

Executive MBA

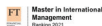
YEARBOOK

2019/21



**Empower Yourself
Change the World**

ACCREDITATIONS, AFFILIATIONS AND RANKINGS



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Rankings and Accreditation



- 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

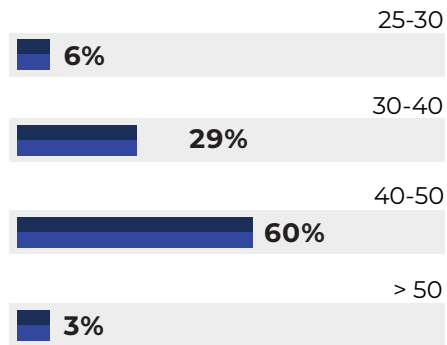
Participant Profile

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

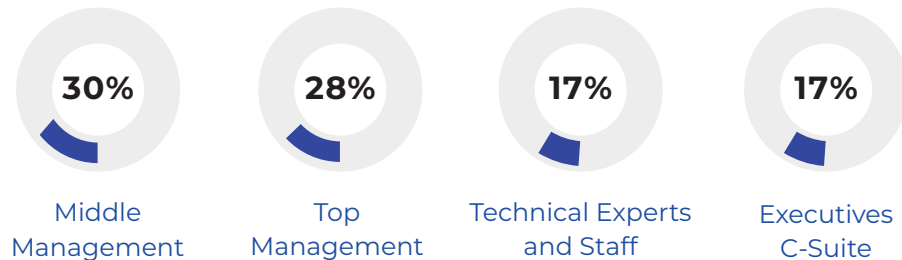


Age



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



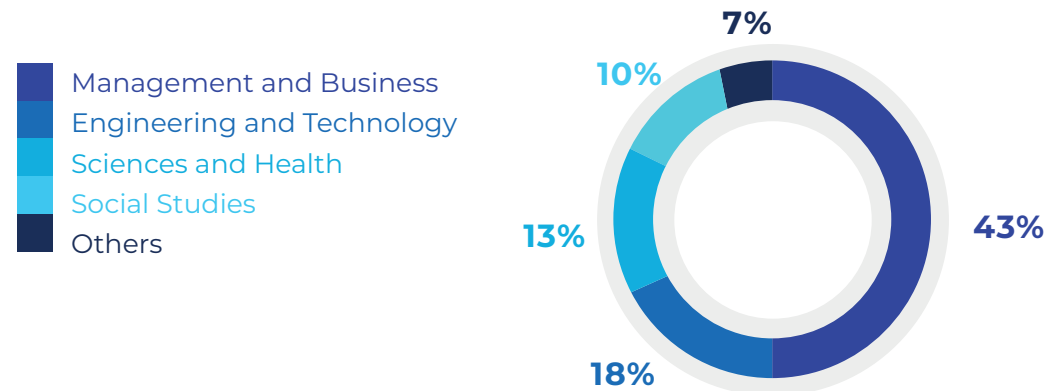
* no value for 7% of the answers

Sectores



* no value for 5% of the answers

Education



Professional Profile Executive MBA 2019/21





It was at IST (Industrial Engineering and Management degree) that I discovered what motivates me: look at processes! Effectiveness and Efficiency...and now, Compliance! In Banking since 2007, I am passionate about life and challenges (like being a mother of twins)

ANA CARVALHO DIAS

Birthdate: 1984/04/14

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2022 | Head of Compliance Process Monitoring and Controls | Millennium bcp, Lisbon, (Portugal)

- Ensure the effectiveness and efficiency of compliance processes, implement dashboards, controls and tools

2021-2022 | Head of Compliance Risk & Normative Control | Millennium bcp, Lisbon, (Portugal)

- Assess the compliance risk, ensure the updating of the Bank's documents and regulations

2018-2021 | Head of Treasury and Processes - Corporate & SMEs | Millennium bcp, Lisbon, (Portugal)

- Develop and manage treasury products, review commercial network processes

2016-2018 | Head of Strategy Office | Millennium bim, Maputo, (Mozambique)

- Review the Bank's strategy and implement new processes and controls

2013-2016 | Head of Lean Academy | Millennium bcp, Lisbon, (Portugal)

- Create the Kaizen program, train Employees and implement the Lean methodology at the Bank

2009-2013 | Project Manager - Business Consultant | Millennium bcp, Lisbon, (Portugal)

- Develop operational transformation projects and implement initiatives

2007-2009 | People Grow | Millennium bcp, Lisbon, (Portugal)

- People Grow is a Fast-track programme for high potential graduates, based on rotations in core areas of the Bank

EDUCATION

- 2019-2021 | Master of Business Administration - Executive MBA | INDEG - ISCTE Executive Education
- 2010-2011 | General Management (CGG) | Nova SBE - Executive Education
- 2007 | Process Systems Engineering | Imperial College London
- 2002-2007 | MSc, Industrial Engineering and Management | Instituto Superior Técnico

LANGUAGES

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

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



12+ years of extensive experience in business advisory and consultancy practices focused on client fronting, team leading and project management for both the private and public sectors. Having worked in large transformation and strategic projects

ANA D'OREY

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PROFESSIONAL EXPERIENCE

Since 2022 | Manager, Advisory | KPMG Portugal, Lisbon, (Portugal)

- Specialized in strategic advisory and project management

2018-2022 | Senior Advisor, Management Consulting | PwC Portugal, Lisbon, (Portugal)

- Organizational restructuring, corporate governance and strategy models and performance optimization

2016-2018 | Senior Advisor, Public sector | PwC Luxemburg, Luxemburg, (Luxemburg)

- Worked on a EC international trade programme aimed at supporting internationalization of EU SMEs and startups

2015-2016 | Marketing and Business Developer Manager | TheMarketsTrust, Luxemburg, (Luxemburg)

- Responsible for the Strategy, Planning and Execution of all the Marketing & Communication activities.

2010-2015 | Business Solution Consultant | Novabase, Lisbon, (Portugal)

- Participated in long term international projects in Nairobi-Kenya and in Istanbul - Turkey.

2010 | Marketing Manager | Critical Links, New York, (USA)

- 9-month international internship under INOV Contacto, a program sponsored by the Portuguese Trade Commission.

2008 - 2009 | PR and Marketing Manager | JM Design & Edições, Lisbon, (Portugal)

- Developed and implemented marketing and communication strategies, organized corporate events, and managed relations

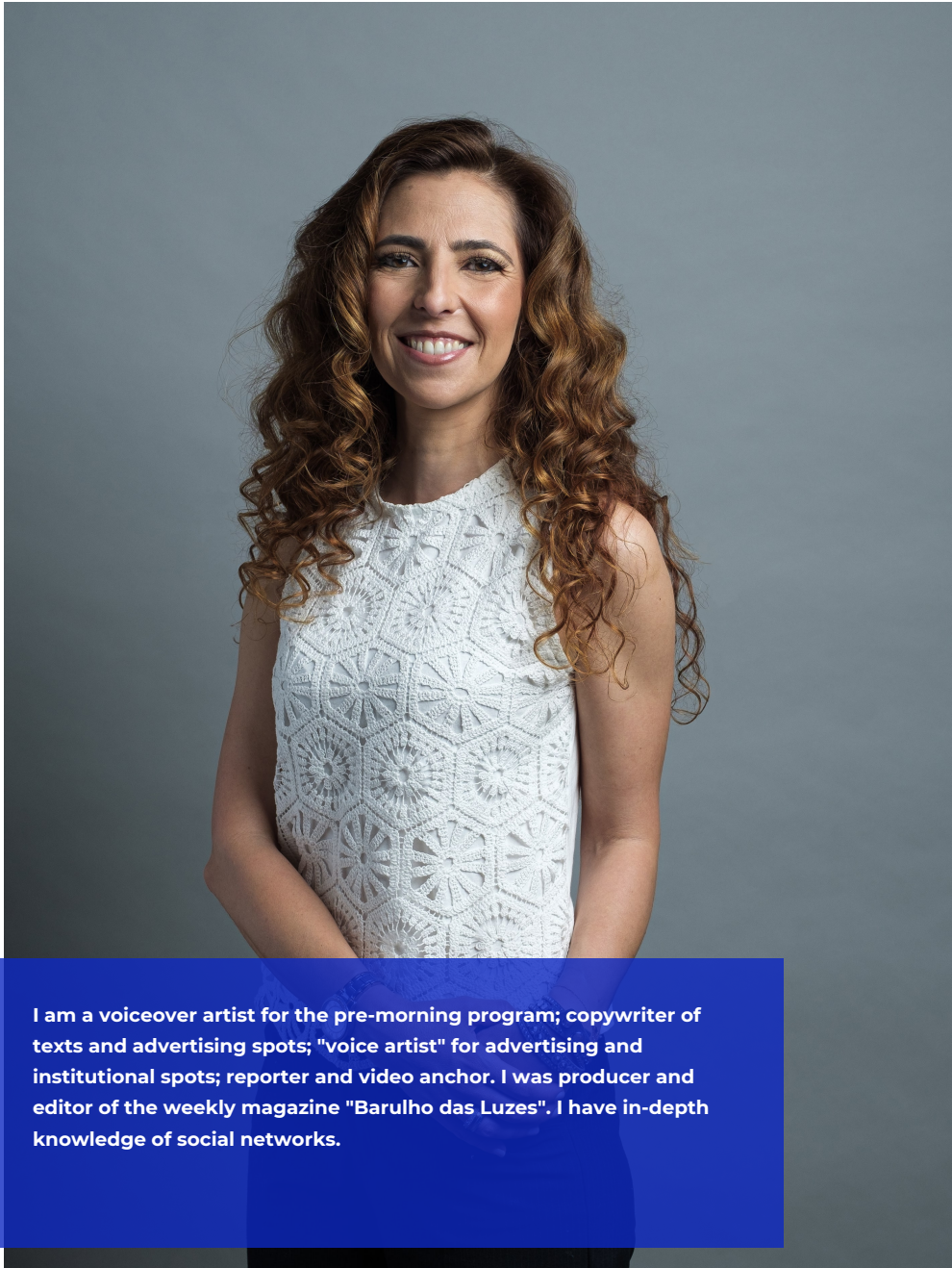
EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2005-2008 | Business Communication | ISCEM

LANGUAGES

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

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



I am a voiceover artist for the pre-morning program; copywriter of texts and advertising spots; "voice artist" for advertising and institutional spots; reporter and video anchor. I was producer and editor of the weekly magazine "Barulho das Luzes". I have in-depth knowledge of social networks.

