

FORMER STAFF · HYBRID COMMERCIAL-TECHNICAL · CANDIDATES 13 AND 14 OF 15



Alfonso Postorino

Shipyard Director at Cantiere Rossini · Pesaro, Italy

100

OF 200

HYBRID COMMERCIAL-TECHNICAL

POSSIBLE MATCH

FORMERLY BENETTI

FORMERLY PALUMBO SUPERYACHTS · ISA

FORMERLY CANTIERI DI PISA

*** Commercial leadership** 30% Sales Manager @ Cantieri di Pisa; Sales Manager @ Benetti

*** Yacht network** 20% No evidence in the profile.

*** Technical and pricing** 20% No evidence in the profile.

*** Business building** 20% Shipyard Director @ Cantiere Rossini (Sep 2015 – Present)

Leadership maturity 10% No evidence in the profile.

Reading. Runs a refit yard since 2015; after-sales and refit manager at ISA, sales manager at Cantieri di Pisa and Benetti in the 2000s. A small-yard director with a sales past.

CAREER

Shipyard Director · Cantiere Rossini Sep 2015 – Present

After Sales & Refit Manager · ISA YACHTS Jul 2008 – Aug 2015

Customer Care · Amico & Co Srl Jun 2007 – Jun 2008

After Sales Manager · ISA YACHTS Jan 2005 – May 2007

Sales Manager · Cantieri di Pisa Jan 2002 – Aug 2005

Sales Manager · Benetti Jan 1998 – Dec 2001

Education Università degli Studi di Palermo Laurea in Scienze Geologiche · Scienze geologiche e della terra/ Geoscienze · **Languages** Francese, Inglese, Italiano, Portoghese · **Profile** [linkedin.com/in/alfonso-postorino-93814a121](https://www.linkedin.com/in/alfonso-postorino-93814a121)



Joachim Kieft

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

100

OF 200

HYBRID COMMERCIAL-TECHNICAL

UNCLEAR

FORMERLY ROYAL HUISMAN

*** Commercial leadership** 30% Sales Manager Yacht Refit @ Damen Shiprepair (Oct 2024 – Present)

*** Yacht network** 20% No evidence in the profile.

*** Technical and pricing** 20% No evidence in the profile.

*** Business building** 20% Managing Director @ Claasen Shipyards (to Jul 2017); Managing Director @ Bloemsma

Leadership maturity 10% No evidence in the profile.

Reading. 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.

CAREER

Sales Manager Yacht Refit - Damen Shiprepair & Conversion · Damen Oct 2024 – Present

Owner - Maritime Yacht Service - Owners representative · Maritime Yacht Service Jan 2009 – Present

Board Member · Stichting Kinder Intensive Care Oct 2018 – Present

Advisor - Consultant - Senior Project Manager - OceanXplorer - Conversion · Damen Oct 2021 – Jul 2024

Advisor to the management - OceanXplorer - Manager Luxury interior · Damen Shiprepair Rotterdam BV Aug 2018 – Aug 2020

Advisor to Directors / Shareholders on Sales & Service · Royal Huisman Mar 2018 – Sep 2018

Managing Director · Claasen Shipyards Jan 2012 – Jul 2017

and 4 earlier roles

Education University of Amsterdam Master of Business Administration (MBA); Hogeschool van Amsterdam | Amsterdam University of Applied Sciences ing. · Maritime technics · **Languages** Dutch · Native or bilingual proficiency, English, German, Spanish · **Profile** [linkedin.com/in/joachimkieft](https://www.linkedin.com/in/joachimkieft)

FORMER STAFF · HYBRID COMMERCIAL-TECHNICAL · CANDIDATE 15 OF 15



Enrique Tintore

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

90

OF 200

HYBRID COMMERCIAL-TECHNICAL

UNCLEAR

FORMERLY DAMEN YACHTING · AMELS

* Commercial leadership 30%		Commercial Director @ Astilleros de Mallorca (Jun 2026 – Present); Product Manager Xplorer & Yacht Support @ Damen Yachting
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Design & Proposal Engineer @ Damen Yachting; MEng Naval Architecture, Strathclyde
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		No evidence in the profile.

Reading. 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.

CAREER

Commercial Director · Astilleros de Mallorca - Refit and Repair Shipyard Jun 2026 – Present

Product Manager Xplorer & Yacht Support · Damen Yachting Feb 2024 – Jul 2026

Product Manager SeaXplorer · Damen Yachting Aug 2020 – Jul 2026

Design & Proposal Engineer · Damen Yachting Jul 2017 – Aug 2020

Intern New Building Site Office · Swire Shipping Jun 2015 – Aug 2015

Engine Cadet · ORION BULKERS Apr 2013 – Jul 2013

Engine Cadet · ORION BULKERS Mar 2012 – Jun 2012

and 2 earlier roles

Education University of Strathclyde MEng · Naval Architecture with High Performance Marine Vehicles; Universitat Politècnica de Catalunya Bachelor's Degree · Marine Engineering · **Languages** Catalan · Native or bilingual proficiency, English · Full professional proficiency, Italian · Elementary proficiency, Spanish · Native or bilingual proficiency · **Profile** linkedin.com/in/enrique-tintore

