

**Executive MBA**

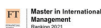
# YEARBOOK

## 2018/20



**Empower Yourself  
Change the World**

**ACCREDITATIONS, AFFILIATIONS AND RANKINGS**



# INDEX

About	3
A message from the Executive MBA Coordinators	4
Advisory Board	5
Participants	6



- An unique program in the portuguese market, with over 18 editions
- The first and only Executive MBA to be featured in the **QS EMBA Rankings 2021 as Top performance in Salary Evolution, Career Outcomes and Executive Profile**
- A wide and rigorous cover of the most updated contents in management
- The “Leadership and Motivation” class includes an exclusive experience at the **Portuguese Marine Leadership School**
- It aims to target each students’ needs through a personalized mentoring and feedback system
- Unconventional and high impact learning methodologies
- Access to a wide network of leaders and specialists
- Seminars and Executive Talks
- Iscte Executive MBA certification
- Curricular unit at HEC Paris



## Message from Executive MBA Directors

A life-changing story, both at professional and personal levels may well start with an Executive MBA. Why? Because an Executive MBA **transforms work habits, generates unique productivity and speed in decision-making, whilst enhancing the understanding of the dynamics of teams and groupwork.**

**José Crespo de Carvalho**  
Full Professor  
President of ISCTE Executive Education



**António Gomes  
Mota**



**Pedro Fontes  
Falcão**

ISCTE Executive Education's Executive MBA provides its participants with the most updated contents and skills in management, in order to face the challenging and complex international context that we are currently living in. This has been widely recognized as one of the courses' strongest points, both in Portugal and abroad.

Our Executive MBA is **destined for professionals who wish to engage in a high impact personal transformation journey, a journey that is both fulfilling and demanding.** A journey that searches to prepare its participants to achieve greater responsibilities in their workplaces and guide them to roles in which soft skills, such as leadership, are needed, such as creating value, leading coworkers and preparing for organizational change.

**The faculty's academic and professional experience, as well as the careful selection of its participants, are two of the points that secure our Executive MBA's value, being its knowledge and overall experience its greatest advantages.**

# Advisory Board



Our **Advisory Board** plays an active role in the **high impact** that our Executive MBA has, being one of the sources that bring **new ideas and identify challenges** and opportunities that **top executives and managers** may face in their routines.

The mix of their diverse experiences and opinions allows to enrich our Executive MBA at all times.



**Ana Isabel Pinho**  
Manager Director



**João Paulo Carvalho**  
Senior Partner



**José Gomes**  
CEO



**José Manuel Gomes**  
Business Development Direct



**Kiko Martins**  
Owner, CEO & Chef



**Ana Isabel Moita**  
Head of Marketing Europe & New Markets



**Ana Rita Bessa**  
CEO



**António Martins da Costa**  
Board Member



**Catarina Horta**  
Head of Human Capital



**Luís Onofre**  
President



**Manuel Carlos**  
Chairman



**Maria Luís Albuquerque**  
Non-executive Administrator



**Marta Mendes Pires**  
Board Member



**César Araújo**  
CEO



**Dulce Mota**  
Board Member



**Elza Pais**  
Deputy of the Assembly of the of the Republic



**Gonçalo Salazar Leite**  
Senior Consultant



**Miguel Maya**  
CEO



**Miguel Salema Garção**  
Chief Marketing & Sales Officer



**Nuno Fernandes Thomaz**  
Partner



**Paulo Amorim**  
President



**Hélder Rosalino**  
Board Member



**Jamila Madeira**  
Deputy to the Assembly of the Republic (Portugal)



**João Dias**  
President



**João Madeira**  
Country Manager



**Ricardo Florêncio**  
CEO



**Rudolf Gruner**  
General Manager



**Rui Leão Martinho**  
Manager and President of the Portuguese Economists Association



**Sérgio Leal**  
Head of Marketing & Communication

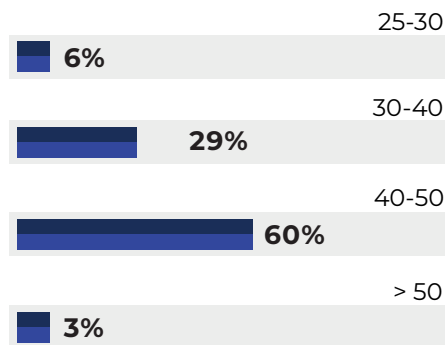
## Participant Profile

The Executive MBA's participant profile is quite different from the one seen in MBA's, mainly due to their age group (around 39 years old) and professional experience years (around 15 years). The Executive MBA was designed to provide executives and professionals with the most updated contents in the management field, allowing them to broaden their network through meeting participants with different work and personal backgrounds and sharing experiences.

### Gender

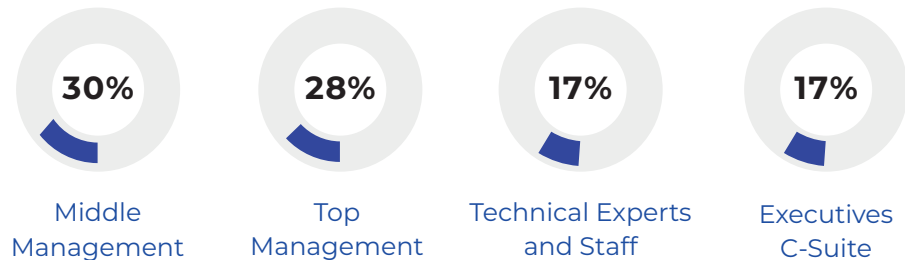


### Age



Our participants' education and professional experience, as well as their individual skills and potential, are what makes Iscte Executive Education's Executive MBA a one-of-a-kind program in the portuguese market.

### Roles



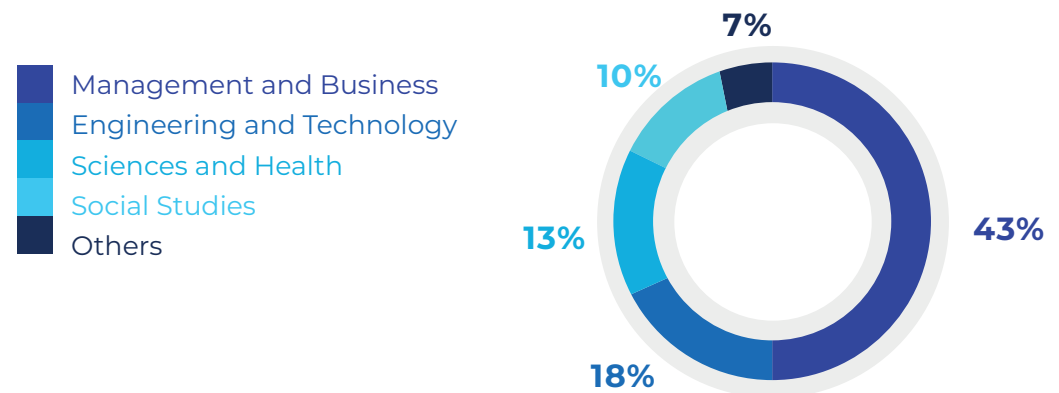
\* no value for 7% of the answers

## Sectores



\* no value for 5% of the answers

## Education



# Professional Profile Executive MBA 2018/20





Performance-driven professional with profound experience in managing business operations across large scale organisations. Demonstrated expertise in account management, sales, business development, marketing, and customer support. Efficient communicator, able to transform strategic ideas into action

# ALBERTO OLIVEIRA

Birthdate: 1979/01/30

+351912448324

alberto.oliveira@arixmed.pt

Portuguese

linkedin.com/in/alberto-oliveira/

## PROFESSIONAL EXPERIENCE

**Since 2019 | Managing Partner | Founder | Arixmed, Distribuição de Produtos Médicos, Lda, Porto Salvo, (Portugal)**

- Responsible for company start up and for the licensing process regarding the regulatory authorities.
- Definition of the company business and strategic plan. Definition of the company budget and P&L management.
- Negotiation of distribution agreements with laboratories and manufacturers.