ANA DO CARMO

Birthdate: 1977/10/26

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PROFESSIONAL EXPERIENCE

Since 2003 | **Radio announcer and producer** | **Media Capital Rádios (Rádio Comercial), Lisbon, (Portugal)**

- Daily radio broadcasting and production of the respective contents.

2002 | **Content producer for the TV contest The Weakest Link | D&D, Lisbon, (Portugal)**

- Content production and selection and monitoring of competitors

2001 | **Trainee Journalist | Jornal O Independente, Lisbon, (Portugal)**

- Production of journalistic pieces (interviews, reportage, research), in the Society section

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 1996-2001 | Social Communication | Portuguese Catholic University

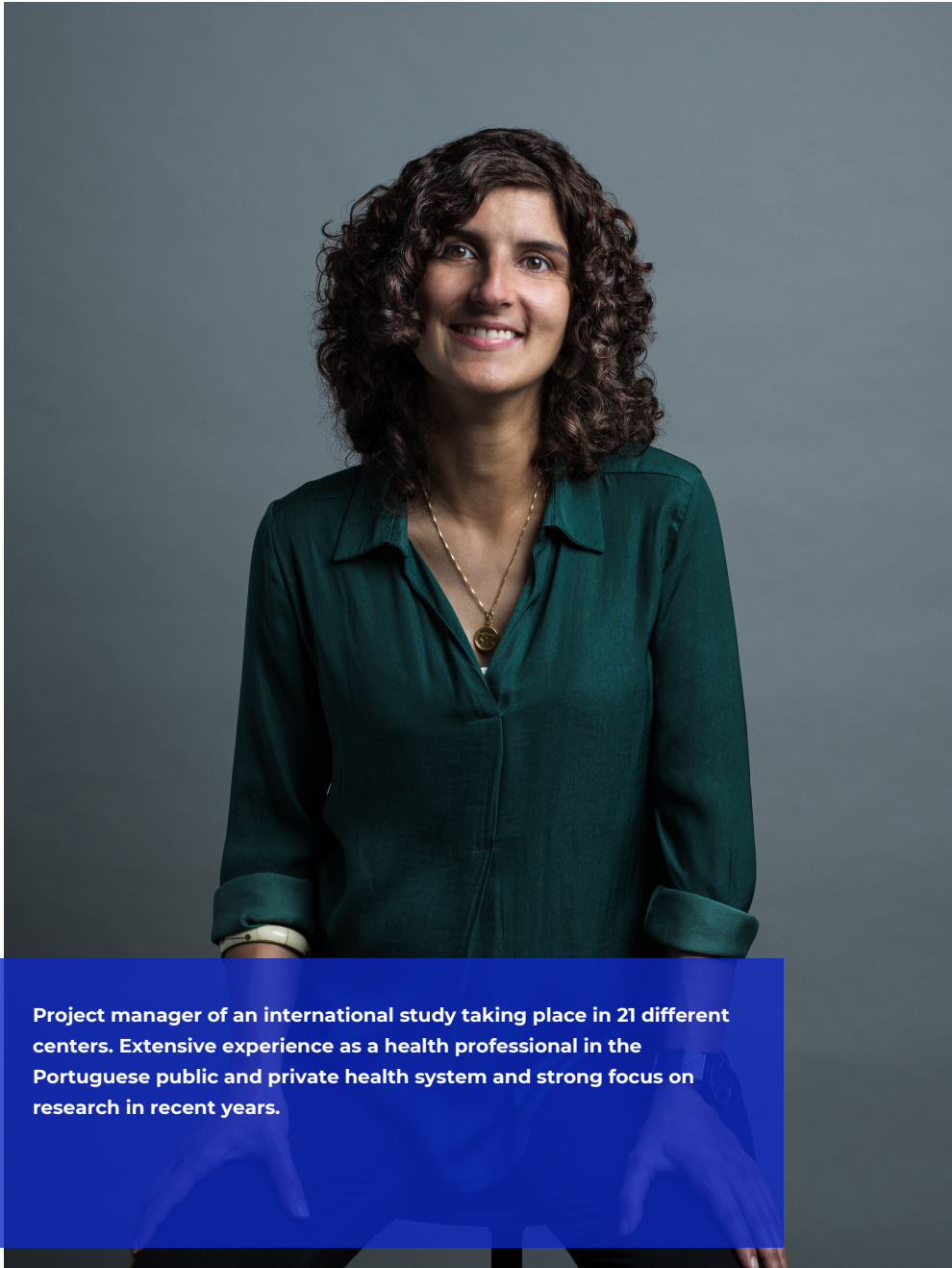
LANGUAGES

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

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

ADDITIONAL INFORMATION

- Television journalism course (CENJOR)
- Radio journalism course (CENJOR)
- In-depth knowledge of social networks



Project manager of an international study taking place in 21 different centers. Extensive experience as a health professional in the Portuguese public and private health system and strong focus on research in recent years.

ANA RAQUEL RIBEIRO

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PROFESSIONAL EXPERIENCE

Since 2020 | Project Manager | Learning Health, Lisboa, (Portugal)

- Project manager in international multicenter clinical trial

2016-2019 | Gastroenterology Nurse | Hospital Beatriz Ângelo, Loures, (Portugal)

- Senior Nurse; Shift Management; Involvement in the ISO 9001:2015 improvement process; Clinical trials

2012-2016 | Expert Nurse in Urgency/Emergency | Hospital Beatriz Ângelo, Loures, (Portugal)

- Team Leadership and involvement in the process of implementation and integration of the Accreditation Model of JCI

2011-2015 | Expert Nurse | Luz Saúde, Lisboa, (Portugal)

- Expert Nurse in Urgency/Emergency

2009-2012 | Generalist Nurse | José de Mello Saúde, Vila Franca de Xira, (Portugal)

- Generalist Nurse in Urgency/Emergency

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2018-2019 | Post-Graduation in Project Management | Instituto Superior de Gestão
- 2009-2010 | Post-Graduation in Urgencies and Emergencies | Escola Superior de Saúde de Viseu
- 2005-2009 | Bachelor's degree in Nursing | Escola Superior de Saúde de Santarém

LANGUAGES

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

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



Civil Engineer with 23 years of experience in the Construction Industry. Buildings, Motorways, Real Estate Development, and Procurement Management. International experience in major Projects developed in Venezuela and United Kingdom.

ANDRÉ DE OLIVEIRA PINTO

Birthdate: 1973/03/03

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2018 | General Manager - Partner | AOP Consulting, Lisbon, (Portugal)

- Engineering Consulting & Services

2018-2021 | Project Director - Real Estate Investments | Core Investments, Lisbon, (Portugal)

- Responsible for the management of the Company Real Estate Investments

2015-2018 | Site Agent - A14 Project - Highway Construction | Balfour Beatty plc/Carillion plc, Cambridge, (United Kingdom)

- Management and coordination of the Earthworks/Roadworks, Drainage and COMS activities in section 2B of the Project

2012-2015 | Project Manager - Construction of Paper Plant Facility for EBS Pulpaca, Venezuela | ElevoGroup S.A., Puerto Ordaz, (Venezuela)

- Responsible for the management of one main area of the project (Services)

2005-2012 | Procurement Manager Coordinator | Edifer S.A., Lisbon, (Portugal)

- Responsible for the supervision and coordination of the procurement process of the company

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2018-2019 | Management and Real-Estate Evaluation | ISG - Instituto Superior de Gestão
- 2006-2007 | DFA - Construction | IST - Instituto Superior
- 1991-1996 | Bachelor's degree in Civil Engineering | IST - Instituto Superior

LANGUAGES

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

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



Master in Chemical Engineer graduated at IST, with 14 years of professional experience in industries as petrochemical, pharmaceutical and food. Last positions - Plant Manager, Operations Manager and now Site Manager of a facility and operation built from scratch in a Pharma Startup company.

ANDRÉ NEVES

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PROFESSIONAL EXPERIENCE

Since 2021 | Site Manager | AceCann, Vendas Novas, (Portugal)

- Definition of layout and operational process flows for a new facility of a Startup Pharma Company (GMP).
- Procurement process and budget and time control of the construction of the new facility. Start of the Operations.

2021-2021 | Operations Manager/Director | Amcor, Alcácer do Sal, (Portugal)

- Integrate this multinational packaging group as Operations Director in a plant of around 60 people.

2019-2021 | Plant Manager | Saica Natur, Lisboa, (Portugal)

- Management of 2 residues centers - departments of QSE, Production, Maintenance, Logistics and Commercial Area.
- Leading a team (5 direct reports and 55 indirect reports) to an achievement of 139% of Ebidta above the target.

2016-2019 | Production Manager/Director | HIT (Kagome Tomato processing group), Marateca, (Portugal)

- Managing of the Production Team, Production Planning, Improvement Projects of the Tomato Plant.
- Plant team between around 40 people in the off-season to 400 in the crop period. Managing an yearly CAPEX of ~4 M€.

2012-2015 | Production/Process Engineer | Hovione, Loures, (Portugal)

- Experience in the pharmaceutical production industry regulated by GMP's (Good manufacturing practices).

2009-2012 | Technical Coordinator | Petrogal - Galpenergia, Sines, (Portugal)

- Manage of a team of 5 people on a production shif of Galp refinery at Sines.

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2012-2012 | Post-Graduation in Business Administration | Cognos - Formação Profissional e Desenvolvimento Pessoal
- 2002-2008 | Master's Degree in Chemical Engineering | Instituto Superior Técnico

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Father of 2 lovely sons. Passionate for sports. Travel lover. Participant in several projects of social solidarity and environmental responsibility.