FORMER STAFF · COO / TECHNICAL · CANDIDATES 1 AND 2 OF 20



Salvatore Greco

Ingegnere navale at Self-employed · Italy

140

OF 200

COO / TECHNICAL

STRONG MATCH

SHORTLIST

FORMERLY CRN

FORMERLY THE ITALIAN SEA GROUP · ADMIRAL

* Commercial leadership		No evidence in the profile.
30%		
* Yacht network		Chief Executive Officer @ CRN YACHTS (2013-2015)
20%		
* Technical and pricing		Chief Operations Officer @ The Italian Sea Group (to Jun 2021); Production Director @ TISG
20%		
* Business building		Turkey Chief Operations Officer @ The Italian Sea Group (to Mar 2025)
20%		
Leadership maturity		Direttore Generale Operations @ Nuovi Cantieri Apuania
10%		

Reading. Plant director and then general director operations at Nuovi Cantieri Apuania to 2013, CEO of CRN 2013-2015, TISG production director to 2019, TISG chief operations officer to Jun 2021, then chief operations officer of TISG's Turkish operation to Mar 2025. Naval engineer, Naples. The one Italian operations chief who has already run a yacht-building operation in Turkey; probably over 60.

CAREER

Ingegnere navale · Self-employed Mar 2025 – Present
Ingegnere navale · Mar 2025 – Present
Turkey Chief Operations Officer - The Italian Sea Group S.p.A. · The Italian Sea Group S.p.A Jul 2021 – Mar 2025
Chief Operations Officer - The Italian Sea Group S.p.A. · The Italian Sea Group S.p.A Jun 2019 – Jun 2021
Production Director - The Italian Sea Group S.p.A. · The Italian Sea Group S.p.A Aug 2015 – May 2019
Chief Executive Officer · CRN YACHTS Jun 2013 – Apr 2015
Direttore Generale Operations · Nuovi Cantieri Apuania May 2004 – May 2013
and 6 earlier roles
Education Universita' Federico II - Scuola Politecnica e delle Scienze di Base Laurea in Ingegneria Navale e Meccanica · Languages Italian · English · Profile linkedin.com/in/salvatore-greco-4b9b99b9



Ferdinando Pilli

General Manager at Lusben Refitting Yards · Livorno, Italy

130

OF 200

COO / TECHNICAL

STRONG MATCH

SHORTLIST

FORMERLY BENETTI

FORMERLY CRN

* Commercial leadership		No evidence in the profile.
30%		
* Yacht network		No evidence in the profile.
20%		
* Technical and pricing		Custom Operations Director @ Benetti Yachts; Head of Engineering Department @ Benetti Yachts and @ CRN
20%		
* Business building		General Manager @ Lusben Refitting Yards (Sep 2024 – Present)
20%		
Leadership maturity		Laurea Magistrale, Accademia Navale; 20 years at CRN, Benetti, Perini
10%		

Reading. General manager of the group's refit yards since Sep 2024; Benetti custom operations director and head of engineering 2018-2024, CRN head of engineering and project manager 2006-2018, Perini Navi project manager. Naval Academy engineer. The most complete technical-operations leader among Italian alumni.

CAREER

General Manager · Lusben Refitting Yards Sep 2024 – Present
Custom Operations Director · Benetti Yachts Nov 2020 – Aug 2024
Head of Engineering Department · Benetti Yachts Mar 2018 – Nov 2020
Head of Engineering Department · CRN YACHTS Jan 2013 – Mar 2018
Project Manager · CRN YACHTS Jul 2006 – Dec 2012
Project Manager · Perini Navi Societa Per Azioni Jun 2002 – Jul 2006
Warranty Manager · Cantiere F.lli Orlando Mar 2001 – Jun 2002
and 1 earlier roles
Education Accademia Navale Laurea Magistrale in Ingegneria Navale e Meccanica; Università degli Studi di Genova Laurea Magistrale in Ingegneria Navale e Meccanica · Profile linkedin.com/in/ferdinando-pilli-258326399

FORMER STAFF · COO / TECHNICAL · CANDIDATES 3 AND 4 OF 20



Mark Vermeulen

Managing Director Damen Green solutions a.i. at Damen shipyards group · Tilburg, Netherlands

120

OF 200

COO / TECHNICAL STRONG MATCH

FORMERLY DAMEN YACHTING · AMELS

* Commercial leadership	30%	No evidence in the profile.
* Yacht network	20%	No evidence in the profile.
* Technical and pricing	20%	Product Director Yacht Support & SeaXplorer @ Damen (to Apr 2020); Operations Director CRO-OTC @ Damen
* Business building	20%	Managing Director Damen Romanian Yards @ Damen (to Apr 2025); Managing director OSV & DRY @ Damen
Leadership maturity	10%	MSc Naval Architecture, Delft; 12 years at Damen

Reading. Damen project manager, then product director for the Yacht Support and SeaXplorer lines to Apr 2020, operations director of Damen's offshore and transport unit, managing director of the OSV and dry-cargo division and of Damen's Romanian yards to Apr 2025, now interim MD of Damen Green Solutions. Delft naval architect. Has run a large yard; his yacht exposure is the Damen Yachting product line.