**2019 - 2020 | Cataract Procedure Manager | Account Manager | Alcon, Lisbon, (Portugal)**

- Manage sales and relationships with assigned customers. Account Strategy definition and execution.

**2018 - 2019 | Regional Supervisor | Linde Saúde, Lda, Lisbon, (Portugal)**

- Management and supervision of staff activities across the assigned region.

**2017 - 2018 | Account Manager | Sales Coordinator | Medicinália Cormédica, Lisbon, (Portugal)**

- Management and supervision of staff activities across the assigned region. Account Strategy definition & execution.

**2014 - 2019 | Managing Partner | Founder | Prime Spot, Lda, Vila Franca de Xira, (Portugal)**

- Sales and marketing planning, business development and general management.

**2009 - 2015 | General Coordinator | ARSLVT, I.P. - Unidade de Cuidados na Comunidade, Sacavém, (Portugal)**

- Overall unit activity planning. Management and supervision of staff activities across the assigned region.

**2001 - 2009 | Nurse | ARSLVT, I.P., Lisbon, (Portugal)**

- General nursing activities. Responsible for the wound care program.

## EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 2017 - 2018 | Post-Graduation Course Sales & Commercial Direction | IPAM
- 2010 | Public Management | Instituto Nacional de Administração, I.P.
- 1998-2001 | Nursing | Escola Superior de Enfermagem da Cruz Vermelha Portuguesa

## LANGUAGES

	A1	A2	B1	B2	C1	C2
Portuguese	★	★	★	★	★	★
English	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY

## ADDITIONAL INFORMATION

- Former basketball player.



Engineer with extensive experience in the agricultural sector, currently in investment analysis, namely with specialization in the EAFRD and EMAFF - support and monitoring of performance indicators, parameterizations and internal audit.

# ANA PAULA HENRIQUES

Birthdate: 1969/12/03

+351964522266

ana\_henriques@sapo.pt

Portuguese

linkedin.com/in/ana-paula-henriques/

## PROFESSIONAL EXPERIENCE

### Since 2011 | Agronomist | IFAP (Instituto de Financiamento da Agricultura e Pescas, IP), Lisbon, (Portugal)

- Analysis of performance's indicators of the EAFRD and EMAFF
- Parameterization of EAFRD's and EMAFF's investment supports
- EAFRD Internal Audit
- EAFRD Accountability

### 2004-2010 | Responsible for Supply Management | Portuguese

#### League Against Cancer, Lisbon, (Portugal)

- Market research for the selection of the best proposals, hiring and monitoring until the end of the contracts
- Preparation, monitoring and treatment of donations from the main fundraising campaign, the "Peditório Nacional"

### 2003 | Agronomist - Monitoring of Vocational Training Plans in the Agricultural Sector | CNA (Confederação Nacional da Agricultura), Lisbon, (Portugal)

- In the pedagogical and accounting areas of 3 CNA associated entities, FADS, FADL and AASNE
- Measure 7 of the AGRO Program, Project no. 3840051

### 1991-1996 | Telecommunications Technician and Administrative Technician of Management Support | Portugal Telecom, Lisbon, (Portugal)

- Management of metrological applications and administrative support, with the status of student-worker

## EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 2008 | Project Management | Católica Lisbon School of Business and Economics
- 2004 | Management Control | ISCTE - University Institute of Lisbon
- 2001 | Agronomic Engineer - Agrarian Economy and Rural Sociology | University of Lisbon - Higher Institute of Agronomy

## LANGUAGES

	A1	A2	B1	B2	C1	C2
English	★	★	★	★	★	★
French	★	★	★	★	★	★
Spanish	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY

## ADDITIONAL INFORMATION

- Mentoring Program - 2015 / 2016, 1 Mentee
- Order of Engineers - Professional Card N.º 40569
- Member of the Portuguese League Against Cancer





Relevant path in the agrifood business sector with different roles and +10years experience in operations management, leading multidisciplinary HPTeams, and managing agricultural assets through innovative technologies with focus on the best ESG practices to scale-up a global climate positive impact.

## ANDRÉ CARDOSO

Birthdate: 1988/06/08

+351 910 954 176

andrefmcardoso8@gmail.com

Portuguese

linkedin.com/in/andrefmcardoso/

### PROFESSIONAL EXPERIENCE

#### Since 2021 | Operations Director | Duck River Agriculture, Lisbon, (Portugal)

- Define, planning and ensure the corporate strategy in the areas of production, procurement and supply chain
- Design annual CAPEX and OPEX budget and overseeing P&L control and forecasting
- Measure performance, defining economic & operational KPI's linked to adequate action plans to improve profitability
- Prospect and analyse new investment projects
- Evaluate a portfolio of R&D improvements and innovations to assist strategic decision-making

#### 2016 - 2020 | Technical & Operations Coordinator | Elaia - Sovena & Atitlan Group JV, Lisbon, (Portugal)

- Coordinate an engineers team that managed +6.000ha of high-value crops and +100 direct employees
- Define, planning and monitoring the implementation of the production plan
- Support factory planning, ensuring liaising between production, logistics and industrial department
- Collaborate with financial department in budgeting and P&L control, analyzing performances & deviations

#### 2011 - 2015 | Technical Manager | Elaia - Sovena & Atitlan Group JV, Lisbon, (Portugal)

- Manage teams and daily operations in several agricultural holdings
- Organize and execute the work and production plan ensuring operational efficiency

#### 2010 - 2011 | Commercial & Sales Representative | Isagri Portugal - Isagri Group, Porto, (Portugal)

- Manage and develop a customers portfolios with commercial actions, ensuring accomplishment of the business goals

### EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 2013-2016 | MSc in Applied Economics and Management: Agribusiness Specialization. | Évora University
- 2007-2010 | Bsc in Agronomy | Évora University



Marine militar with technical skills regarding management, finance, accounting and taxes. Very efficient, with high analytical skills, organization, flexibility and adaptation, as well as leadership and team work competences.

## ANTÓNIO CARDOSO

Birthdate: 1982/04/18

+351965284607

ajncardoso@gmail.com

Portuguese

linkedin.com/in/ajncardoso/

### PROFESSIONAL EXPERIENCE

**Since november 2020 | Head of Financial and Accounting**

**Department | Secretary of IH's Administrative Board | Instituto Hidrográfico, Lisbon, (Portugal)**

- Responsible for organizing, planning, coordinating, executing and financial management controlling at IH
- Responsible for complying with fiscal obligations at IH

**2018-2020 | Head of Administration and Taxation at**

**Accounting and Financial Operations Department | Portuguese Navy, Lisbon, (Portugal)**

- Ensuring budget planning and execution.
- Responsible for complying with fiscal obligations at the Portuguese Navy

**2017-2018 | Head of Salary Processing Departments |**

**Portuguese Navy, Lisbon, (Portugal)**

- Responsible for ensuring that all of the salary processing activities are being kept.

**2014-2016 | Head of Logistics Department at NRP Bartolomeu**

**Dias | Portuguese Navy, Lisbon, (Portugal)**

- Responsible for ensuring the ship's logistic adequacy, leading a plural team of 30 people.