Senior IT/Tech. Sales professional with international business development, key account management, market analysis and got-to-market strategy definition as key skills. An empathic, communicative, persuasive, and assertive negotiator.

ANDRÉ PACHECO LOPES

Birthdate: 1980/06/09

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2023 | European Business Development Manager -

Hospitality | LG Business Solutions Europe, Lisbon, (Portugal)

- I'm responsible to develop an integrated commercial strategy for the european hospitality vertical.
- Expertise Areas: Business Development, Strategic Sales, International Key-Account management, Alliance/Partnership
- Key Responsibilities: Analyze, segment the european hospitality market, define go-to-market strategies and pricing
- Key Responsibilities: Define international key account strategy and negotiate pan-european supply contracts
- Key Responsibilities: Management of 12 indirect reports of local key account managers
- Key Responsibilities: Monitor quartely and yearly vertical performace with each subsidiary

2016-2022 | Business Development Manager - Iberia | Hoist

Group Portugal, Lisboa, (Portugal)

- Key Responsibilities: International Business Development and Key-Account management. Indirect channel-management

2014-2016 | Solutions Consultant | Hoist Group Portugal &

France, Lisbon and Lille, (Portugal & France)

- Key Responsibilites: Network solution design, project and operations management and supplier negotiation

2008-2013 | Network Engineer and Customer Sucess Manager |

Hoist Group Portugal, Lisboa, (Portugal)

- Key Responsibilities: Network technical support and customer sucess

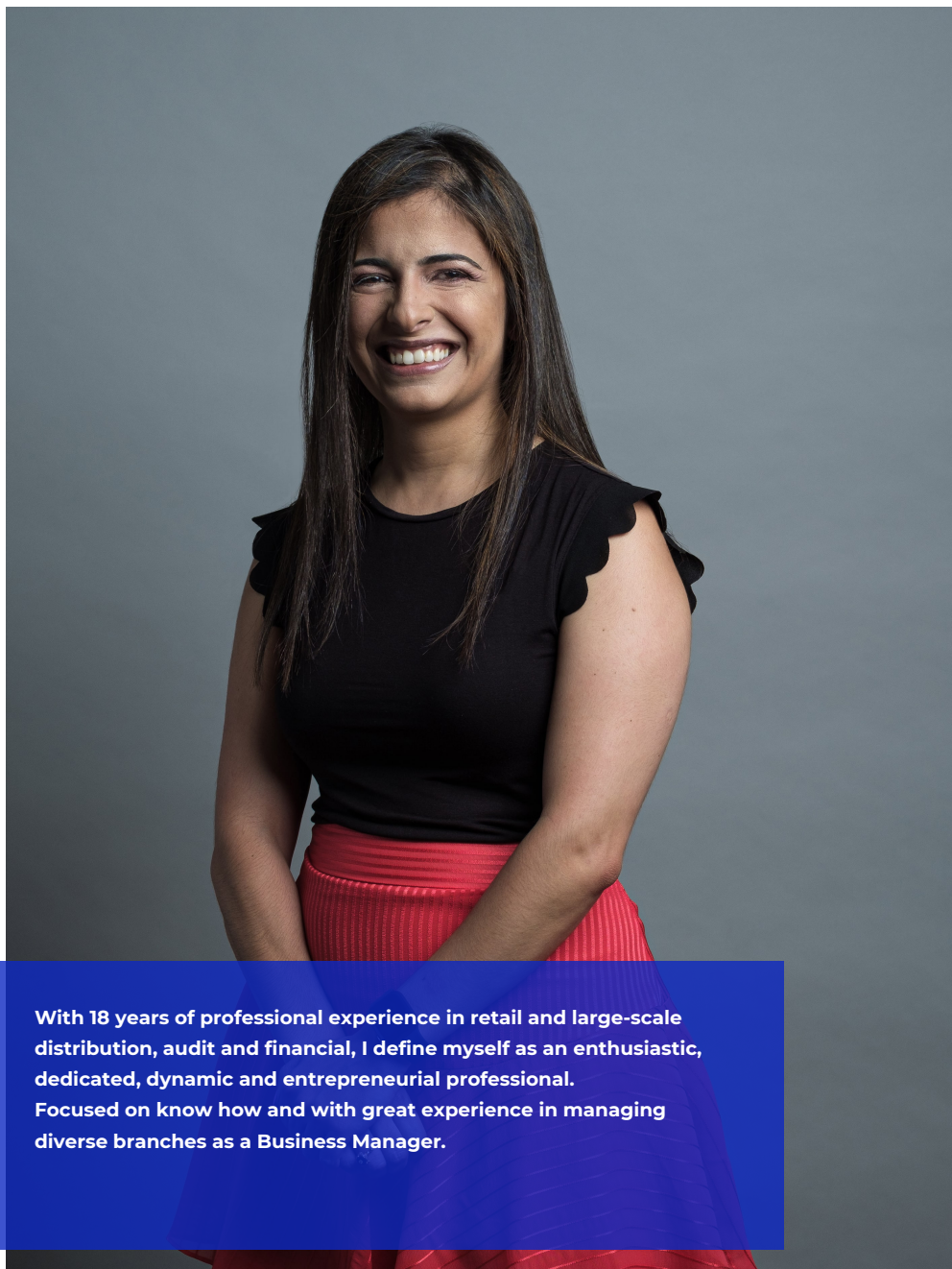
EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2016-2019 | Master's Degree in Corporate Sciences | ISEG | Lisbon School of Economics & Management
- 2013-2014 | Certificat de compétence Management opérationnel | Conservatoire National des Arts et Métiers
- 2004-2005 | Post-Graduation in International Relations | ISCSP
- 1998-2003 | Bachelor's degree in Antropology | NOVA FCSH NOVA University of Lisbon - School of Social Sciences and Humanities

LANGUAGES

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

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



With 18 years of professional experience in retail and large-scale distribution, audit and financial, I define myself as an enthusiastic, dedicated, dynamic and entrepreneurial professional. Focused on know how and with great experience in managing diverse branches as a Business Manager.

ANDREIA AMADO

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2020 | Chief Financial Officer | Information Systems Manager | A Padaria Portuguesa, Lisboa, (Portugal)

2018-2019 | Management Control Manager | Logistics Manager - Restructuring Project | Grupo Zahara, Lisboa, (Portugal | Angola)

- Controlling manager of all operational units in Zahara Group, such as large-scale distribution units.

2016-2017 | Head of Accounting e Controlling (Grupo Nabeiro - Novadelta França – Retalho e distribuição) | Delta Cafés, Paris, (França)

- Managing the financial department (6FTE), following and analysing business performance and reporting to head office
- Business partner and SPOC to head office regarding financial and management control matters
- HR management, team-leading development and training in France

2010-2014 | General Manager and Founder | PLAY2GEN, Lisboa, (Portugal)

- Economical business planning and analysis; responsible for building a strategic plan.

2008-2010 | Financial Manager | Virgin PLAY, Lisboa | Madrid, (Portugal | Espanha)

- Securing financial reporting, budget and forecasting head office in Madrid.

2005-2008 | Senior Audit | Moore Stephens, Lisboa, (Portugal)

- Financial audit, account consolidation, fusion and acquisition consulting. Team management.

2000-2003 | Key Account | Meo SA- ALTICE, Lisboa, (Portugal)

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2000-2006 | Master in Financial Control | ISCAL
- 2004-2006 | Degree in Financial Control | ISCAL

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Sorbonne French Certification Level B2
- New Accounting Standards (SNC) based on IFRS rules



Project management of mechanical constructions. Advising of Mechanical products. Development of intrapreneurship implementation methods at Operations. Communication and Negotiations skills acquired on contract management with an average annual sales of 10 M€ and annual budget management on commercial

ANTÓNIO BISCAIA

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2020 | Operations and Facilities Engineer | RUBiS Energia Portugal, Lisbon, (Portugal)

- Innovation & technical specification design of materials in operations. Coordinate maintenance of offices.

2011-2020 | Regional Sales Manager | BP Portugal and RUBiS Energia Portugal, Lisbon, (Portugal)

- Coordination of 3 commission agents and 5 installers. Manage commercial budget for new installations.

2011 | Retail Staff IT Trainer | Galp Energia, Lisbon, (Portugal)

- Training (program test, content production and training) of retail staff on new IT programs.

2010 | Innovation Technician | Innovation Technician, Lisbon, (Portugal)

- Innovative solutions support on Business Units

2009-2010 | Project Engineer | Innovation Technician, Lisbon, (Portugal)

- Support Management of Change of airports fuel storage and piping infrastructure revamping

2008-2009 | Junior Project Manager | Edimetal, Lisbon, (Portugal)