CAREER

- Managing Director Damen Green solutions a.i. · Damen shipyards group Apr 2025 – Present
- Managing Director Damen Romanian Yards · Damen shipyards group Nov 2024 – Apr 2025
- Managing director OSV & DRY · Damen shipyards group May 2020 – Nov 2024
- Operations Director CRO-OTC · Damen Shipyards Group Apr 2020 – May 2020
- Director Products and Development | AMELS | DAMEN Yacht Support | DAMEN SeaXplorer · Damen Shipyards Group Oct 2018 – Apr 2020
- Product Director Yacht Support & SeaXplorer · Damen Shipyards Group Apr 2013 – Apr 2020
- Project manager · Damen Shipyards Group Aug 2012 – Mar 2013
- and 11 earlier roles

Education Delft University of Technology msc · naval architect · **Profile** [linkedin.com/in/mark-vermeulen-1067306](https://www.linkedin.com/in/mark-vermeulen-1067306)



Jeroen Kortenoeven

Algemeen Directeur at Scheepswerf Slob · Netherlands

100

OF 200

COO / TECHNICAL STRONG MATCH

FORMERLY FEADSHIP · ROYAL VAN LENT

* Commercial leadership	30%	No evidence in the profile.
* Yacht network	20%	No evidence in the profile.
* Technical and pricing	20%	Operationeel Directeur @ Royal Van Lent Shipyard (to Mar 2020); Productie Directeur @ Royal IHC
* Business building	20%	Algemeen Directeur @ Scheepswerf Slob (Mar 2020 – Present)
Leadership maturity	10%	MSc Naval Architecture, Delft; 20 years in IHC and Feadship production

Reading. Runs Slob, the Feadship group's hull and superstructure yard, since Mar 2020; operational director of Royal Van Lent to Mar 2020, Royal IHC production director and head of production, location manager at a repair yard. Delft naval architect. The operations profile of the Dutch top tier: hull plant director after running Feadship's Kaag yard floor.

CAREER

- Algemeen Directeur · Scheepswerf Slob Mar 2020 – Present
- Advisory Board · Vaan Yachts Apr 2020 – Present
- Operationeel Directeur · Royal Van Lent Shipyard Mar 2017 – Mar 2020
- Productie Directeur · Royal IHC Jan 2015 – Mar 2017
- Hoofd Productie · Royal IHC Jan 2011 – Dec 2014
- Locatiemanager · Verenigde Scheepswerf Heusden Mar 2009 – Dec 2010
- Bedrijfsleider · Verenigde Scheepswerf Heusden Jan 2008 – Feb 2009
- and 2 earlier roles

Education Delft University of Technology Master of Science (MSc) · Naval Architecture and Marine Engineering · **Profile** [linkedin.com/in/jkortenoeven](https://www.linkedin.com/in/jkortenoeven)

FORMER STAFF · COO / TECHNICAL · CANDIDATES 5 AND 6 OF 20



Nicola Camuffo

Chief Technical Officer at Hydro Tec · Italy

110

OF 200

COO / TECHNICAL

POSSIBLE MATCH

FORMERLY AZIMUT YACHTS

FORMERLY OCEANCO

FORMERLY TANKOA YACHTS

- * Commercial leadership

30%

No evidence in the profile.
- * Yacht network

20%

Project Manager Engineering @ Oceanco; Senior project manager @ Azimut|Benetti Group; Direttore Yacht Competence Centre @ Rolls-Royce Power Systems
- * Technical and pricing

20%

Technical Director @ TANKOA YACHTS (to Mar 2025); Director Engineering @ Perini Navi
- * Business building

20%

No evidence in the profile.
- Leadership maturity

10%

No evidence in the profile.

Reading. Technical director of Tankoa to Mar 2025, now CTO of the Hydro Tec design office; director of Rolls-Royce Power Systems' yacht competence centre, Perini Navi director engineering, Oceanco project manager engineering, Azimut-Benetti senior project manager. The only engineer on the list who has led engineering at Italian and Dutch yards and at the main engine supplier.

CAREER

- Chief Technical Officer · Hydro Tec Mar 2025 – Present
- Technical Director · TANKOA YACHTS SpA Jan 2024 – Mar 2025
- Direttore Yacht Competence Centre · Rolls-Royce Power Systems AG May 2019 – Dec 2023
- Senior Manager, Application Engineering Yacht · Rolls-Royce Power Systems AG Apr 2021 – Jun 2023
- Director Engineering · Perini Navi Apr 2018 – Apr 2019
- Project Manager Engineering · Oceanco Jan 2017 – Apr 2018
- Senior project manager · Azimut|Benetti Group Jun 2015 – Dec 2016
- and 8 earlier roles
- Education MIP-Politecnico Di Milano Project Management Advanced for Fincantieri · Project Management; MIP-Politecnico Di Milano Master of Business Administration (MBA) · Executive MBA · Languages Inglese · Full professional proficiency, Italiano · Native or bilingual proficiency · Profile linkedin.com/in/camuffonicola



