



ITALIAN TRADE AGENCY

Italian Trade Agency
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FOREIGN DIRECT INVESTMENT SPECIALIST – DIRECTOR

The Italian Trade Agency – Houston Office

ITA - Italian Trade Agency is the Governmental agency that supports the business development of our companies abroad and promotes the attraction of foreign investment in Italy.

With a motivated and modern organization and a widespread network of overseas offices, ITA provides information, assistance, consulting, promotion and training to Italian small and medium-sized businesses. Using the most modern multi-channel promotion and communication tools, it acts to assert the excellence of Made in Italy in the world.

The **ITA Houston Office** specializes in the promotion of Made in Italy in the following sectors: Aerospace Industry, Agricultural Machinery and Equipment, Athletic Field Equipment, Construction and Earthmoving Equipment, Fitness Center Equipment, Flat Glass, Glass Working Equipment, Jewelry (Fine and Costume), Jewelry Making Machines, Mining Equipment, Oil and Gas Equipment, Pet products, Playground and Amusement Park Equipment, Professional Drycleaning and Laundry Equipment, Recreational Firearms, Religious and Funerary Articles, Sporting Goods, Textile Machinery, Finishing and Laundering Equipment, Toys and Games, Woodworking Equipment, Work Safety Equipment (including Safety Apparel). More information on the Italian Trade Agency activities in the US is available at www.ice.it

Job Descriptions

Role overview

The role is focused on supporting U.S. direct investment in Italy by promoting Italy's business and regulatory environment and assisting U.S.-owned companies in establishing or expanding operations in Italy.

The position supports investment attraction activities through investor screening, database management, targeted outreach, and institutional coordination. The role operates in close cooperation with ICE Houston and relevant Italian stakeholders, providing specialized support, while core services such as "Foreign Investor Search" and "Advanced Advisory" remain under ICE's direct responsibility.

Key Responsibilities

- Conduct screening of potential U.S. investors and enter qualified company contacts into the CRM/database.
- Create, maintain and update the investor database, including company name and

address, sector, website, contact person, email/phone, company size, origin of contact, and summary of discussions.

- Organize and conduct one-to-one meetings (in person, video calls, or phone calls) with reputable and reliable potential investors.
- Target primarily large industrial groups and business service companies interested in evaluating foreign direct investment opportunities.
- Promote Italy's competitive advantages, regulatory framework, and investment opportunities to U.S.-based companies.
- Identify companies demonstrating concrete and verified interest (engagement) in investment projects in Italy, prepare detailed company profiles, and facilitate operational follow-up with relevant regional authorities.
- Organize proprietary Desk AIE events and/or participate in investment-focused events dedicated to FDI attraction.
- Support ICE Houston in responding to Italian investment proposals addressed to foreign entities.
- Provide specialist support to ICE in investor search and advanced advisory activities.
- Ensure follow-up and after-care activities with potential investors already engaged by the ICE Houston Office, maintaining continuity in investor relations and supporting companies throughout the different stages of the investment lifecycle.
- Coordinate with the ICE Foreign Direct Investment Attraction Office and relevant institutional partners, while providing regular updates and reports on activities, opportunities, and market developments.

Candidate Profile

- Strong background in investment banking, management consulting, investment promotion, or foreign direct investment advisory.
- Preferably experience in both the United States and Italy, in either the private or public sector.
- Proven track record in attracting, engaging, and supporting foreign investors.
- Excellent stakeholder management and communication skills, with the ability to interact at senior corporate levels.
- Strong analytical and profiling capabilities.
- Strong understanding of global FDI dynamics and the U.S. economic and financial framework
- Deep knowledge of the industrial framework of Italy.
- Fluency in English; Italian proficiency is a strong asset.
- Strong organizational and time management skills; ability to prioritize, multitask, and work flexibly.

Requirements

- A Degree in Finance, Economics, Political Science or a related field.
- U.S. citizenship or permanent residency (Green Card holder).



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- Solid background in investment banking, management consulting, investment promotion, or a related field. Experience in strategic and operational activities supporting foreign investment attraction in either the private or public sector is highly desirable.
- Proficiency in English (Italian language skills are a plus).
- Proficient in MS Office (Excel, PowerPoint).