- Project management of metal construction works, coordinating 5 workers

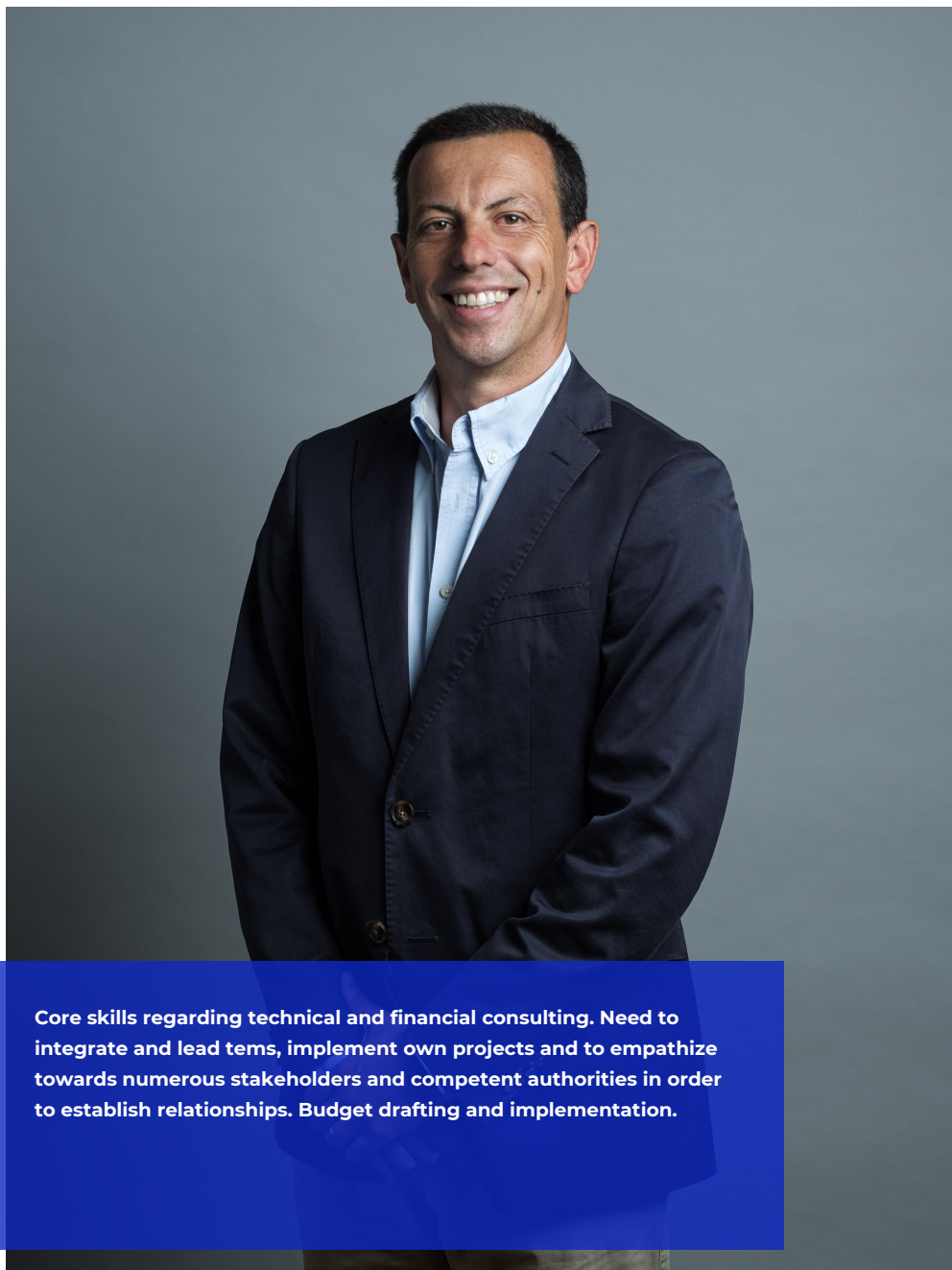
EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2011-2011 | Post-Graduation in Management | Lisbon School of Economics & Management
- 2002-2008 | Master's Degree in Mechanical Engineering | Instituto Superior Técnico

LANGUAGES

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

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



Core skills regarding technical and financial consulting. Need to integrate and lead teams, implement own projects and to empathize towards numerous stakeholders and competent authorities in order to establish relationships. Budget drafting and implementation.

BERNARDO MARTINS

Birthdate: 1978/05/16

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2019 | Owner, Manager | Private, Lisbon, (Portugal)

- Draft and manage budgets, sustainable production, changing to Organic Farming

2013 - 2019 | Business Unit Manager | Vetlima, Lisbon, (Portugal)

- Budget drafting and implementation, new product launch, sales team training.

2013-2019 | Export Manager | Vetlima, Lisbon, (Portugal)

- internationalization, international key accounts manager

2002 - 2010 | Owner, Technical manager | Private, Évora, (Portugal)

- Building a relationship with customers and development of official sanitation programs
- Technical consultant, technical management

EDUCATION

- 2018-2020 | Executive MBA | ISCTE Executive Education
- 2008-2010 | PAGE | Universidade Católica Portuguesa
- 1996-2002 | Veterinary Medicine | FMV-UTL (Lisboa)

LANGUAGES

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

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



CEO | Tecnovia Cabo Verde

BRUNO JEREMIAS

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PROFESSIONAL EXPERIENCE

Since 2003 | CEO | Tecnovia Cabo Verde | Grupo Tecnovia, Oeiras, (Portugal)

- Tecnovia Cabo Verde

2001-2003 | Construction Manager | Tomás de Oliveira, Empreiteiros, S.A., Paço de Arcos, (Portugal)

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2019-2021 | Master's Degree in Transportation Networks | ISEL
- 2013 | PDE - General Management Program | AESE
- 1995-2000 | Bachelor's degree in Civil Engineering | Faculdade de Engenharia, Ciência e Tecnologia da Universidade Independente

LANGUAGES

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

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



Head of engineering

- Department Management
- Project Management (worldwide)

Focused on pursuing a professional career by managing people, projects, and all related stakeholders.

Focused on delivering always with the highest standards, and looking forward (where the future is).

CARLOS GONÇALVES

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2018 | Head of Engineering | TechnipFMC, Lisbon, (Portugal)

- Management of a multidisciplinary team of 50 engineers split in 9 engineering teams, reporting to General Manager.
- Definition of department strategy, road map and KPI to accomplish the organization goals.
- Management of all regional major stakeholder interfaces for South and North America's projects
- Department and project budget control
- Management of continuous improvement activities and processes optimization in order to create a Lean environment
- Responsible to evaluate the business needs in order to define new engineers hiring process and training needs

2013-2018 | Engineering Team Lead | TechnipFMC, Lisbon, (Portugal)

- Management of a project team of 7 engineers, working in the design and coordination of international projects
- Day-to-day of project management (resources, planning, risk, quality, lessons learnt, knowledge, etc)
- Technical reference within the team
- Participate in training program definition and in the new engineers hiring process.

2011-2013 | Product Design Engineer | TechnipFMC, Lisbon, (Portugal)

- Design of equipments solutions for international clients around the globe (according to international standards).

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2019 | Professional Project Manager | PMI
- 2006-2011 | Mechanical Engineering | Universidade Nova Lisboa - FCT

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

- Best Mechanical Engineer Student concluding In 2011 (Universidade Nova Lisboa | FCT)
- Expatriated in Australia for a project assignment (2012)



Responsible for the development and implementation of several processes, procedures, and indicators, to ensure compliance with internal and external systems of control and ensure the mitigations of fraud risks in all processes.

CATARINA SILVA DINIS

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2016 | Area Manager | Risk & Compliance Business

Partner | EDP Global Solutions, Lisbon, (Portugal)

- Responsible for develop and implement several processes, procedures and indicators in order to insurethe compliance
- Internal and external systems of control and ensure the mitigations of fraud risks in all processes.

2014-2016 | Senior Consultant | EY, Lisbon, (Portugal)

- Experience in projects of expert witness, Contract Compliance, Fraud Risk Management, Corporate Intelligence
- Audit, Dispute services, arbitrations and litigations, Fraud investigations, Fraud risk, AML

2012-2014 | Audit Assistant | KPMG, Lisbon, (Portugal)

- Assistant Auditor in the area of Information, Communication, Entertainment, Health and Government

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2009-2012 | Bachelor's degree in Management | ISCTE Business School

LANGUAGES

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

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



I consider myself an energetic person and highly motivated seeking high-performance. I'm always trying to figure out where I can add value. What drives me is being part of the decision-making, defining the strategy and measures to improve business performance, and maximizing profit.

DIOGO PIRES

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PROFESSIONAL EXPERIENCE

Since 2022 | Head of Controlling Iberia | Daimler Truck Retail, Lisbon, (Portugal)

- Responsible for Strategic Planning and Execution, Controlling, Reporting and Corporate Governance

2021-2022 | District Manager | Mercedes-Benz Portugal, Lisbon, (Portugal)

- Supervising and Overseeing the Operations of Retail Partners, Optimize Performance and Define Goals.

2017-2021 | Senior Controller | Mercedes-Benz Portugal, Lisbon, (Portugal)

- Budget and Forecast preparation, Financial Reporting to the Board of Management, Monitor KPI's and Propose Actions.

2013-2017 | Financial Controller | Luís Simões Transportes e Logística Integrada, Lisbon, (Portugal)

- Budget and Forecast preparation, Financial Reporting and Analysis, Monitor KPI's and Propose Actions

2012-2013 | International Projects Audit | AICEP, Lisbon, (Portugal)

- Audit of international projects within the scope of receiving European Investment Funds

2011-2012 | Accounting Intern | Zagope, Lisbon, (Portugal)

- Support to the Accounting Tasks

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2015-2016 | Post-Graduation Business and Management Control | ISCAL
- 2010-2010 | Erasmus | Vilnius University
- 2006-2011 | Corporate Finance Degree | ISCAL

LANGUAGES

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

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

ADDITIONAL INFORMATION

- The Erasmus experience gave me the chance to improve my communication skills, become sociable, proactive and open-minded.



Started as an aerospace engineer with a technical background and progressively shifting towards management. Formerly acting as project manager and advisor to the COO, now having progressed to head the operations integrity department, overseeing crew planning and the airline operations control center

DUARTE AFONSO

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2021 | Senior Director Operations Integrity | TAP Air Portugal, Lisbon, (Portugal)

- Responsible for overseeing the Airline's Operations Control Center and Crew Planning.

2018-2021 | Operations Performance Expert and advisor to the COO | TAP Air Portugal, Lisbon, (Portugal)

- On-time Performance Project Manager, Continuous Improvement driver, Airline Expert for Operations, Airports and ATC.

2017-2018 | Project manager and consultant for Innovation Projects | TAP Air Portugal, Lisbon, (Portugal)

- Building new funding campaigns and managing on-going projects with European Commission funding (~9M€).

2016-2017 | Aeronautical Services Superintendent | Emirates Airline, Dubai, (United Arab Emirates)

- Advanced Navigation Procedures; FMS Database management; Regulatory Support; Procedure design and validation

2010-2016 | Flight Operations Technical Support - Operations Engineer | TAP Air Portugal, Lisbon, (Portugal)

- FMS Database management, Fuel Conservation Program, Aircraft Performance and Flight Planning,

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2008-2010 | MSc Aerospace Engineering | Instituto Superior Técnico - University of Lisbon
- 2005-2008 | BSc Aerospace Engineering | Instituto Superior Técnico - University of 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

ADDITIONAL INFORMATION

- Occasional sailor and certified yacht skipper, avid motorcycle adventurer, certified recreational diver.