Daniele Merlino

Expert consultant in business organization and production of shipyards and manufacturing companies. at Lavoratore autonomo · Italy

100

OF 200

COO / TECHNICAL

POSSIBLE MATCH

FORMERLY AZIMUT YACHTS

- * Commercial leadership

30%

No evidence in the profile.
- * Yacht network

20%

No evidence in the profile.
- * Technical and pricing

20%

Manufacturing Director Azimut Viareggio @ Azimut Yachts (to Dec 2024)
- * Business building

20%

No evidence in the profile.
- Leadership maturity

10%

Chief Operating Officer - Board Member @ Mondomarine; COO @ Leopard Yachts Group

Reading. Ran Azimut's Viareggio manufacturing to Dec 2024; COO and board member at Mondomarine, COO Leopard Yachts; mechanical engineer. Now a freelance organisation consultant.

CAREER

- Expert consultant in business organization and production of shipyards and manufacturing companies. · Lavoratore autonomo Jan 2017 – Present
- Manufacturing Director Azimut Viareggio · Azimut Yachts Apr 2019 – Dec 2024
- Chief Operating Officer - Board Member · Mondomarine 2014 – Dec 2016
- Director - Board Member · Sassoli Group 2010 – 2013
- Chief Operating Officer · Leopard Yachts Group 2001 – 2010
- Control Engineer · RINA 1999 – Dec 2000
- Naval Designer · C.L.M. 1994 – 1999
- Education Università di Pisa Laurea · Ingegneria meccanica; Università di Pisa Master's degree · Ingegneria meccanica · Languages English · Professional working proficiency, Français · Full professional proficiency, Italiano · Native or bilingual proficiency · Profile linkedin.com/in/ing-merlinodaniele

FORMER STAFF · COO / TECHNICAL · CANDIDATES 7 AND 8 OF 20



Frank Slangen

Project Director at Iv-Groep · Netherlands

100

OF 200

COO / TECHNICAL POSSIBLE MATCH
FORMERLY FEADSHIP · ROYAL VAN LENT

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Chief Operating Officer (COO) @ Royal Van Lent Shipyard (to Sep 2021)
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		Group Managing Director @ Royal IHC; Vice President Production @ Heerema Fabrication

Reading. COO of Royal Van Lent to Sep 2021; Royal IHC group managing director, Heerema Fabrication VP production. Executive MBA. A heavy-industry operations executive who has run a Feadship yard's operations.

CAREER

Project Director · Iv-Groep Oct 2022 – Present
Managing Partner · IMAKS Apr 2022 – Present
Chief Operating Officer (COO) · Royal Van Lent Shipyard Sep 2019 – Sep 2021
Non Executive Board Member Supervisory Board Region North · FME Dec 2019 – Aug 2021
Group Managing Director Cluster Mission Equipment Netherlands · Royal IHC Sep 2017 – Sep 2019
Non Executive Board Member Supervisory Board · Samenwerkende Nederlandse Staalbouw Mar 2011 – Sep 2017
Group Director · Heerema Fabrication Group Sep 2013 – Aug 2017
and 8 earlier roles
Education RSM Erasmus University MBA · Executive MBA; Delft University of Technology MSc · Mechanical Engineering - Dredging and Mass Transport · Profile linkedin.com/in/frank-j-slangen



Lodewijk Franken

Managing Director VT Shipping Panama at VT Group · Netherlands

100

OF 200

COO / TECHNICAL POSSIBLE MATCH FORMERLY ROYAL HUISMAN

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Operations Director @ Royal Huisman (to Dec 2025)
* Business building 20%		No evidence in the profile.
Leadership maturity 10%		Managing Director @ Damen Shiprepair Curacao; MSc Maritime Engineering, Delft

Reading. Operations director at Royal Huisman to Dec 2025, now shipping MD in Panama; Damen Shiprepair Curaçao managing director, Bluewater project and tender manager. Delft maritime engineer.

CAREER

Managing Director VT Shipping Panama · VT Group Dec 2025 – Present
Operations Director · Royal Huisman Sep 2022 – Dec 2025
Director · MEXS Jan 2022 – 2024
Managing Director · Damen Shiprepair Curacao Nov 2017 – Jan 2022
Business Development Manager · Bluewater Energy Services Sep 2012 – Sep 2018
Project Manager · Bluewater Energy Services Jul 2010 – Aug 2012
Tender Manager Floating Production · Buewater Energy Services 2008 – 2010
and 2 earlier roles
Education Delft University of Technology MSc · Maritime Engineering; University of Cambridge Course Anatomy of Shipping · Ship Finance · Languages English · Native or bilingual proficiency, Spanish · Limited working proficiency · Profile linkedin.com/in/lodewijk-franken-5b34241