**2011-2014 | Internal SAP FI/CO Consultant | Portuguese Navy,**

**Lisbon, (Portugal)**

- Supporting the usage of the FI/AA and CO's SAP modules at Portuguese Navy.
- Accountancy information analysis and validation of Portuguese Navy.

**2006-2011 | Head of Administrative and Financial Services at**

**Naval Command Section | Portuguese Navy, Lisbon, (Portugal)**

- Planning and controlling the organization's budget activity.

### EDUCATION

■ 2018-2020 | Executive MBA | ISCTE Executive Education

■ 2016-2017 | Post-Graduate in Military Sciences | Instituto Universitário Militar

■ 2012-2013 | Masters in Finance | ISCTE-IUL

■ 2011-2012 | Post-Graduate in Corporate Finance | ISCTE Executive Education

■ 2000-2005 | Degree in Military Marine Sciences – Maritime Administration | Escola Naval

### LANGUAGES

	A1	A2	B1	B2	C1	C2
Portuguese	★	★	★	★	★	★
English	★	★	★	★	★	★
French	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY

### ADDITIONAL INFORMATION

- Daily practice of running.



SEPTEMBER 2010 = START OF THE SILAC PROJECT (PORTUGAL)  
 www.silac.pt ; JANUARY 2011 = 1º BIG CLIENT; FEBRUARY 2012 = 1º  
 EMPLOYEE; OCTOBER 2020 = 13 PEOPLE, PRESENT IN MORE THAN  
 1.500 POINTS OF SALES (PHARMACIES, WELL'S, PINGO DOCE, FNAC,  
 REPSOL, INTERMARCHÉ, AREAS...)

## ANTONIO KERGOAT FERREIRA

Birthdate: 1969/06/13

+351912708423

akergoat\_ferreira@hotmail.com

Portuguese

linkedin.com/in/antónio-kergoat-ferreira-ab1143a

### PROFESSIONAL EXPERIENCE

**Since 2010 | Country Manager - Silac Optics Portugal | Silac Optics, Lisbon, (Portugal)**

- Management of a Team of 13 people and animation of more than 1.500 points of Sale

**2008 - 2010 | Category Manager | Plus Discount Supermarket, Alcochete, (Portugal)**

- Negotiation With National And International Suppliers (Rar "Açucar", Refrige, Unicer, Centralcer, Redbull....)

**2000 - 2004 | National Key Account | Novis Telecom - SONAE, Lisbon, (Portugal)**

- Prospect, Negotiate and Implement Partnerships (Worten Carrefour, Makro, Staples, Ctt, Porto Editora..)

**1995 - 2000 | Buyer | INTERMARCHÉ, Alcanena, (Portugal)**

- Negotiation with National and International Suppliers (Bayer, Colgate, Univer, Procter And Gamble, Reckitt...)

### EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 1990-1992 | Vente Et Gestion Commercial | ESVE - Paris
- 1989 | Baccalaureat | Lycee Français Charles Lepierre - Lisboa

### LANGUAGES

	A1	A2	B1	B2	C1	C2
Portuguese	★	★	★	★	★	★
French	★	★	★	★	★	★
English	★	★	★	★	★	★
Spanish	★	★	★	★	★	★
German	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY



Head of Purchasing and Supply Chain at Grupo CTT for 11 years.  
 Marketing manager of a Business Unit of CTT - Postal Financial Services, for 10 years.  
 Non-executive director of Eurogiro AS, a money transfer company, headquartered in Denmark, for 2 years.

## FERNANDO AFONSO

Birthdate: 1967/12/30

+351967793455

fernando.m.afonso@ctt.pt

Portuguese

linkedin.com/in/fernando-costa-afonso/

### PROFESSIONAL EXPERIENCE

**Since 2009 | Head of Purchasing and Supply Chain | CTT**

**Correios de Portugal, Lisbon, (Portugal)**

- Coordinati a team of 30 people, who manage the logistics chain of Grupo CTT, with an annual purchase volume of 100M€
- Over the past 5 years we have achieved savings annual average higher than 10%.

**1996 - 2008 | Marketing Manager of Business Unit | CTT**

**Correios de Portugal SA, Lisbon, (Portugal)**

- Marketing manager of a Business Unit of CTT, where I coordinated the portfolio of products and services.
- Launched international money transfers (Western Union and Eurogiro), insurance, PPR, Securities Investment Funds.
- Annual turnover of more than one billion euros

**Set 2007 - May 2009 | Non-executive director | Eurogiro A/S,**

**Copenhagen, (Denmark)**

- Non-executive director of Eurogiro AS, a money transfer company present in more than 50 countries.

### EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 1996-1998 | MBA | Católica Lisbon School of Business & Economics
- 1993-1994 | Financial analysis | ISEG - Lisbon School of Economics & Management
- 1986-1991 | Management | ISEG - Lisbon School of Economics & Management

### LANGUAGES

	A1	A2	B1	B2	C1	C2
Portuguese	★	★	★	★	★	★
English	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY



Finding Solutions to increase companies' competitiveness in launching new products.  
 Product Delivery Area Manager | Innovation | Product Development | Agile Team Leader | Product Owner

# FILIFE MARQUES

Birthdate: 1985/05/23

+351935048920

filipe.marques@edp.pt

Portuguese

linkedin.com/in/filipe-ferreiramarques/

## PROFESSIONAL EXPERIENCE

**Since 2019 | Product Delivery Area Manager | EDP Comercial, Lisbon, (Portugal)**

- Team focused in finding solutions to improve the capacity of the company to launch new kind o products.
- Increasing performance in terms of Time to Market of new products

**2014-2018 | Senior Business Development | EDP Comercial, Lisbon, (Portugal)**

- Agile Product Owner - Project Manager - Agile Team Leader

**2012-2013 | Operational Manager - Costumer Contract and Switching of Eletricity, Natural Gas and GPL | EDP Soluções Comerciais, Lisbon, (Portugal)**

- Operational management of a large team with a large volume of operations (more than a million/Year)

**2009-2012 | Costumer service specialist | EDP Soluções Comerciais, Lisbon, (Portugal)**

- Costumer service specialist

**2008-2009 | Marketing and Sales Consultant | Assicomate-Siderfer, Seixal, (Portugal)**

- Marketing and Sales Consultant in a company specialized in Construction products

## EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 2014-2015 | Pos.Grad. Economia e Gestão de Ciência Tecnologia e Inovação | ISEG Instituto Superior de Economia e Gestão
- 2007 | Erasmus Program | Universidad Salamanca
- 2003-2008 | Bachelor's degree in Management | Católica Lisbon School of Business & Economics

## LANGUAGES

	A1	A2	B1	B2	C1	C2
English	★	★	★	★	★	★
Spanish (Castelhano)	★	★	★	★	★	★
Portuguese	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY



Leadership; Drive for change and continuous improvement; Goal-oriented; Integrity; Relationship establishing and self-mastery.