Passionate and resilient professional, focused on the goals and management of highly effective teams, with extensive experience in financial management, project development, and the definition of solutions tailored to the needs of customers.

FÁTIMA SANTOS

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2018 | Executive Director | Bioglobal, Lisboa, (Portugal)

- Skilled in Business Process, Negotiation, Business Planning, Operations Management

2015-2018 | Sales and Finance Manager | Bioglobal, Lisboa, (Portugal)

- Treasury processes, negotiation, control and monitoring KPI, customer proposals, negotiation of sales condition

2009-2015 | Financial consulting | Sinfic, Lisboa, (Portugal)

- Reporting, Budget analysis, Treasury, Human resources performance management, Negotiation

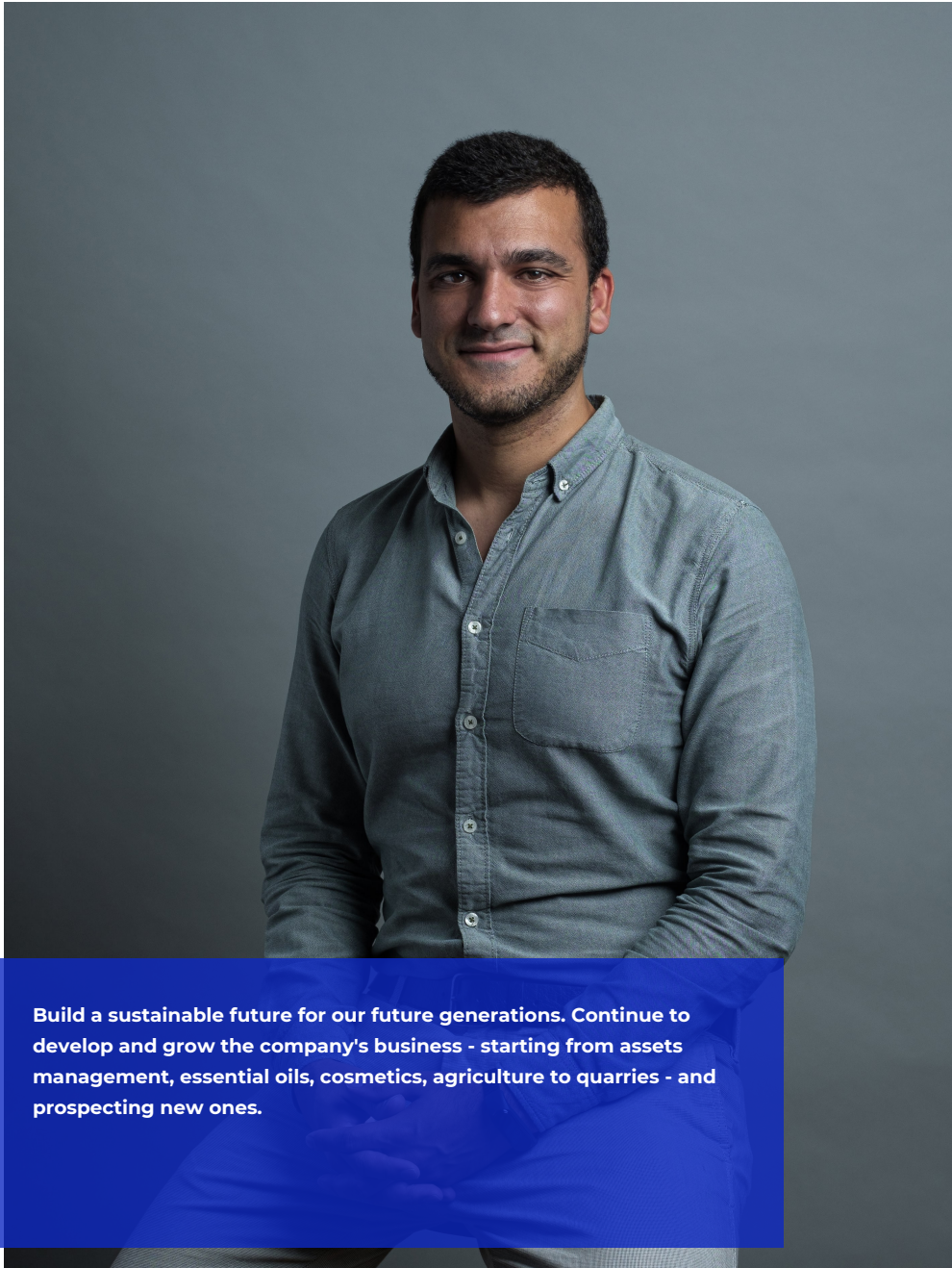
EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2004-2008 | Accounting and Finance | ESCE - IPS

LANGUAGES

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

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



FERNANDO PEREIRA

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2018 | Information System Consultant | Sinfic, Alfragide, (Portugal)

- Develop and managing an information system.
- Used for decision-making and coordination, control, analysis through data graphics.

2014-2018 | Services Integration Developer | Accenture Portugal, Lisbon, (Portugal)

- Analyze, design and develop integration services.
- Manage architecture compliance throughout the complete solution lifecycle.
- Service Architecture (SOA) and Integration Technology (EAI).

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2019 | Elasticsearch Engineer | Elastic
- 2018 | Business Management and Leadership | AESE Business School
- 2017 | IBM Integration Bus Developer | IBM
- 2009-2014 | Master's Degree in IT and Telecommunications Engineering | ISCTE-IUL

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Start the day by waking up super early for an amazing running with my "running club" friends and finish with a swim at night.



Metalworks Project Manager

FRANCISCO RODRIGUES

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2003 | Project Manager | Teixeira Duarte, Lisbon, (Portugal)

- International Metalworks Project Manager

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 1995-2001 | Mechanical Engineering | Instituto Superior Técnico

LANGUAGES

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

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



With a software development and ITSM background, I have strong knowledge of different businesses and technologies. I'm goal-oriented with experience managing different teams with a strong focus on people empowerment and development.

FRANCISCO ROSADO PEREIRA

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PROFESSIONAL EXPERIENCE

Since 2020 | Development, Operations & Security Lead |

Siemens, Amberg/Lisbon, (Germany/Portugal)

- Responsible for the SI hirings, coach, and people management (25+ people)
- Responsible for customer, lead and project management (countries US, UK, PT, DE and SP)
- Member of SI Innovation Committe (Reporting to Germany); Member of LTH Innovation Board (Portugal)

2017-2020 | Development & Microsoft Solutions Lead |

Siemens, Amberg/Lisbon, (Germany/Portugal)

- Responsible for the hirings, coach and people management (60+ people) in different projects and customers
- Responsible for customer, lead and project management (countries US, UK, PT, DE and SP)

2016-2017 | Senior Consultant | Siemens, Lisbon, (Portugal)

- Responsible & Supervisor for interns and trainees (10+ people)
- Managed internal and global siemens projects (booking tool, QEHS Kpis, ToolStore)

2014-2016 | Senior Delivery Consultant | EasyVista, Lisbon, (Portugal)

- Analysis, Advice and Easyvista implementation in IT and business departments

2009-2014 | Senior Software Engineer | Advantis, Lisbon, (Portugal)

- Technical lead, analysis, development and project Management for different sectors/customers

2007-2009 | Software Developer | Safira (KPMG), Lisbon, (Portugal)

- Software development (homebanking) for different banks and countries

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2013-2014 | PostGraduate in Project Management (PMI) | ISEG - Lisbon School Of Economics & Management
- 2006-2007 | Architecture, Systems and Networks (Specialization) | Universidad Autonoma de Madrid
- 2001-2006 | Computer Engineering (Graduate) | Faculdade de Ciências Univerdade 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

- Certifications:
 - ITIL Continual Service improvement
 - ITIL Release Control and Validation
 - ITIL 2011 Foundation
 - Scrum Master
 - Product Owner



Frederico Henriques has over 15 years of experience in mobility and transportation systems, having developed his career in the private sector, research and the public sector. With a focus on innovation, he has experience in implementing disruptive solutions in the city of Lisbon.

FREDERICO HENRIQUES

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2020 | Innovation Manager | EMEL, Lisbon, (Portugal)

- Development of innovative services and solutions for urban mobility.

2015-2020 | Shared-mobility business coordinator | EMEL, Lisbon, (Portugal)

- Implementation and management of the shared bicycle network - Lisboa GIRA.

2018-2020 | Development of the Electrical Mobility Business Area | EMEL, Lisbon, (Portugal)

- Study and development of the charging points of electrical vehicles in Lisbon.

2014-2015 | Project Manager | EMEL, Lisbon, (Portugal)

- Project development and management in the mobility policies field.

2014 | Geographical Information Systems Investigator | IST, Lisboa, (Portugal)

- Development of SIG Methodologies in PDM.

2013-2014 | Transportation Systems Consultant | CISED Consultores, Lisboa, (Portugal)

- Project development and management in regional and urban mobility.

2011-2013 | Transportation Systems Investigator | IST, Lisbon, (Portugal)

- Development of research projects in transportation systems field.

2007-2011 | Transportation Systems Consultant | Exacto – Estudos e Planeamento, Carcavelos, (Portugal)

- Project development and management in regional and urban mobility.