ITA does not sponsor work visa

Candidates lacking even one of the above-mentioned requirements will not be considered.

Work location

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The candidate may be required to travel in the US and internationally, if necessary.

Salary and Compensation

Compensation will be \$90,000.00 yearly gross taxes and any other dues. ITA may also pay in its absolute discretion a one-off bonus of up to \$30,000 subject to the achievement of targets agreed in the contract.

Due to the fiscal status of the Italian Trade Agency in the US, the candidate shall be solely and fully responsible for taxes and all related fiscal requirements requested by US laws, both at federal level and state level.

Health insurance coverage will not be offered.

Duration

The role is for a one-year contract, with the possibility of extending it to an additional term of one year (the 'Extended Term'), subject to approval by the ITA.

Application Process

Interested candidates must:

- 1. Fill out the [online application form](#)
- 2. Submit the following documents, ONLY BY EMAIL, to: f.fusaro@ice.it

Attn. Mr. Filippo Fusaro, Trade Commissioner ITA Houston, specifying in the subject line **“Foreign Direct Investment Specialist – Director”**:

- a) Resume.

- b) Copy of bachelor's or associate degree certificate.
- c) Copy of US passport or Green Card.
- d) Substitutive declaration of possession of requirements (Annex 1 from the web notice), duly filled in and signed.
- e) Privacy notice (Annex 2 from the web notice) dated and signed.
- f) Any other document useful to assess previous experience or qualifications (ex. Writing samples).

The deadline for submitting the applications is set for March 27th, 2026, at 1:00 pm - CST.

No application arriving beyond the deadline can be accepted.

Selection procedure

ITA will acknowledge receipt of all applications, but **only candidates who meet the above-listed mandatory requirements will be invited to move forward in the selection process.**

Candidates admitted to the selection procedure will receive an invitation via email.

The selection will take place in person at the ITA Agency's Office (777 Post Oak Blvd – Ste 320, Houston TX 77056).

The candidates will be selected by a Commission of three members appointed by the Trade Commissioner of ITA Houston among the permanent staff of ITA Houston/Consulate General of Italy or other Italian public institutions present in the Country.

The selection procedure will take place any time from April 1st, 2026 and will involve skill testing, as follow:

- Interview in English and Italian divided into a technical part and an attitudinal part.

The interview will be based on the following topics:

- Investment attraction competencies: proven experience in attracting FDI (Foreign Direct Investment), promoting investment opportunities, or in related roles, with a strong passion for fostering investment prospects.
- Organizational competencies in the context of high-impact investment promotion activities such as seminars, roadshows, and networking events that highlight Italy's investment potential.
- Market Intelligence competencies: knowledge of global economic trends, market dynamics, and best investment practices, providing valuable insights to investors, with a particular focus on the USA industrial ecosystem as well as the broader finance and investment landscape.

Regarding the general criteria for evaluation, the oral examination aims to:

- Verify the candidate's adequate level of knowledge of the topics covered by the exam.
- Assess, through an overall evaluation of the candidate, their ability to communicate clearly and concisely demonstrate logical reasoning, make connections between concepts, provide reasoned summaries, and exhibit maturity, balance, and suitability for carrying out tasks related to the position at the ICE Office in Houston.

There will be a final ranking that will be determined by the average of the scores obtained in the technical and attitudinal assessments.

The final ranking will be published on the ITA website:

<https://www.ice.it/en/markets/usa/houston/job-announcements>

The final ranking of the selection process will be valid for 24 months from the date of its approval, with the possibility of appointing eligible candidates from the list as vacancies arise.

The Committee's evaluations, based on the above-mentioned criteria, will be expressed in a **numerical score out of 100 points**.