## GONÇALO PALMA

Birthdate: 1978/11/04

+351964860086

goncalo.palma@hotmail.com

Portuguese

linkedin.com/in/goncalo-palma/

### PROFESSIONAL EXPERIENCE

**Since 2006 | Agency Manager | Barclays Bank/Bankinter, Lisbon, (Portugal)**

- Managing and coordinating all of the agencies' activities in order to reach its goals

**2003-2006 | Agency Submanager | Barclays Bank, Lisbon, (Portugal)**

- Raising and counselling clients in order to achieve the defined goals
- Managing the team's and agencies' objectives

**2002-2003 | Sales stand Coordinator | Barclays Bank, Lisbon, (Portugal)**

- Developing commercial actions in the home credit field, client raising. One of the best sellers in home credit

**2001-2002 | Commercial Assistant | Barclays Bank, Lisbon, (Portugal)**

- Developing project monitoring and client raising actions, assuring bank's product sales.
- Best salesperson in the home credit field

### EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 2017-2018 | European Investment prationer EFA | Instituto de Estudos Bursatiles
- 2013-2014 | Inspire Program | Korn Ferry International Leadership & Talent Consulting
- 1997-2001 | Economics | Iscte-IUL Instituto Universitário de Lisboa

### LANGUAGES

	A1	A2	B1	B2	C1	C2
English	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY



About 18 years' experience in supply chain and logistics management roles, both nationally and internationally (London, Angola, Dubai and Chéquia ) in industries such as, FMCG, Automotive, Pharmaceutical and Retail.

## HÉLDER ALVES

Birthdate: 1979/12/20

+351938481215

helder.go.alves@gmail.com

Portuguese

linkedin.com/in/helder Alves/

### PROFESSIONAL EXPERIENCE

**Since 2020 | Chief Operating Officer (COO) | Batist Medical Portugal, Porto, (Portugal)**

- Managed end to end supply chain and Operations in Iberia, procurement, purchasing and also regulatory compliance

**2016-2019 | Supply Chain Manager Europe | Sacoor Brothers, Dubai/lisboa, (UAE/Portugal)**

- Responsible for managing all activities related to the supply chain.

**2016-2015 | Supply Chain Manager | Alliance Healthcare, London, (UK)**

- In charge of the replenishment of all lines and execution of robust processes in line with budget.

**2015-2011 | Logistic Director/Supply Chain Manager | OXBOW, Luanda/Lisboa, (Angola/Portugal)**

- Managed the supply chain operation between international manufacturer and the logistics operations in Angola

**2009-2011 | Transport Director | GPT, Palmela, (Portugal)**

- Responsible by the operational management of company fleet and drivers

**2008-2009 | Logistic engineering and business development | DSV, Palmela, (Portugal)**

- Projects Management and new clients prospect

**2004-2008 | Transport Business Manager | LOGIC, Lisbon, (Portugal)**

- In charge of the operational and commercial management of the clients merchandise distribution

### EDUCATION

- 2020-2018 | Executive MBA | ISCTE Executive Education
- 2012-2009 | Master's in Business Science, Logistics Management | School of Business Administration (IPS)
- 2007-2006 | Post-graduation University in transportation and transport infrastructure | Instituto Superior Técnico (IST)
- 2004-1999 | Degree in Management and Industrial Engineering | ISCTE Business School

### LANGUAGES

	A1	A2	B1	B2	C1	C2
Spanish	★	★	★	★	★	★
English	★	★	★	★	★	★
Portuguese	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY



I consider myself to be an enthusiast professional and highly compromised; my curiosity and eager to learn always motivate me to embrace new challenges. I enjoy achieving goals through my creativity, leadership, analytical abilities and technical education.

## HELENA ALMEIDA

Birthdate: 1972/08/24

+351962442792

helena.almeida@iapmei.pt

Portuguese

linkedin.com/in/helena-almeida/

### PROFESSIONAL EXPERIENCE

#### Since 2022 | Director | IAPMEI - Agência para a Competitividade e Inovação, I.P., Lisbon, (Portugal)

- Responsible for implementing Recovery and Resilience Plan measurements under the IAPMEI management
- Evaluating and hiring public finance operations - innovation, competitiveness, environmental and digital transition
- Managing management systems and controlling the finance programs under the IAPMEI management

#### 2010-2022 | Head of Department | IAPMEI - Agência para a Competitividade e Inovação, I.P., Lisbon, (Portugal)

- Incentive system contract management using European Structural and Investment Funds
- Contract management supported by national funds such as Commerce Monetization Fund

#### 2007-2017 | President of the Audit Commission | CEVALOR - Centro Tecnológico para Aproveitamento e Valorização das Rochas Ornamentais e Industriais, Borba, (Portugal)

- Monitor the centre's activity, assuring that it will follow the established goals

#### 2006-2009 | Team Coordinator | IAPMEI - Agência para a Competitividade e Inovação, I.P, Lisbon, (Portugal)

- Coordinating analysis and following investment projects supported by Structural Funds
- IAPMEI representant in the Selection Comissions and Operational Programs Management Units

#### 2004-2005 | Internal Audit | ICEP/IAPMEI, Lisbon, (Portugal)

- Internal Audit in the ICEP foreign delegations

### EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 2013 | Development Program in Management and Leadership for PME | Católica-Lisbon School of Business & Economics
- 2011 | FORGEP - Program in Public Administration | INA - Instituto Nacional de Administração, IP
- 2004 | Introduction to Finance Controlling | INA - Instituto Nacional de Administração, IP
- 1994-1996 | Bachelor's degree in Audit | ISCAL - Instituto Superior de contabilidade e Administração de Lisboa
- 1990-1993 | Bachelor's degree in Accounting and Administration | ISCAL - Instituto Superior de contabilidade e Administração de Lisboa

### LANGUAGES

English ★ ★ ★ ★ ★ ★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY

### ADDITIONAL INFORMATION

- Married, mother of 2; Gymnast since 4 years old, representing FPG and SCP in international competitions. Volunteer





I started the role as a Manager/General Manager around 3 years ago in the energy field, having reached a growth of 23% per year. We managed to become a reference in the market. I hope to achieve the yearly objectives through my dedication, education and professional experience.

## HUGO MARTINS DA SILVA

Birthdate: 1986/12/20

+351935121736

silva.gaspar@sapo.pt

Portuguese

linkedin.com/in/hugo-silva-emba-projectmanager/

### PROFESSIONAL EXPERIENCE

**Since 2016 | General Management | Purainstalação, Lisbon, (Portugal)**

- Work Contracts development, financial and commercial management

**2014-2016 | Project Manager | Gr4pt, Lisbon, (Portugal)**

- Project and contract management - Galp Energia

**2009-2014 | Commercial Coordinator | Telelusa, Lisbon, (Portugal)**

- Commercial and technical teams coordination - Galp Energia

### EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 2015-2016 | Project Management | ISEG
- 2011-2014 | Corporate Management | Universidade Europeia

### LANGUAGES

	A1	A2	B1	B2	C1	C2
Spanish	★	★	★	★	★	★
English	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY



I have been evolving in my career, managing units with consultants of different competencies, promoting a meeting between the desired solutions and the acquired know-how.

## HUGO ROQUE

Birthdate: 1985/08/05

+351969351663

hugo.silva.roque@gmail.com

Portuguese

linkedin.com/in/hugoroque/

### PROFESSIONAL EXPERIENCE

**Since 2020 | Senior Manager | Everis, Lisbon, (Portugal)**

- Sector: Utilities and Energy

**2016-2020 | Account Manager | Novabase, Lisbon, (Portugal)**

- Business Development - Account management

**2013-2016 | Account Manager | Noesis, Lisbon, (Portugal)**

- Business Development - Account management

**2012-2013 | Account Manager | PrimelT, Lisbon, (Portugal)**

- Business Development - Account management

**2010-2011 | CRM Consultant | Novabase, Lisbon, (Portugal)**

- I was involved in several CRM/SPM projects as Business Analyst and Developer.

### EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 2012 | Post-Graduate in Information Systems Management | NOVA IMS
- 2008 | IT Engineering | Universidade Autónoma de Lisboa

### LANGUAGES

	A1	A2	B1	B2	C1	C2
English	★	★	★	★	★	★
Spanish	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY



I started my career in 2006 at Deloitte in the auditing practice. In 2008 I embraced a new challenge and entered PwC in the consulting practice, namely in the Deals division. I work in companies' valuation, transactions, business plans, financial restructurings in several different industries.

## MARIA JOANA CAETANO FERNANDES

Birthdate: 1983/06/29

+351913590709

mjoana00@gmail.com

Portuguese

linkedin.com/in/mjoanafernandes/

### PROFESSIONAL EXPERIENCE

**Since April 2021 | Invited Professor - MBA | Universidade Autónoma de Lisboa, Lisbon, (Portugal)**

- Self-employed

**2008-2020 | Director - Strategy & Corporate Finance - Restructuring advisory | PwC, Lisbon, (Portugal)**

- Responsible for a team with 40 people, being involved in several cross-sector projects
- Corporate restructuring, loan portfolio transactions
- Valuation, business planning and feasibility studies

**2006-2008 | Analyst - Audit - Manufacturing, Consumer Business, Energy & Resources | Deloitte, Lisbon, (Portugal)**

- Auditing of companies within the Manufacturing, Consumer Business, Energy & Resources group

### EDUCATION

- 2018-2020 | Executive MBA | Iscte Executive Education
- 2015 | Leadership and Management Program | AESE Business School
- 2011 | Strategic Management and Value Creation | Católica Executive Education
- 2001-2006 | Management | Iscte Business School

### LANGUAGES

	A1	A2	B1	B2	C1	C2
English	★	★	★	★	★	★
Portuguese	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY



**Partner of Audit & Assurance at Deloitte.**  
 Responsible for financial audits and assurance engagements regarding Financial Reporting, Internal Control Compliance, IFRS assessment, ESG Reporting, M&A. Also CFO lab trainer, keynote speaker and university professor for Financial Reporting matters.

## NUNO BETTENCOURT

Birthdate: 1979/02/12

+351966422133

nbp@sapo.pt

Portuguese

linkedin.com/in/nunobettencourt/

### PROFESSIONAL EXPERIENCE

Since 2001 | Partner of Audit & Assurance | Deloitte, Lisbon, (Portugal)

- Speak person in universities and technical seminars about financial matters and Corporate Governance matters.
- Facilitator in CEO / CFO / Audit Committee Transition Labs, with sessions in London and in Lisbon.
- Invited professor at the Master-Degree of Corporate Law and Financial Compliance - Lisbon School of Law.
- Invited professor at Catholic University of Portugal of the Master-Degree in Finance.
- Financial specialist, CFO trusted advisor, experience in financial due diligences, public filing in USA.
- Experience in dealing with regulators.
- Business Assurance leader, focused on developing and deploying business assurance offers.

### EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 2018 | Advanced Negotiation Program | University Nova of Lisbon
- 2012 | Professional trainer Certificate | IIEFP
- 2004 | Advanced Fiscal and Accounting | ISCTE Executive Education
- 2001 | Business Administration | ISCAL – Lisbon

### LANGUAGES

	A1	A2	B1	B2	C1	C2
English	★	★	★	★	★	★
Portuguese	★	★	★	★	★	★
Spanish	★	★	★	★	★	★
French	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY



17 years of Retail experience. Started in Operations in 2003 and moved to Portuguese Buying Dept. in 2008. From 2012/15 had a Luxembourg experience in the Buying Dept. On return to Portugal, became Export Manager, accruing with Franchising in 2019. Since Sept 2020 back to Operations - Store Manager.

## NUNO LUCAS

Birthdate: 1976/11/08

+351 966 077 375

lucas\_n@sapo.pt

Portuguese

linkedin.com/in/nuno-lucas-auchan/

### PROFESSIONAL EXPERIENCE

#### Since 2020 | Store Manager | Auchan Retail, Lisbon, (Portugal)

- People and commercial activity management. Responsible for the achievement of store economic objectif.

#### 2019 - 2020 | Franchising Manager | Auchan Retail, Lisbon, (Portugal)

- Strategy definition, people management and coordination of franchising operation in Portugal.

#### 2015 - 2020 | Export Manager | Auchan Retail, Lisbon, (Portugal)

- Management of export operation in Portugal and responsible for achieving the economic objectif.

#### 2013 - 2015 | Purchasing Manager | Auchan Retail, Luxembourg, (Luxembourg)

- Purchasing policy definition and management of negotiation team. Responsible for operating account and P&L.

#### 2012 - 2013 | Senior Buyer | Auchan Retail, Luxembourg, (Luxembourg)

- Suppliers negotiation, assortment definition, pricing and profitability policy and promotional activities.

#### 2008 - 2012 | Product Manager | Auchan Retail, Lisbon, (Portugal)

- Suppliers negotiation, assortment definition, pricing and profitability policy and promotional activities.

#### 2003 - 2008 | Market Manager | Auchan Retail, Setúbal e Viseu, (Portugal)

- Managing commercial department: team, pricing and profitability, promotional activities and suppliers negotiating.

### EDUCATION

- 2018 - 2020 | Executive MBA | ISCTE Executive Education
- 2000 - 2006 | Business Management | Lusíada University

### LANGUAGES

	A1	A2	B1	B2	C1	C2
English	★	★	★	★	★	★
French	★	★	★	★	★	★
Spanish	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY

### ADDITIONAL INFORMATION

- AMI Volunteer
- Hobbies: Diving and Basketball



My Purpose is to always be there to play the match! An expert in negotiation and Sales Teams management achieving Outstanding Performances year by year in the last years regarding Customer performance in Customer Development in one of the biggest companies of FMCG in Portugal and in the world.

## PAULO ABRAÇOS

Birthdate: 1975/08/09

+351936968211

paulo.abracos@unilever.com

Portuguese

linkedin.com/in/paulo-abracos-2a81384b/

### PROFESSIONAL EXPERIENCE

Since 2000 - ongoing | Key Account Manager | Unilever Fima, Lisbon, (Portugal)

- Key Account Manager & Responsible for managing International Customer's & Member of the Safety Travel committee

2000 | IAPMEI (Portuguese Ministry of Economy) - Financial Division Junior Manager | IAPMEI, Lisbon, (Portugal)

- Banking Relationship, Cash Management and Short-term Monitoring Pension Fund IAPMEI beyond other projects

### EDUCATION

- 1995-2000 | Undergraduate Degree in Business Management and Organization | ISCTE
- 2018-20 | Master of Business Administration - MBA | INDEG-ISCTE
- 2011 | Post - Graduate (Leadership Development Program) | CATÓLICA BUSINESS SCHOOL OF BUSINESS AND ECONOMICS

### LANGUAGES

English      A1    A2    B1    B2    C1    C2  
★    ★    ★    ★    ★    ★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY

### ADDITIONAL INFORMATION

- Fluent: English courses, Private lessons at CIAL, Wall Street English (level's 29 to 41 - 2014 to 2016), First Certificate and TOEFL (95).



Experienced Director with a demonstrated history of working in the pharmaceutical industry. Used to working with different environments and various cultures Diversified background

## ROBERTO OLIVEIRA DA FONTE

Birthdate: 1975/06/06

+3517545994

roberto.fonte@generis.pt

Portuguese

linkedin.com/in/roberto-fonte

### PROFESSIONAL EXPERIENCE

**Since December 2017 | Export Director | Generis Farmaceutica, SA, Lisbon, (Portugal)**

- P&L Control of Export Unit. Overachievement of Annual goals each year. Manage team of 4. Coordinate with diff areas

**2014 to 2017 | Export Manager | Generis Farmaceutica, SA, Lisbon, (Portugal)**

- Restart company export business. Sales growth more than 200%. Opening new markets.