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2016 | Advanced Management Program for the Transportation Sector | Católica Lisbon School of Business and Economics
- 2002-2008 | Master's Degree in Territorial Engineering | Instituto Superior Técnico

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Guitarist and composer | Melomaniac | Basketball & Running | Reading | Travelling and discovering cities



15y experience working directly with management teams (Directors & Board Members) in Operations, Finance & Revenue
 A management/leadership role in any domain is within my reach, thanks to my broad vision, leadership potential and MBA-acquired abilities

GONÇALO ANTUNES

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Portugal

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PROFESSIONAL EXPERIENCE

Since 2021 | Airports Performance, Standards & Continuous Improvement Senior Manager | TAP Air Portugal, Lisbon, (Portugal)

- Ensure that airport services meet the standards and regulations of the company and the airline industry
- Manage airport services performance (KPI) and processes to enhance quality, efficiency and finance results

2020-2021 | Advisor to the CCRNO | TAP Air Portugal, Lisbon, (Portugal)

- Identify improvement opportunities & support automation processes & reporting
- Build rapport with key stakeholders and focus on continuous improvement as a team

2018-2021 | Operations Expert & advisor to the COO | TAP Air Portugal, Lisbon, (Portugal)

- Strategic communication and report directly to executive and C-Level management
- Lead and monitor key initiatives/projects - focus on COO strategical view

2016-2018 | Financial Business Partner - Operations | TAP Air Portugal, Lisbon, (Portugal)

- Understand, identify and communicate the main risks of the financial plan
- Manage opex (real & forecast)/capex and work closely with the business units on initiatives to optimize costs

2007-2016 | Airports Services Controller & Data Analytics Manager | TAP Air Portugal, Lisbon, (Portugal)

- Develop, produce and disseminate reliable and consistent information to support management decisions-BI data models

2007-2007 | Consultant | Epimetheus, Lisbon, (Portugal)

- Consultant for financial outsourcing services, specialized in accounts reconciliation and finance reporting

EDUCATION

- 2002-2006 | Economics | UAL - Universidade Autónoma de Lisboa
- 2019-2021 | Executive MBA | ISCTE Business School

LANGUAGES

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

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

ADDITIONAL INFORMATION

- I enjoy and appreciate traveling, stay with my family/friends, sports, cinema, music and reading, as they make my life richer and more diverse.



Even though I have a degree in physics, my professional path has been occupied by telecommunications. I also have experience as an entrepreneur. Currently I am working in the banking field, having been in 2 different areas in 2 years.

GONÇALO PARENTE MENDES

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2020 | Responsible for Recoveries and Collections project | Santander, Lisbon, (Portugal)

- Innovating the Collections area (predictive models, digitalization and process automation)

2019 | Resposinble for the Housing Product Growth team | Santander, Lisbon, (Portugal)

- Housing Product, Reporting and New Business

2016-2019 | Responsible for Client Acquisition | Altice, Lisbon, (Portugal)

- Offer definition, Client segmentation and targetting, georeferenced campaigns, fiber expansion

2011-2016 | Responsible for the Development and Network Optimization Department | MEO, Lisbon, (Portugal)

- Responsible for SI development, processes, quality and training

2005-2007 | Consultant | TV Cabo, Lisboa, (Portugal)

- Distribution Network Consultant

2003-2005 | Analyst | Portugal Telecom, Lisbon, (Portugal)

- Internal consultancy team analyst

EDUCATION

2019-2021 | Executive MBA | ISCTE Executive Education

1998-2003 | Physical and Technological Engineering | Instituto Superior Técnico

LANGUAGES

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

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



I started my career as analyst at Kearney, a strategic consultancy company. I stayed for 1,5 years until I co-founded MAGOP, a corporate finance consultancy company now with 4,5 years e 5 full-time workers. I also teach Corporate Finance at Nova SBE.

GONÇALO VIEIRA DA LUZ

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2017 - ongoing | Professor | Nova School of Business and Economics, Lisbon, (Portugal)

- Corporate Finance// Academic opinions for litigations related to infrastructure projects (> 1B euros total CAPEX)

2021-2022 | Advisor to the Minister of Finance | Portuguese Republic - XXII Government, Lisbon, (Portugal)

- Advisor to the Minister of Finance mainly on matters pertaining to state-owned enterprises

2016-2021 | Co-founder and partner | MAGOP, Lisbon, (Portugal)

- Consulting projects in the Corporate Finance area// Real estate transactions advisory

2015-2016 | Business Analyst | Kearney, Lisbon, (Portugal)

- Strategic consulting projects in the banking and utilities sector

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2014-2016 | Master in Finance | Nova School of Business and Economics
- 2011-2014 | Bachelor in Economics | Nova School of Business and Economics

LANGUAGES

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

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



HERNÂNI LOUREIRO

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PROFESSIONAL EXPERIENCE

Since 2020 | Advisor on the Cabinet of the Infrastructure and Housing Minister | República Portuguesa - XXII Governo Constitucional, Portugal, (Portugal)

2018-2020 | Advisor on the Cabinet of the Prime Minister | República Portuguesa - XXI e XXII Governos Constitucionais, Lisboa, (Portugal)

2016-2018 | Advisor on the Cabinet of the Culture Minister | República Portuguesa - XXI Governo Constitucional, Lisboa, (Portugal)

2012-2016 | Secretary-General | Associação de Municípios do Minho (ex-GAMM), Braga e Guimarães, (Portugal)

2010-2011 | Advisor of the Cabinet of the Adjoint Secretary of State for the Industry and Development | República Portuguesa - XVIII Governo Constitucional, Lisboa, (Portugal)

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- - | Psychology | Universidade Católica Portuguesa



I am currently a Store Assistant Manager at Auchan Retail Portugal.

INÊS GAMEIRO

Birthdate: 1983/10/22

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2022 | Store Assistant Manager | Auchan Retail Portugal, Faro, (Portugal)

- Store Assistant Manager - food retail

2019 - 2022 | Store Manager | Auchan Retail Portugal, Amadora and Alverca, (Portugal)

- Store Manager - food retail

2018 - 2019 | Store coordinator | Auchan Retail Portugal, Lisbon, (Portugal)

- Store coordinator - MyAuchan

2017 - 2018 | Store Manager | Auchan Retail Portugal, Lisbon, (Portugal)

- Store Manager - MyAuchan

2012-2017 | Store Section Manager | Auchan Retail Portugal, Cascais and Alfragide, (Portugal)

- Responsible for many fresh products (Charcuterie, Cheese, gastronomy)

2010-2012 | Intern Audit | SONAE, Lisbon, (Portugal)

- Drafting ensurance audit and process in many company areas

2008-2010 | Perishable product manager | SONAE, Guarda, (Portugal)

- Responsible for the management of perishable sections (commercial, human and finance field)

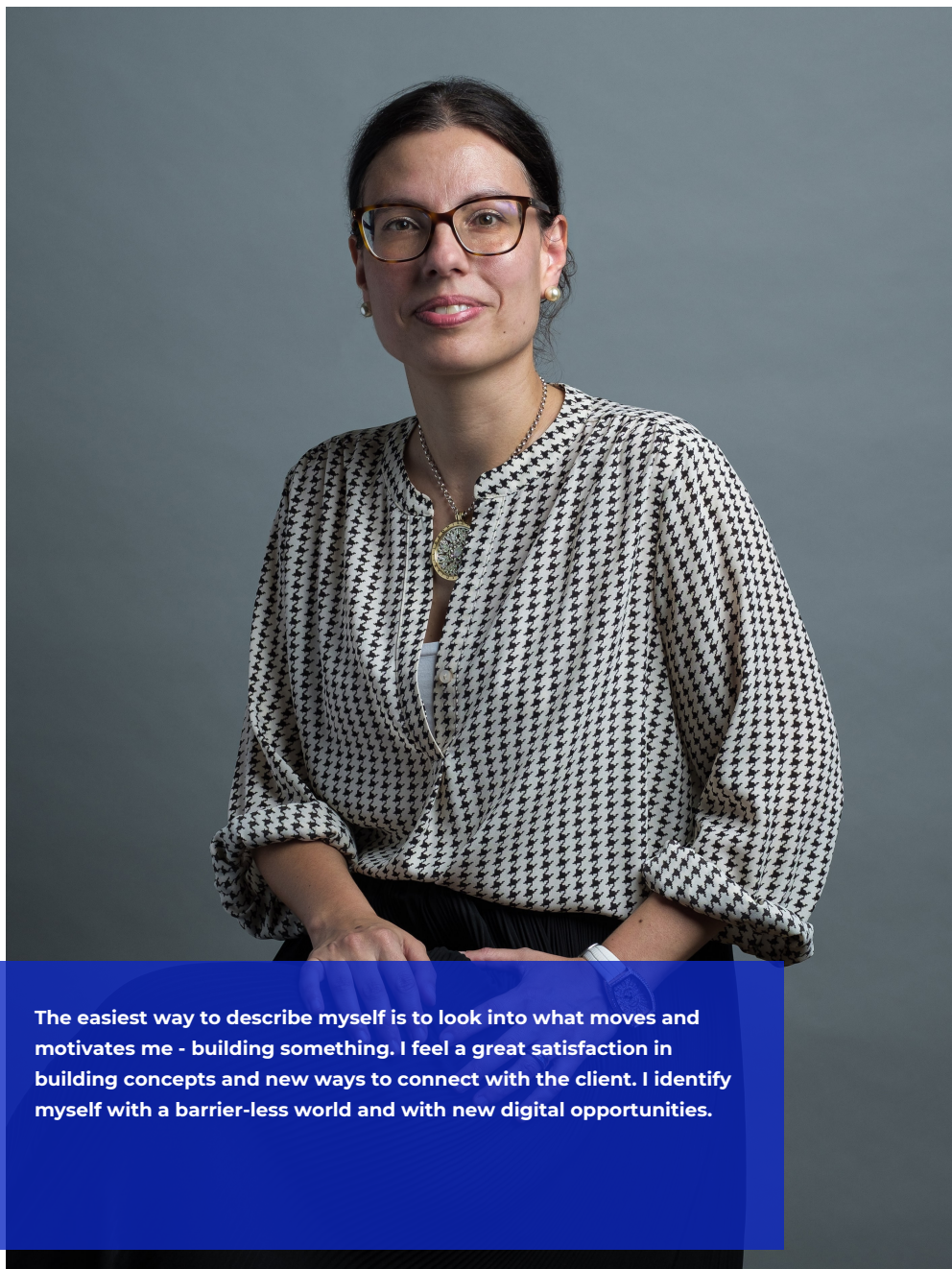
EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2001-2006 | Bachelor's degree in Economy | Economy Faculty - Coimbra University

LANGUAGES

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

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



The easiest way to describe myself is to look into what moves and motivates me - building something. I feel a great satisfaction in building concepts and new ways to connect with the client. I identify myself with a barrier-less world and with new digital opportunities.