FORMER STAFF · COO / TECHNICAL · CANDIDATES 9 AND 10 OF 20



Louwerens Hoving

Board Member at IJshockeyclub UNIS Flyers · Heerenveen, Netherlands

100

OF 200

COO / TECHNICAL POSSIBLE MATCH

FORMERLY FEADSHIP · DE VRIES SCHEEPSBOUW MAKKUM

FORMERLY FEADSHIP · ROYAL VAN LENT

*** Commercial leadership** 30% No evidence in the profile.

*** Yacht network** 20% No evidence in the profile.

*** Technical and pricing** 20% *Project Director @ Royal Van Lent Shipyard (to Jul 2025); Manager Projects @ Koninklijke De Vries*

*** Business building** 20% No evidence in the profile.

Leadership maturity 10% *Director Operations @ Jongert; Head of Project management @ Flensburger Schiffbau*

Reading. Project director at Royal Van Lent to Jul 2025; head of project management at FSG, Damen senior project manager, Jongert director operations, De Vries manager projects. A delivery director across Dutch yards.

CAREER

Board Member · IJshockeyclub UNIS Flyers Jun 2026 – Present

Owners representative / Project Manager · Spliethoff Group Feb 2026 – Present

Eigenaar · Marimecs marine design & engineering Jan 2022 – Present

Eigenaar · Maritime-Professionals Mar 2022 – Present

Co-Founder · Maritime Projects - Independent Project Developers Sep 2018 – Present

Project Director at Royal Van Lent Shipyard · Royal Van Lent Shipyard Mar 2018 – Jul 2025

Head of Project management and Integrated planning a.i. · Flensburger Schiffbau-Gesellschaft mbH & Co. KG Sep 2017 – Dec 2017

and 9 earlier roles

Education NHL Hogeschool Ing · Maritiem officier · **Languages** English · Full professional proficiency, German · Professional working proficiency · **Profile** linkedin.com/in/louwerens-hoving-60b5b913



Lucas J van Elsen

Company Owner at The NERA Company B.V. · Netherlands

100

OF 200

COO / TECHNICAL POSSIBLE MATCH FORMERLY HEESSEN YACHTS

FORMERLY OCEANCO

*** Commercial leadership** 30% No evidence in the profile.

*** Yacht network** 20% No evidence in the profile.

*** Technical and pricing** 20% *General Manager Production @ Heesen Yachts (to Nov 2022); Manager of Production @ Oceanco (to 2015)*

*** Business building** 20% No evidence in the profile.

Leadership maturity 10% *Managing Director @ Scheepswerf De Hoop; Managing Director @ De Klerk Binnenbouw*

Reading. General manager production at Heesen to Nov 2022; managing director of Scheepswerf De Hoop and of De Klerk interiors, Oceanco manager of production 2009-2015. Now runs his own project-staffing company that places people at Dutch yards.

CAREER

Company Owner · The NERA Company B.V. Oct 2022 – Present

General Manager Production · Heesen Yachts Feb 2022 – Nov 2022

Managing Director · Scheepswerf De Hoop Lobith Apr 2020 – Feb 2022

Managing Director · De Klerk Binnenbouw B.V. Dec 2015 – Apr 2020

Manager of Production · Oceanco Sep 2009 – Dec 2015

Director Proces Management Division · Holland Superyacht Industries Jan 2005 – Aug 2009

Education Offshore Engineering HTS Civil and Marine Engineering · **Profile** linkedin.com/in/lucas-j-van-elsen-3a67639

FORMER STAFF · COO / TECHNICAL · CANDIDATES 11 AND 12 OF 20



Tjarco Ekkelkamp

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

COO / TECHNICAL

POSSIBLE MATCH

FORMERLY DAMEN YACHTING · AMELS

100

OF 200

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		<i>Project Director OceanXplorer1 @ Damen Yachting (2018-2021); Manager Projects SeaXplorer @ Damen Yachting</i>
* Business building 20%		<i>Director of Operations division Offshore and Specialised @ Damen (2022 – Present)</i>
Leadership maturity 10%		No evidence in the profile.

Reading. 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.

CAREER

Director of Operations division Offshore and Specialized Vessels · Damen 2022 – Present
Change Program Manager division Mid Size Vessels · Damen 2021 – 2022
Project Director OceanXplorer1 · Damen Yachting 2018 – 2021
Development Manager Damen Yachting · Damen Yachting 2018 – 2018
Manager Projects - SeaXplorer and YachtSupport · Damen Yachting 2016 – 2018
Project Manager Transport & Offshore · Damen Shipyards Group 2011 – 2016
Production Manager / Project Manager · Holland Jachtbouw BV 2008 – 2011
and 1 earlier roles
Education HTS Haarlem Bachelor Naval Architecture; MIWB Terschelling Bachelor Maritime Officer · Profile linkedin.com/in/tjarco-ekkelkamp-6871107b



Wilma Van Rijn

Zwijnenburg Shipyard - Project, Process and Project Management Support at Lightship Maritime Solutions · Roelofarendsveen, Netherlands

COO / TECHNICAL

POSSIBLE MATCH

FORMERLY FEADSHIP · ROYAL VAN LENT

100

OF 200

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		<i>Head of Technology @ Royal Van Lent Shipyard (to Dec 2019); Senior Advisor @ Royal Van Lent Shipyard (to Aug 2022)</i>
* Business building 20%		<i>ALIA yards - Chief Development Officer @ Lightship Maritime Solutions (Jul 2023 – Present)</i>
Leadership maturity 10%		No evidence in the profile.