**2013 to 2014 | Business Development and Export Manager | Labesfal Genericos SA, Lisbon, (Portugal)**

- Redefining portfolio. Renegotiate manufacturing contracts. Explore new business opportunities to foreign markets.

**2012 to 2013 | Retail Business Support Manager | Fresenius Kabi, Lisbon, (Portugal)**

- Coordination and Supervision of Commercial Unit. Direct report of 6 of total team of 18. Prepare Spin-off

**2009 to 2012 | Business Development Manager | Fresenius Kabi, Lisbon, (Portugal)**

- Budget management for new portfolio investments. Responsible for BI and implemented new software for sales team.

**2006 to 2009 | Sales Rep - Retail and Hospital | Laboratorio J Neves, Lisbon, (Portugal)**

- Launch of new generics and new hospital team: Lisbon and Azores. Target achievement most frequently

**2005 - 2006 | Key account | Ancestra, Porto, (Portugal)**

- Negotiate with public and private universities students associations to implement new TV Private Channel

**2001 - 2005 | Commercial Manager | Antonio Fonte Lda, Porto, (Portugal)**

- Family company trading raw materials: newspapers and packaging. Relationships from Directors to Machine Operators

### EDUCATION

- 2018 – 2020 | Executive MBA | ISCTE Executive Education
- 2005 – 2006 | Pharmaceutical Marketing | IPAM - Lisbon
- 1992-1998 | Pharmaceutical Sciences | FFUP - Oporto University

### LANGUAGES

	A1	A2	B1	B2	C1	C2
English	★	★	★	★	★	★
Spanish	★	★	★	★	★	★
Italian	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY

### ADDITIONAL INFORMATION

- Proud father of 2.
- Always want to travel to big cities and nice beaches.
- Life without music with be very difficult.



With 20 years of experience in the Pharmaceutical Sector to Sales & Marketing, and business development in the leading Generics Company in Portugal. Rui has an MBA from ISCTE Business School and an MSc in Management from Catholic Business School. Has concluded a Pharmaceutical Sciences degree.

## RUI SEBASTIÃO

Birthdate: 1974/09/23

+351919619958

ruisebastiao@hotmail.com

Portuguese

linkedin.com/in/ruisebastiao/

### PROFESSIONAL EXPERIENCE

**Since 2021 | Chief Operational Officer | HDC - Health Data Consulting, Lisbon, (Portugal)**

- Co-Owner

**2016-2021 | Consulting Unit Director | HMR – Health Market Research, Lisbon, (Portugal)**

- Consulting projects leveraging business, identifying strategic alternatives and approaches ensuring findings.
- Create engagement and developing credible relationships with senior level managers and executives.
- Providing and developing broader and deeper knowledge of consulting methodologies and health market insides.
- Team managing responsible for diverse consulting projects in the Healthcare & Pharma industries.

**2005-2015 | Marketing Manager | Generis, Lisbon, (Portugal)**

- Responsible for Marketing (Ethical, Hospital and OTC) and Communication department
- Strategies definition (incl. pricing strategy and commercial), planning and execution
- Support hospital tenders in terms of price sensitivity/elasticity and bundle propositions
- Accountable for meeting revenues targets and ensuring regular forecast updates to aid financial planning
- Support supply and purchase department and sales force training
- Collaborate with customers, managing partnerships with KOLs and scientific societies
- Generis legal representative for industrial property

### EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 2002-2003 | Advanced Management Postgraduate course for Pharmaceuticals | Portuguese Catholic University
- 1995-2001 | Pharmaceutical Sciences Degree | Pharmaceutical School of Lisbon University

### LANGUAGES

	A1	A2	B1	B2	C1	C2
English	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY





I have solid experience in Management positions, most as Finance Director / Finance & HR & IT Manager with strong skills in Startups, Reorganization e Restructuring, HR, IT, Team Management, Projects Management, and Operations Management, always in highly competitive markets.

## RUI VICENTE MARTINS

Birthdate: 1972/04/06

+351939438530

rui.vicentemartins@outlook.pt

Portuguese

linkedin.com/in/ruivicentemartins

### PROFESSIONAL EXPERIENCE

Since 2021 | Board Member - Treasurer - Finance & IT Systems Management | AIM | Associação Interim Management Portugal, Lisbon, (Portugal)

- Organizational concerns, Budgeting, Accounting, Treasury, IT Systems

2020-2021 | Finance Director | Tgt Portugal Lda, Lisbon, (Portugal)

- Set Up of Company

2019 | Finance Director | Osande SGPS, Lisbon, (Portugal)

- Highlights: • Constitution of 4 New companies • Results: • Savings 182K€ in Negotiations

2015-2018 | Finance & HR Manager, Deputy GM | CTDI Portugal Lda, Lisbon, (Portugal)

- Reporting to GM and CFO INTL. Highlights: • Leader of 6 people • Control and optimization of HR, IT and Operations

2014-2014 | Finance Manager | McCormick Portugal Lda, Lisbon, (Portugal)

- Reporting to Iberian GM & FD Highlights: • Control and optimization of HR & IT • Results: • Budget Process Implement

2008-2011 | Finance & HR & IT Manager | Indo Portugal Lda, Lisbon, (Portugal)

- Reporting to GM & HQ FD Highlights: • Leader of 5 people • Control and optimization of HR & IT • Results: • DSO Hug

2001-2004 | Controller | Smith&Nephew, Lisbon, (Portugal)