INÊS MATOS

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2018 | Head of Department | Auchan Retail Portugal, Lisbon, (Portugal)

- Responsible for the development and concept creation in specialist areas

2016-2017 | Business Manager | Auchan Retail Portugal, Lisbon, (Portugal)

- Commercial responsible for the parapharmacy business area

2010-2015 | Operational Coordinator | Auchan Retail Portugal, Lisbon, (Portugal)

- Development of commercial concepts and operation follow up

2006-2009 | Technical responsible for health and wellness Almada | Auchan Retail Portugal, Lisbon, (Portugal)

- Commercial Management and Human Resources at Almada's parapharmacy

2003-2006 | Assistant pharmacist | Farmácia Comunitária, Barreiro, (Portugal)

- Advising, buying and back office management

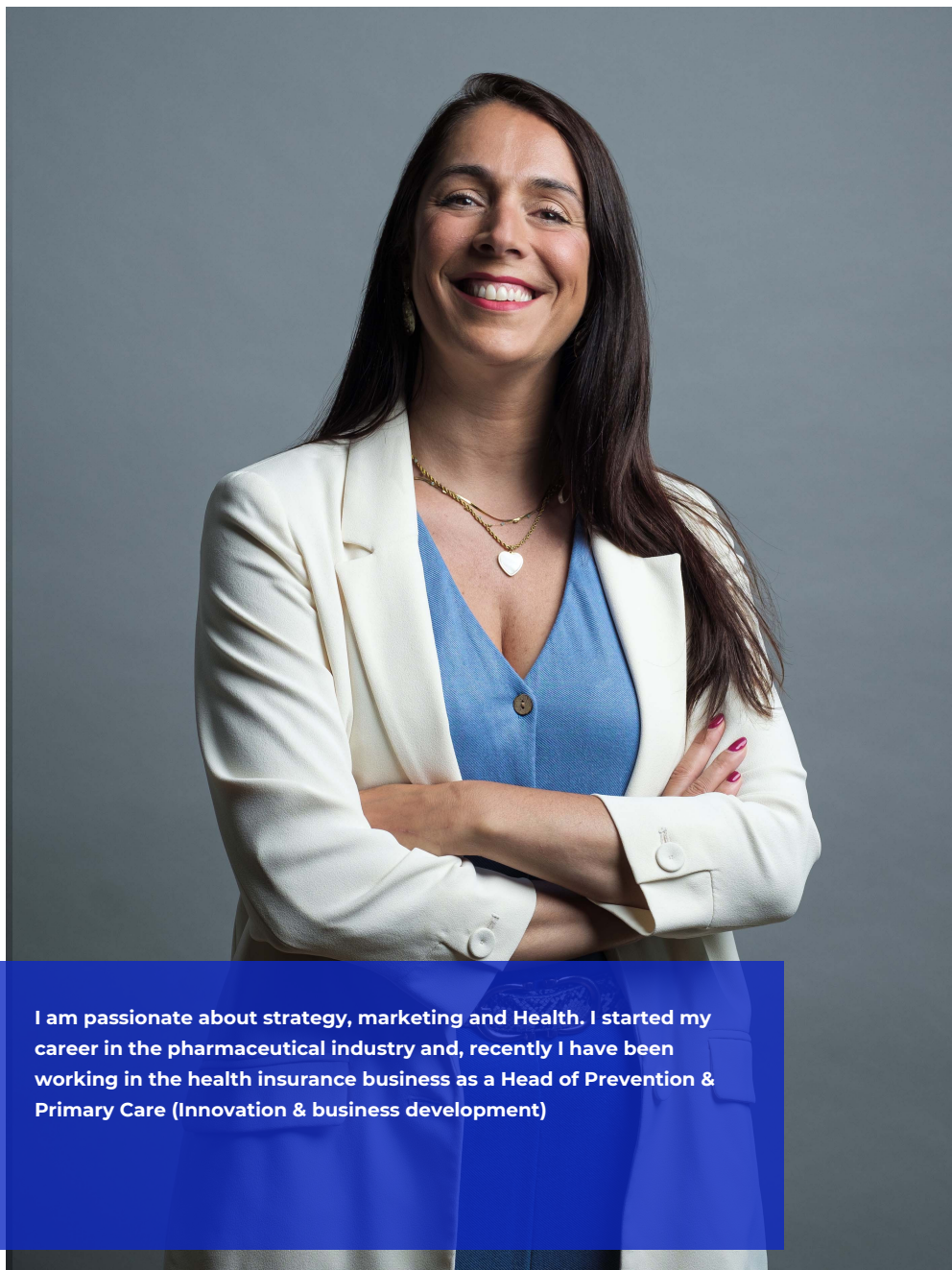
EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 1997-2003 | Pharmaceutical Sciences | Faculdade de Farmácia - UL

LANGUAGES

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

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



I am passionate about strategy, marketing and Health. I started my career in the pharmaceutical industry and, recently I have been working in the health insurance business as a Head of Prevention & Primary Care (Innovation & business development)

INÊS PIMENTA DE CASTRO

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2019 | Head of Prevention & Primary Care | Multicare - Seguros De Saúde, S.A, Lisboa, (Portugal)

- Research & develop new sources of business, new ways of creating value in health insurance

2018-2019 | Business Unit Manager Pharma | Rede Claro (Group of pharmacies), Lisboa, (Portugal)

- Business and strategic development and partnership with the pharmaceutical industry & Negotiation

2010-2018 | Senior Product Manager | Bial, Lisboa, (Portugal)

- Responsible for product launches and development musculoskeletal area and OTC.

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2012-2013 | Advanced Programme in Marketing for Executives-PAME | Católica Lisbon School of Business and Economics
- 2007-2009 | Portuguese Culture and Municipality | Universidade de Lisboa
- 2000-2006 | Conservation and restoration of easel painting and carving | Instituto Politécnico de Tomar

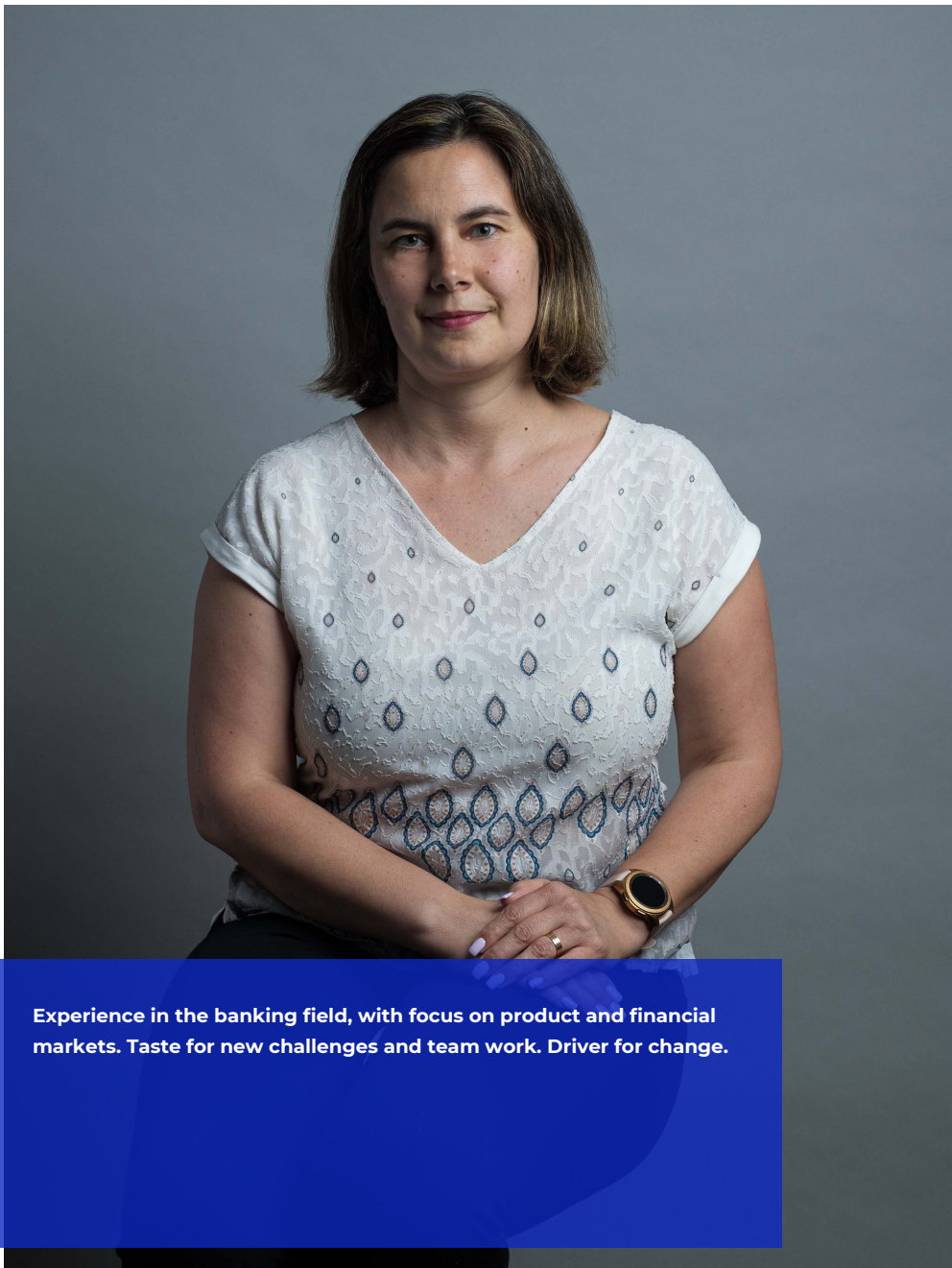
LANGUAGES

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

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

ADDITIONAL INFORMATION

- My top skills are strategic vision, leadership, creativity, solution orientation, emotional intelligence, and out-of-box thinking.



Experience in the banking field, with focus on product and financial markets. Taste for new challenges and team work. Driver for change.