Reading. Head of technology at Royal Van Lent to Dec 2019, senior advisor there to Aug 2022; since 2023 a consultant whose assignments include chief development officer of ALIA Yachts, the Antalya builder, and process management at two Dutch yards. Shipbuilding engineer, Haarlem. A Dutch yard-technology head who already works with a Turkish yard.

CAREER

Zwijnenburg Shipyard - Project, Process and Project Management Support · Lightship Maritime Solutions Oct 2024 – Present
ALIA yards - Chief Development Officer · Lightship Maritime Solutions Jul 2023 – Present
Various Maritime Companies - Management Team long term strategic coaching · Lightship Maritime Solutions Feb 2023 – Present
NERA-H2 - Consortium member - Regulations & Technical Support · Lightship Maritime Solutions Jul 2024 – Mar 2026
La Lona - Tender Package Management · Lightship Maritime Solutions Apr 2025 – Nov 2025
NERA - Shipyard, Process & Project Management Development · Lightship Maritime Solutions Nov 2022 – Jun 2024
Business Plan Development Cruise Alliance · Lightship Maritime Solutions Sep 2022 – Feb 2023
and 5 earlier roles
Education Hogeschool Haarlem Scheepsbouwkunde / Maritieme techniek (Naval architecture / Maritime engineering); Nassau Scholen Gemeenschap, Breda VWO · Profile linkedin.com/in/wilma-van-rijn-91b05b77

FORMER STAFF · COO / TECHNICAL · CANDIDATES 13 AND 14 OF 20



Alessandro LAZZERINI

Operations Director at Lusben Refit & Repair · Viareggio, Italy

90

OF 200

COO / TECHNICAL POSSIBLE MATCH FORMERLY BENETTI

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Senior project manager @ Benetti Yachts; Project Management @ Perini Navi (1988-2006)
* Business building 20%		Operations Director @ Lusben Refit & Repair (Oct 2022 – Present)
Leadership maturity 10%		No evidence in the profile.

Reading. Operations director of the group's refit yard since Oct 2022; senior project manager at Benetti and VSY, Perini Navi project management 1988-2006. Delivery-side, no commercial seat.

CAREER

Operations Director · Lusben Refit & Repair Oct 2022 – Present
Senior project manager · Benetti Yachts Apr 2015 – Oct 2023
Senior project manager · Viareggio Superyachts - S.r.l. Jun 2006 – Aug 2013
Project Management · Perini Navi 1988 – 2006
Profile linkedin.com/in/alessandro-lazzerini-982bb520



Alvis Narduzzi

Chief Technical Officer at Alpha Custom Yachts · Venice, Italy

90

OF 200

COO / TECHNICAL POSSIBLE MATCH FORMERLY CRN
FORMERLY FERRETTI GROUP

* Commercial leadership 30%		No evidence in the profile.
* Yacht network 20%		No evidence in the profile.
* Technical and pricing 20%		Project Manager @ CRN YACHTS; Product Line Manager @ Ferretti Group
* Business building 20%		Chief Technical Officer @ Alpha Custom Yachts (Jun 2024 – Present)
Leadership maturity 10%		No evidence in the profile.

Reading. 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.

CAREER

Chief Technical Officer · Alpha Custom Yachts Jun 2024 – Present
Project Manager · CRN YACHTS Jun 2022 – May 2024
Product Line Manager · Ferretti Group Sep 2019 – Jun 2022
Resident Engineer · Ferretti Group Jun 2017 – Jun 2022
Product line manager 26mt DL Yachts · DL Yachts-Dreamline Sep 2015 – Jun 2017
Technical Department · Dreamline Yacht Sep 2012 – Jun 2017
Internship · Willis Apr 2012 – Jul 2012
and 2 earlier roles
Education MIB Trieste School of Management Candidate · EMBA; Università degli studi di Trieste Master of Science (M.S.) · Naval Architecture and Marine Engineering · Profile linkedin.com/in/alvis-narduzzi-759a9849

FORMER STAFF · COO / TECHNICAL · CANDIDATES 15 AND 16 OF 20



Daniele Maccioni

Operation Director at Falcon Yachts · Viareggio, Italy

COO / TECHNICAL POSSIBLE MATCH

FORMERLY THE ITALIAN SEA GROUP · ADMIRAL

90

OF 200

* Commercial leadership 30% No evidence in the profile.

* Yacht network 20% No evidence in the profile.

* Technical and pricing 20% Vice Production Director @ The Italian Sea Group; General Manager Production @ VSY Yachts

* Business building 20% Operation Director @ Falcon Yachts (Jan 2025 – Present)

Leadership maturity 10% No evidence in the profile.

Reading. Operations director since Jan 2025; TISG vice production director to 2021, VSY general manager production, Dynamiq production director; naval architect by diploma. A production man who has moved between small Viareggio yards.