- Highlight: Creation of Position

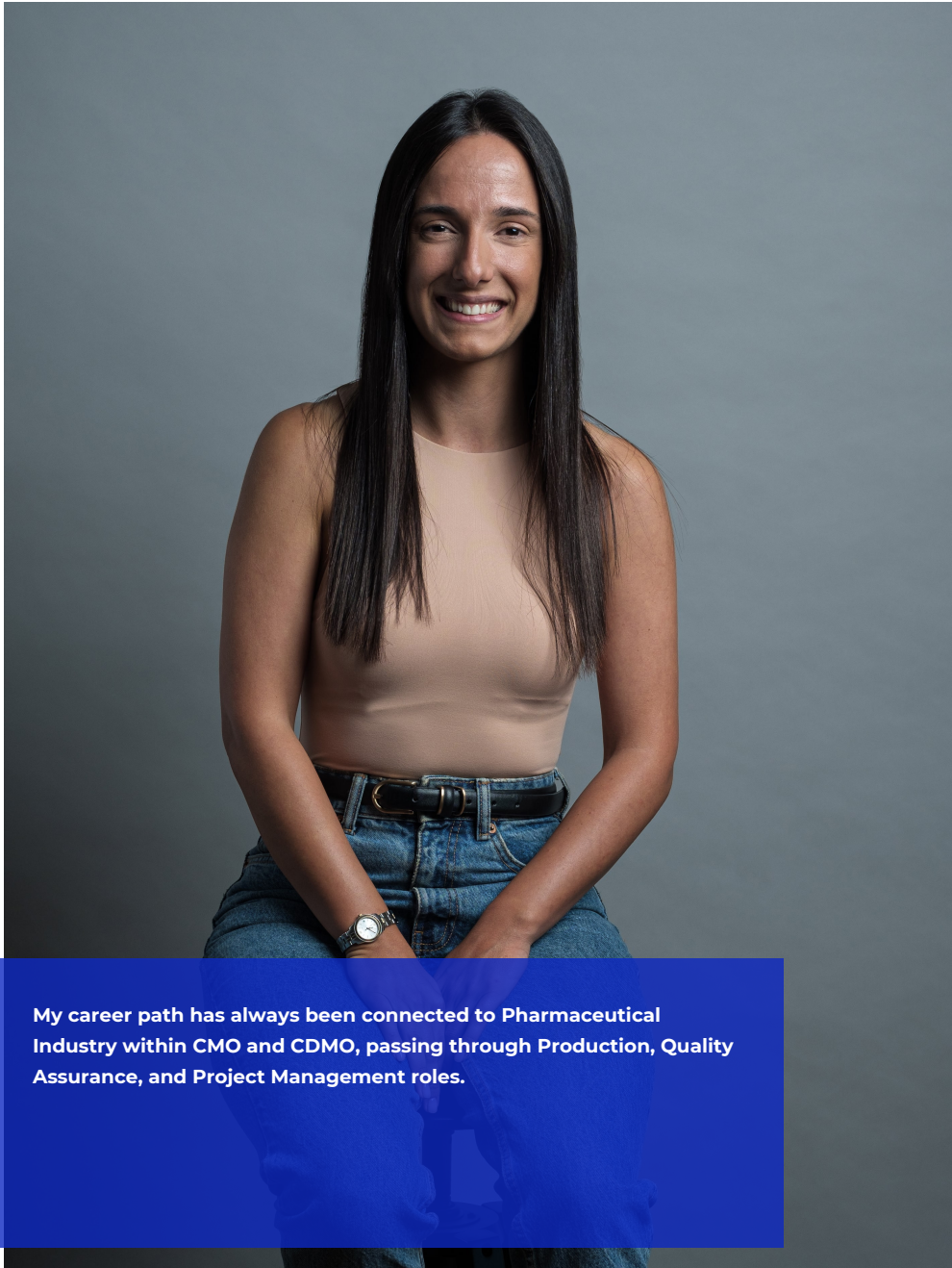
### EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 1999-2000 | Executive Master in Management Control and Performance | ISCTE Executive Education
- 1990-1994 | Degree in Management | INP

### LANGUAGES

	A1	A2	B1	B2	C1	C2
Portuguese	★	★	★	★	★	★
English	★	★	★	★	★	★
French	★	★	★	★	★	★
Spanish	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY



My career path has always been connected to Pharmaceutical Industry within CMO and CDMO, passing through Production, Quality Assurance, and Project Management roles.

## SARA BOTTO DA SILVA

Birthdate: 1989/01/14

+351916635849

saragoncalvesbotto@gmail.com

Portuguese

linkedin.com/in/saragoncalvesbotto/

### PROFESSIONAL EXPERIENCE

#### Since 2019 | Project Manager | Hovione, Lisbon, (Portugal)

- Management of the technical team within the projects' scope
- Customer communication/management
- Project timelines and risk management
- Project cost management
- Top management escalation and status report

#### 2015 - 2019 | Product Development & Technical Support

##### Supervisor (Quality Assurance department) | Recipharm, Lisbon, (Portugal)

- Investigation of deviations and Change Control coordination
- Process Validation Protocols/ Reports and Criticality Analysis (CPP, CMA, CQA) issuance
- GAP analysis with regards to regulatory documentation submitted and final compliance assessment
- Technical support during Health Authorities Inspections (INFARMED; FDA; Russian Federation; ANVISA; etc.)
- Audits to the external suppliers' quality system within the supplier qualification program
- Management support of the Continued Process Verification (CPV) and Holding time validation programs

#### 2014 | Production Supervisor (Solids final drug formulation Department) | Recipharm, Lisbon, (Portugal)

- Lead of team operations at Solids Production department
- Scope: dispensing, granulation, blending, tableting, coating, capsules and sachets filling

### EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 2008 - 2013 | Master (MSc) in Pharmaceutical Sciences | Faculdade de Farmácia - Universidade de Lisboa

### LANGUAGES

	A1	A2	B1	B2	C1	C2
Portuguese	★	★	★	★	★	★
English	★	★	★	★	★	★
Spanish	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY

### ADDITIONAL INFORMATION

- 2012 | First Certificate in English (FCE) | Cambridge School



Highly interactive with co-workers, high team spirit, easily adjusted to new work contexts. Both my academic and professional paths have provided me with the necessary tools to communicate and take action in the best way.

## SÉRGIO AFONSO

Birthdate: 1977/06/10

+351966154396

sergio-afonso@sapo.pt

Portuguese

linkedin.com/in/sergioafonso77

### PROFESSIONAL EXPERIENCE

**Since 2020 | External Channels Manager | CTT, Lisboa, (Portugal)**

- Monitor, stimulate and control the commercial activities at stamp's selling points.
- Responsible for raising new partners, plan and carry out stamp's selling points' development actions.
- Innovate products and campaigns, carry out visit and CTT product-selling plans.
- Manage stamp selling points in order to achieve the defined goals.
- Identify and monitor business threats and competitor's strategies.

**2019 | Salesperson | CTT, Lisboa, (PORTUGAL)**

- Planning and budgeting; Responsible for producing and managing reports, accounts and invoices.
- Optimize and support CTT stores

**2016 | Salesperson | CTT, Benedita, (Portugal)**

- Customer service, legal reporting, budget control and mail expedition, promoting products

**2013 | CTT Store Manager | CTT, Rio Maior, (PORTUGAL)**

- Responsible for managing the store, having reached 1st place at a national level regarding management commitment

**1998 | Mail distribution Technician | CTT, Alcobaça, (Portugal)**

- Delivering mail and packages

### EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 2010 | Master's Degree in Corporate Finance | ESTG-IPL LEIRIA
- 2006 | Bachelor's Degree in Accounting and Administration | ISDOM

### LANGUAGES

	A1	A2	B1	B2	C1	C2
English	★	★	★	★	★	★
Spanish	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY



Professional with a Mechanical Engineering degree and an MBA with 16+ years experience in procurement activities and roles in diverse environments and industries such as automotive, aviation, healthcare, and rigid plastic packaging. Objective oriented. Team player and driver.

## SÉRGIO MATEUS

Birthdate: 1979/03/11

+351918386018

smateus79@gmail.com

Portuguese

linkedin.com/in/sfpmateus/

### PROFESSIONAL EXPERIENCE

**Since 2018 | Procurement Manager | TAP Air Portugal, Lisbon, (Portugal)**

- Responsible for purchasing in engine division. Manager of a team of 5 buyers.

**2014-2018 | Corporate Category Manager | Logoplaste, Cascais, (Portugal)**

- Manager MRO and Equipment acquisition in excess of 60 plants.

**2010-2014 | Country Procurement Manager | Exide Technologies, Vila Franca de Xira, (Portugal)**

- Responsible for procurement actives in two Portuguese plants

**2007-2010 | Purchasing Manager | Somos Compras, ACE, Lisbon, (Portugal)**

- Responsible for tender, negotiation and contract follow-up for medical devices such as Pacemakers and ICD's.

**2003-2007 | Technical Buyer | João de Deus e Filhos S.A., Carregado, (Portugal)**

- Responsible for technical purchasing (MRO, mechanical and hydraulic presses and other equipment)

### EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 2005 | Mechanical Engineering | ISEL

### LANGUAGES

	A1	A2	B1	B2	C1	C2
English	★	★	★	★	★	★
Spanish	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY



With a solid work experience, I'm committed to excellence, adding value to the projects I have developed or participated, within the organizations I have been in. Managing teams since 2004, my mission is to engage, motivate and develop, implementing a culture of welfare.