Given this, the Committee establishes and ranks the following **weighted evaluation ranges for the two components of the oral examination**:

- **Technical knowledge – max 60/100**
 - Below 30: Severely insufficient
 - 30 to 35.9: Insufficient
 - 36 to 41.9: Sufficient
 - 42 to 47.9: Fair
 - 48 to 53.9: Good
 - 54 to 60: Excellent
- **Attitudinal interview – max 40/100**
 - Below 20: Severely insufficient
 - 20 to 23.9: Insufficient
 - 24 to 27.9: Sufficient
 - 28 to 31.9: Fair
 - 32 to 35.9: Good
 - 36 to 40: Excellent

The Committee resolves to adhere, in accordance with applicable laws and the provisions of the competition notice, to the following **criteria for assessing the oral examination**:

- **Severely Insufficient:** The examination reveals multiple and serious deficiencies or a clearly inadequate knowledge of the subjects covered in the interview, with evident and repeated substantive errors in the candidate's discussion and/or unclear, confused, superficial, and ineffective communication, including an inability to argue in a concise and persuasive manner. The candidate also shows clear difficulty in public speaking, ultimately demonstrating an overall lack of academic and cultural preparation, maturity, and suitability for the position at the ICE Houston FDI Desk.
- **Insufficient:** The examination reveals several and sometimes serious gaps and/or a superficial, limited, and overall inadequate understanding of the subjects covered. This includes various substantial errors during the discussion and a presentation that lacks clarity, coherence, persuasiveness, or effectiveness, particularly in the ability to speak publicly or present critical reasoning. As a whole, the oral exam is deemed insufficient in terms of academic and cultural preparation, maturity, and the candidate's overall aptitude for the position at the ICE Houston FDI Desk.
- **Sufficient:** The examination demonstrates an overall adequate understanding of the subjects covered in the interview, or, while revealing gaps in certain areas, these are compensated by stronger knowledge in others or by an overall capacity for critical thinking. The candidate is therefore considered by the Committee to possess sufficient preparation, maturity, and aptitude to carry out the activities required by the ICE Houston FDI Desk.
- **Fair:** The examination demonstrates a good understanding of the subjects covered, with appropriate depth in the topics discussed and an evident ability for balanced and critical reasoning, as well as effective public speaking. The Committee therefore finds the candidate to have good preparation, maturity, and aptitude.
- **Good:** The examination shows a solid and well-structured knowledge of the subjects covered, with clear and accurate articulation of the topics, supported by appropriate insights and relevant examples. The candidate demonstrates a strong capacity for critical thinking, coherence in argumentation, and an effective and confident communication style, particularly in public speaking. Overall, the performance reflects a well-rounded academic and cultural preparation, as well as maturity and a clear aptitude for carrying out the responsibilities of the position at the ICE Houston FDI Desk.
- **Excellent:** The examination demonstrates an exceptional and comprehensive command of the subjects discussed, with the candidate displaying depth of analysis, original insight, and a high degree of clarity and precision in presenting complex topics. The discourse is logically structured, persuasive, and engaging, with outstanding public speaking skills and the ability to communicate effectively, even under pressure. The candidate shows remarkable critical thinking, cultural and academic preparation, and



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a high level of maturity and professional aptitude, clearly indicating strong potential for the role at the ICE Houston FDI Desk.

The recruitment is subject to a no-objection statement from the Italian Embassy in the USA. After the final selection of candidates, the contract will be awarded and become effective only upon receiving such an official statement, which will take 45 days.

The contract will be countersigned by the Head of Mission.

Important Notice This selection could be suspended and/or canceled at any moment and for any reason or no reason by ITA at its sole discretion, without creating by obligation and/or expectation or reliance on the part of eligible candidates

Please note that as an entity that forms part of the Italian public sector, ITA must apply the principles of loyalty, fairness and transparency in any transaction it may enter into and in any dealing, with its partners, customers and suppliers ("Code of Conduct"). A copy of ITA Code of Conduct is available at www.ice.it, "Chi siamo" - "Amministrazione Trasparente" (Transparent Administration) – "Disposizioni generali" (General provisions) – "Atti generali" (Acts of general application) – "Code of conduct". ITA does not discriminate on the grounds of age, sex, sexual orientation, marital status, disability, color, race, religion or country of origin in the application of its employment policies, including but not limited to recruitment, training and promotion. Provided that every requirement of education, skill, technical qualifications and experience are met, the criterion for selection will be the ability to perform the job under the specified conditions of service. All personnel will be given equal opportunity, based on performance and competencies.

Filippo Fusaro
Italian Trade Commissioner