CAREER

Operation Director · Falcon Yachts Jan 2025 – Present

Production Director · Lasermarine SRL Nov 2023 – Dec 2024

Production Manager · Pantareimar Nov 2022 – Nov 2023

Refit Director · WOSA Ltd Sep 2021 – Oct 2022

Vice Production Director · The Italian Sea Group Sep 2019 – Sep 2021

Production Director · Dynamiq Yachts Apr 2019 – Aug 2019

General Manager Production · VSY Yachts Dec 2013 – Mar 2019

and 4 earlier roles

Education Istituto Tecnico Nautico Artiglio Viareggio Naval Architect · Istituto Tecnico Nautico Artiglio Viareggio · **Languages** Inglese · **Profile** linkedin.com/in/daniele-maccioni-0bb58911



Fabio Marcellino

CHIEF OPERATIONS OFFICER at Anvera Yacht · Italy

COO / TECHNICAL POSSIBLE MATCH FORMERLY FERRETTI GROUP

FORMERLY SANLORENZO

90

OF 200

* Commercial leadership 30% No evidence in the profile.

* Yacht network 20% No evidence in the profile.

* Technical and pricing 20% NEW PRODUCT DEVELOPMENT DIRECTOR @ Sanlorenzo Yacht; CHIEF TECHNICAL&OPERATIONS OFFICER @ Nautor's Swan

* Business building 20% CHIEF OPERATIONS OFFICER @ Anvera Yacht (Oct 2025 – Present)

Leadership maturity 10% No evidence in the profile.

Reading. 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.

CAREER

CHIEF OPERATIONS OFFICER · Anvera Yacht Oct 2025 – Present

PROFESSOR · Università degli Studi di Genova Sep 2024 – Sep 2025

CHIEF TECHNICAL&OPERATIONS OFFICER · Nautor's Swan Sep 2022 – Feb 2025

NEW PRODUCT DEVELOPMENT DIRECTOR · Sanlorenzo Yacht Jan 2021 – Sep 2022

HEAD OF PRODUCT DEVELOPMENT · Sanlorenzo Yacht Jul 2018 – Dec 2020

HEAD OF DEVELOPMENT · Bavaria Yachtbau GmbH Sep 2017 – Jul 2018

PRODUCT MANAGER · Bavaria Yachtbau GmbH Jan 2015 – Sep 2017

and 5 earlier roles

Education Alma Mater Studiorum – Università di Bologna MBA · Master Business Administration; Università degli Studi di Napoli Federico II Ingegneria · Ingegneria Navale · **Languages** Inglese · Full professional proficiency, Italiano · Native or bilingual proficiency, Spagnolo · Elementary proficiency, Tedesco · Professional working proficiency, francese · Elementary proficiency · **Profile** linkedin.com/in/fabio-marcellino-5a732421

FORMER STAFF · COO / TECHNICAL · CANDIDATES 17 AND 18 OF 20



Giovanni Luca Morra

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

90

OF 200

COO / TECHNICAL POSSIBLE MATCH FORMERLY CRN

* Commercial leadership	30%		No evidence in the profile.
* Yacht network	20%		No evidence in the profile.
* Technical and pricing	20%		Project Director - New shipbuilding @ Ustica lines; Senior Engineer @ CRN YACHTS
* Business building	20%		Chief Executive Officer (CEO) @ Trapani Shipyard S.r.l. (Mar 2026 – Present); Shipyard Director @ LIBERTY LINES
Leadership maturity	10%		No evidence in the profile.

Reading. 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.

CAREER

Chief Executive Officer (CEO) · Trapani Shipyard S.r.l. Mar 2026 – Present

Shipyard Director - Direttore Cantiere Navale · Liberty Lines S.p.a. Oct 2014 – Mar 2026

Project Director - New shipbuilding · Ustica lines S.p.a. Jun 2014 – Oct 2014

Head of Technical Department - New shipbuilding · Ustica lines S.p.a. Oct 2010 – Jun 2014

Head of Technical Department - New shipbuilding · AIR NAVAL Mar 2010 – Sep 2010

Senior Engineer - Engineering Department · CRN YACHTS Sep 2008 – Feb 2010

Engineer · NavalDesignandConsulting Sep 2006 – Sep 2008

and 1 earlier roles

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 · Professional working proficiency, Italian · Native or bilingual proficiency, Spanish · Elementary proficiency · **Profile** linkedin.com/in/giovanni-luca-morra-33706629



Roderick Gort

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

90

OF 200

COO / TECHNICAL POSSIBLE MATCH FORMERLY OCEANCO

* Commercial leadership	30%		No evidence in the profile.
* Yacht network	20%		No evidence in the profile.
* Technical and pricing	20%		Project Director @ Oceanco (to Nov 2023); Project Manager @ Oceanco
* Business building	20%		Business Unit General Manager Projects Maritime @ Bakker Slidrecht (Jan 2026 – Present)
Leadership maturity	10%		No evidence in the profile.

Reading. 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).