# SÓNIA CRISTO

Birthdate: 1979/07/23

+ 351 968574320

sscristo@gmail.com

Portuguese

linkedin.com/in/soniacristo/

## PROFESSIONAL EXPERIENCE

### Since Nov.2022 | Engineering Manager | Inflammatrix Portugal, Lisbon, (Portugal)

- Head of the prototyping laboratory, leading a team in new product development with scale-up orientation.
- Manufacturing and development-oriented, planning and motivating team members to achieve individual and team goals.

### May 2022 to Nov 2022 | Senior Design Transfer Engineer | Inflammatrix Portugal, Lisbon, (Portugal)

- Worked in Sunnyvale (Silicone Valley, California) on SOPs for production and pFMEA
- Worked closely with R&D teams to create documentation and planning scale-up for production, following GMP.
- Worked on process FMEA and process validation for entirely focused on development directed to manufacturing.

### May 2018 to May 2022 | Process Manager | Equipment and Process Validation Manager | CODAN Portugal - Instrumentos Médicos S.A, Odivelas, (Portugal)

- Worked in the headquarters (Lensahn, Northern Germany), in the validation methodology for assembly and packaging.
- Guided a team of specialized technicians in production processes and time management.

### Apr 2015 to Mar 2018 | Production Manager | CODAN Portugal - Instrumentos Médicos S.A, Odivelas, (Portugal)

- Decision-making. Analyzed, prioritized and solved production challenges to deliver the products to the customer.

### Feb 2011 to Apr 2015 | Industrialization and Process Manager | CODAN Portugal - Instrumentos Médicos S.A, Odivelas, (Portugal)

- Being a bridge between corporate departments. New processes and products and continuous improvement.

### Jan 2006 to Feb 2011 | Production Engineer | TE Connectivity, Évora, (Portugal)

- Responsible for production lines maintenance and continuous improvement, using LEAN tools and techniques.

## EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 2019 | Specialization in Failure Mode and Effect Analysis (FMEA) | ATEC - Academia de Formação
- 2019 | Internal Audits and Medical devices Quality Management Systems | eIC Formação, Lda
- 2018 | ISO 13485:2016 - Medical devices | APCER
- 2013 | Productive Process - Production Line Organization and Optimization | Centro DUAL - Câmara de Comércio Luso-Alemã
- 2006 | Six Sigma Operational Excellence | TE Connectivity
- 2004 | Mechatronic Engineering | University of Évora

## LANGUAGES

	A1	A2	B1	B2	C1	C2
English	★	★	★	★	★	★
Spanish	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY

## ADDITIONAL INFORMATION

- Decision Making | Problem-solving | Critical Thinking | Management | Planning & Organizing | Analytical | Flexibility | Communication



MBA, Pharmacist specialist in Pharmaceutical Industry (QP) with expertise in Manufacturing, Quality Assurance, Supply Chain and GMP&GDP Quality Systems

## SÓNIA REI

Birthdate: 1978/07/18

+351 964636929

soniamsaltarei@gmail.com

Portuguese

linkedin.com/in/soniamsaltarei/

### PROFESSIONAL EXPERIENCE

#### Since 2019 | Qualified Person & Quality Systems Senior

##### Manager | Hikma Pharmaceuticals, Sintra, (Portugal)

- Responsible for 500/year batch certification, developing my competences on the EU GMP requirements.
- Team Management of 18 people in total (7 direct reports), consolidating my skills as a team leader.
- Responsible for the 10 QMS processes, developing my strategic thinking and complex issues solving skills.

#### 2010-2018 | Qualified Person | Roche, Lisboa, (Portugal)

- Responsible for the batch certification in Roche, developing my cross functional team working skills.
- Team Management of 6 people in total, developing me as an inspiring leader.
- Process improvement of 30 processes, developing my pragmatic way to solve complex problems.

#### 2007-2010 | Technical Director | DHL, Amadora, (Portugal)

- Responsible for the GDP Healthcare & Life Sciences, developing my networking with Key Opinion Leaders.
- Team Management of 2 people.

#### 2002-2007 | Production Pharmacist | Laboratórios Atral,

##### Carregado, (Portugal)

- Responsible for the production department, developing my GMP competences.
- Team Management of 80 operators in total (6 direct reports).

### EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 2008 | Qualified Person Certification | Portuguese Board of Pharmacists
- 2006-2007 | Post graduated Pharmaceutical Technology | Faculty of Pharmacy of the University of Lisbon
- 1996-2002 | Master's degree Pharmaceutical Sciences | Faculty of Pharmacy of the University of Lisbon

### LANGUAGES

	A1	A2	B1	B2	C1	C2
English	★	★	★	★	★	★
French	★	★	★	★	★	★
Spanish	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY

### ADDITIONAL INFORMATION

- Ambassador for causes, contributing to promote the mission and help organizations to reach out their goals.
- Marathonist (Finisher Lisbon & Sevilla)



Currently, I am Senior Brand Manager at the Portuguese affiliate, responsible for Product launches in Portugal. I have developed several initiatives and strategies, focused on MCE integration. Besides the current Marketing role, I worked in Medical, Compliance, and Sales Supervision.

## TIAGO LUZ

Birthdate: 1977/10/15

+351962036625

tiagomluz@gmail.com

Portuguese

linkedin.com/in/tiago-luz-9959104/

### PROFESSIONAL EXPERIENCE

**Since 2016 | Senior Brand Manager - Diabetes | Lilly Portugal, Lisboa, (Portugal)**

- Product Launch; Marketing brand plan development, execution and adjustment
- Sales data analyze, plan and strategy adaptation
- Monitor market trends, customer behaviors and competitors' activities
- Development & implementation of patient support and HCP educational programs

**2014 - 2016 | District Sales Manager | Lilly Portugal, Lisboa, (Portugal)**

- Responsible for motivating, advising and improve performance; Hiring, training and coach
- Achieve objectives through effective planning, setting sales goals; Cross functionally with other departments

**2013 - 2014 | Cardiovascular & Osteoporosis Sales and Brand Manager | Lilly Portugal, Lisboa, (Portugal)**

**2012 - 2013 | Brand Manager - Diabetes | Lilly Portugal, Lisboa, (Portugal)**

**2009 - 2012 | Ethics & Compliance Officer | Lilly Portugal, Lisboa, (Portugal)**

**2008 - 2009 | Lead Clinical Research Associate | Lilly Portugal, Lisboa, (Portugal)**

### EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 2005 | Advance program in Medical Marketing Management | ISCTE Executive Education
- 2002 | Biotechnology Engineering | Universidade Lusófona de Humanidades e Tecnologias – Lisboa

### LANGUAGES

	A1	A2	B1	B2	C1	C2
English	★	★	★	★	★	★
Spanish	★	★	★	★	★	★

A1 - BEGINNER | A2 - ELEMENTARY | B1 - INTERMEDIATE | B2 - UPPER INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY

# Programs Iscte Executive Education



- Executive MBA
- MBA in Sustainable Management
- Master in Digital Technologies for Business
- Master (Msc) in Applied Management
- Executive Master Post-Graduate
- Advanced | Post-Graduate Programs
- Boost Programs
- Partnership Programs
- Online Programs
- Corporate Solutions



Get to Know  
more about our  
Executive MBA

➤ (+351) 217 826 100

➤ Edifício INDEG-ISCTE  
Avenida Professor Aníbal Bettencourt  
1600-189 Lisboa

**iscte** – Executive Education

Follow us  
#iscteexecutiveeducation  
#RealLifeLearning

Siga-nos nas redes