CAREER

Business Unit General Manager Projects Maritime · Bakker Slidrecht Jan 2026 – Present

CEO · Seable&Co Oct 2023 – Jan 2026

Project Director · Oceanco Jul 2017 – Nov 2023

Project Manager · Oceanco Feb 2017 – Jul 2017

Sr. Project & Operations Manager · VEKA Group Jul 2016 – Jan 2017

Project Manager · Damen Shipyards Group Mar 2013 – Jun 2016

Assistant Project Manager · Damen Shipyards Group Feb 2012 – Mar 2013

and 4 earlier roles

Education TIAS School for Business and Society Executive MBA · Business Administration and Management, General; Technische Universiteit Delft Master of Science · Marine Technology · **Profile** linkedin.com/in/roderickgort

FORMER STAFF · COO / TECHNICAL · CANDIDATES 19 AND 20 OF 20



Sietse Van der Woude

COO at Steeler Yachts · Havelte, Netherlands

90

OF 200

COO / TECHNICAL POSSIBLE MATCH FORMERLY VITTERS SHIPYARD

* Commercial leadership	30%	No evidence in the profile.
* Yacht network	20%	No evidence in the profile.
* Technical and pricing	20%	Manager Operations @ Vitters Shipyard (to Feb 2024); Yard Manager @ Scheepswerf De Kaap
* Business building	20%	COO @ Steeler Yachts (Mar 2024 – Present)
Leadership maturity	10%	No evidence in the profile.

Reading. COO of a small aluminium motor-yacht builder since Mar 2024; manager operations at Vitters to Feb 2024, yard manager at De Kaap, Niestern Sander production coordination. Shipbuilding engineer. Operations at the small end.

CAREER

COO · Steeler Yachts Mar 2024 – Present
Lid stuurgroep Daken voor Armenie · Daken voor Armenie Jan 2019 – Present
Lid Raad van Toezicht TrEf onderwijs · WIES Opvang & Onderwijs Aug 2023 – Dec 2025
Manager Operations · Vitters Shipyard B.V. Jan 2013 – Feb 2024
Voorzitter gemeenschappelijke medezeggenschapsraad · WIES Opvang & Onderwijs Aug 2017 – Aug 2021
Yard Manager · Scheepswerf De Kaap B.V. Jan 2009 – Dec 2012
Production Coordinator shiprepair and industry · Royal Niestern Sander Oct 2003 – Oct 2008
and 2 earlier roles
Education Hogeschool Inholland Haarlem Bachelor's Degree · Shipbuilding · Languages English · Professional working proficiency · Profile linkedin.com/in/sietse-van-der-woude-195263b2



Pierluigi Galassetti

Chief Executive Officer at ETATRON · Rome, Italy

100

OF 200

COO / TECHNICAL UNCLEAR FORMERLY FERRETTI GROUP

* Commercial leadership	30%	No evidence in the profile.
* Yacht network	20%	No evidence in the profile.
* Technical and pricing	20%	CTO & COO @ Ferretti Group (to Dec 2014); North Adriatic Operations Manager @ Ferretti Group
* Business building	20%	Chief Executive Officer @ ETATRON (Jun 2026 – Present)
Leadership maturity	10%	No evidence in the profile.

Reading. Chief technical and operating officer of Ferretti Group in the Weichai transition, to Dec 2014; North Adriatic operations manager before. Then energy, car rental and automotive plants; CEO of an industrial company since Jun 2026. Eleven years out of yachting.

CAREER

Chief Executive Officer · ETATRON Jun 2026 – Present
Plant Manager · Trèves Group Mar 2025 – Feb 2026
Co-Founder · Driverso Mar 2017 – Oct 2025
General Manager · PRIMERENT Jan 2015 – Jul 2024
CTO & COO · Ferretti Group Mar 2013 – Dec 2014
CEO at Egeo spa & FTV Business Unit Manager · ErgyCapital S.p.A. Jan 2011 – Feb 2013
North Adriatic Operations Manager · Ferretti Group Mar 2010 – Jan 2011
and 6 earlier roles
Education University of Rome Tor Vergata · Languages English · Profile linkedin.com/in/pierluigi-galassetti-6243b82

BASIS OF PREPARATION

How this deck was made

Where the people come from

The LinkedIn company pages of the 40 builders were matched (37 found; Riva, Custom Line and Cantiere delle Marche have no page of their own) and their rosters pulled, with a search for former senior staff of each builder: 3,097 distinct profiles in all. 1,840 were read one by one; 200 were placed in a candidate pool and scored on the brief's five criteria.

What a level means

Top seat: the person who runs the company or the yard. Senior layer: the people who report to the top seat, by function. Manager: a department or team head. Staff: everyone below. People on a company page who are not staff (crew, contractors, namesakes, dealers) were left out.

Where the facts come from

The builders' own press releases and sites, their filings and annual reports where they publish them, and the trade press (Boat International, SuperYacht24, Pressmare, SuperyachtNews, SWZ Maritime and others), 2023 to 2026. A figure that no source states is marked as not published rather than estimated.

What is not in this deck

Headcount and revenue of private yards that do not publish them; the brand-level figures of the listed groups; reporting lines that LinkedIn does not show. The organisation slides show the seats as the people describe them, which is one step behind the press on the newest changes.