ISABEL SOARES

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2015 | Coordinator - Risk Market | Caixa Geral de Depósitos, Lisboa, (Portugal)

- Coordinator of a risk market management team, composed from 15 to 20 people

2001-2015 | Risk Market Analyst | Caixa Geral de Depósitos, Lisboa, (Portugal)

- Controlling risk market of the CGD's group financial products

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2005-2007 | Master's Degree in Finance | ISCTE Executive Education
- 1997-2001 | Bachelor's Degree in Mathematics Applied to Economy and Management | ISEG

LANGUAGES

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

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



Experienced Product Marketing Manager with a demonstrated history of working in the pharmaceutical industry. Skilled in Veterinary Medicine, Sales Effectiveness, Market Analysis, Marketing Management and Team Leadership. Strongly believe in the One Health concept.

JOANA NOGUEIRA

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Portuguese

linkedin.com/in/joana-nogueira/

PROFESSIONAL EXPERIENCE

Since 2023 | Marketing and Communication Director |

Vetpartners Portugal, Lisbon, (Portugal)

- Management of the Vetpartners marketing and communication department in Portugal

2021 - 2022 | Head of Marketing | VetNova, El Molar, (Spain)

- Head of Marketing for Spain, Portugal and Italy

2020-2021 | Product Manager & Local Drug Safety

Representative | Elanco, Lisbon, (Portugal)

- Veterinary medicines management (Marketing) and pharmacovigilance (Safety)

July 2019 – July 2020 | Product Manager & Local Drug Safety

Representative | Bayer, Lisbon, (Portugal)

- Veterinary medicines management (Marketing)+Pharmacovigilance (Safety)+Transformation Agent (Corporate Culture)

July 2010 – June 2019 | Product Manager (Companion Animals

Prescription Order Medicines) | Bayer, Lisbon, (Portugal)

- Veterinary prescription-only medicines management for company animals (Marketing)

March 2007 – June 2010 | Commercial Technician | Propecuária,

Batalha, (Portugal)

- Veterinary medicines sales in veterinary clinics in Lisbon and Madeira

May 2004 – February 2007 | Commercial Technician | Royal

Canin, Lisboa, (Portugal)

- Veterinary medicines sales in veterinary clinics, petshops and breeders in Margem Sul and Madeira

October 2001 - May 2004 | Company animals clinic | Vetalmada,

Almada, (Portugal)

- Internal and Preventive Medicine and Soft Tissue Surgery

EDUCATION

■ 2019-2021 | Executive MBA | ISCTE Executive Education

■ 2008 - 2009 | Post-Graduate Course in Pharmaceutical Marketing and Management | ISEG

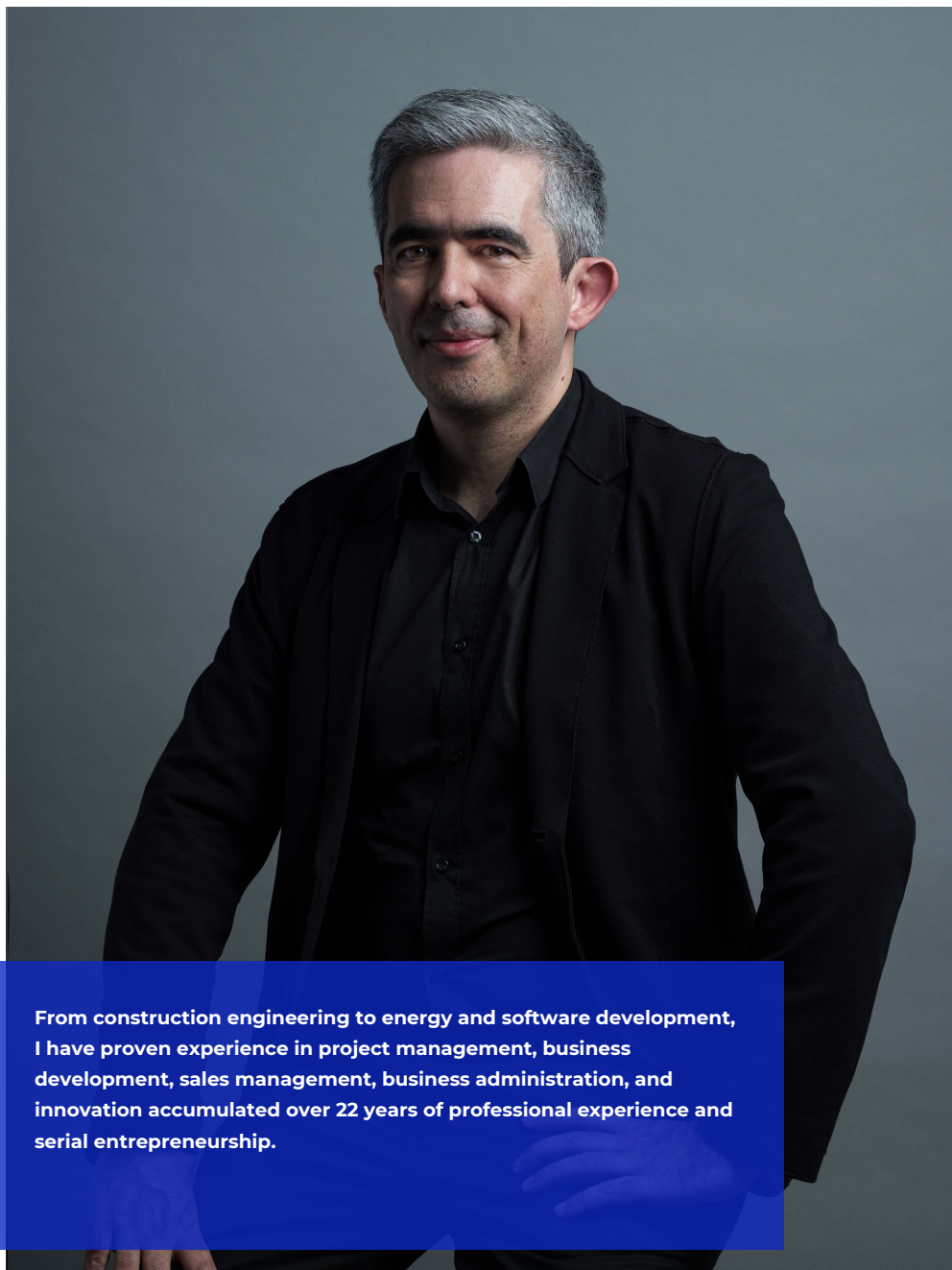
■ 2001 | Internship in a clinic of companion animal and production | Universiteit Gent

■ 1995 - 2000 | Bachelor's Degree in Veterinary Medicine | FMV

LANGUAGES

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

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



From construction engineering to energy and software development, I have proven experience in project management, business development, sales management, business administration, and innovation accumulated over 22 years of professional experience and serial entrepreneurship.

JOÃO DA MOTA PARREIRA

Birthdate: 1977/01/14

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joao.mota@voidsoftware.com

Portuguese

linkedin.com/in/joalomota/

PROFESSIONAL EXPERIENCE

Since 2016 | Director of Business Development | VOID Software S.A., Leiria, (Portugal)

- Business Development and Sales Manager, driving company growth, client diversification and stakeholder engagement.

2013-2016 | International Sales Rep | Blocotelha S.A., Porto de Mós, (Portugal)

- Managing strategic international clients, developing business relations and marketing in new markets.

2005-2016 | Chief Business Development Officer | Infusion Lda, Porto de Mós, (Portugal)

- Development of renewable energy projects, mainly wind farms.

2004-2005 | Site Manager | Nordex Energy GmbH, Hamburg, (Germany)

- Site manager in charge of construction of wind farms. Installed a total of 18 Nordex N90 2.3MW Wind Turbines in PT.

2001-2003 | Computer Assisted Design Engineer | Parque Expo 98 - LeiriaPolis, Leiria, (Portugal)

- Technical assistant integrated in the Polis program for the development of the city of Leiria

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2019 | Blockchain & Smartcontracts | Universidade Católica Portuguesa
- 2019 | Computer Science | Instituto Politécnico de Leiria
- 1999 | Civil Engineering | Instituto Politécnico de Leiria

LANGUAGES

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

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



With 29 years of experience in railways, started as a train driver. Graduated in law, worked in Brussels, and the CP's legal department. Director of international and institutional relations, social responsibility, internal communication, and safety. Also Head of the Cabinet of the President.

JOAQUIM GUERRA

Birthdate: 1966/05/16

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jmguerra@cp.pt

Portuguese

linkedin.com/in/joaquim-guerra-55b95658/

PROFESSIONAL EXPERIENCE

Since 2019 | **President of the Board | Plataforma Ferroviária Portuguesa, Oporto, (Portugal)**

- Responsible of high-level of the Plataforma Ferroviária Portuguesa, responsible of the Board

Since 2018 | **Head of the Cabinet of the President of the Board | CP - Comboios de Portugal, E.P.E., Lisboa, (Portugal)**

- Responsible in managing the whole activity and also to manage complex dossiers of the President

Since 2008 | **Director for International and Institutional Affairs, and Safety | CP - Comboios de Portugal, E.P.E., Lisboa, (Portugal)**

- Responsible for the safety of the 1400 daily trains. Also in charge of the international and institutional affairs.
- In charge of social responsibility, internal communication.

2011-2012 | **Legal adviser | Fernave – Formação Técnica, Psicologia Aplicada e Consultoria em Transportes e Portos, S.A., Lisboa, (Portugal)**

- Analysis, monitoring, evolution of aspects and risks in the application of European legislation at a national level

2005 – 2008 | **Legal adviser, jurist, lawyer | CP – Comboios de Portugal, E.P.E., Lisboa, (Portugal)**

- Corporate Governance, Out-of-court dispute handling, Public procurement, litigation

2003 – 2007 | **Lawyer | Rufino Ribeiro e Associados, Sociedade de Advogados, RI – sociedade de advogados, Loures, (Portugal)**

- Resolution of extrajudicial and judicial issues, with the involvement of a strong legal component

1993 – 2005 | **Train Driver | CP – Comboios de Portugal, E.P.E., Lisboa, (Portugal)**

- Driving passenger and freight trains around the country

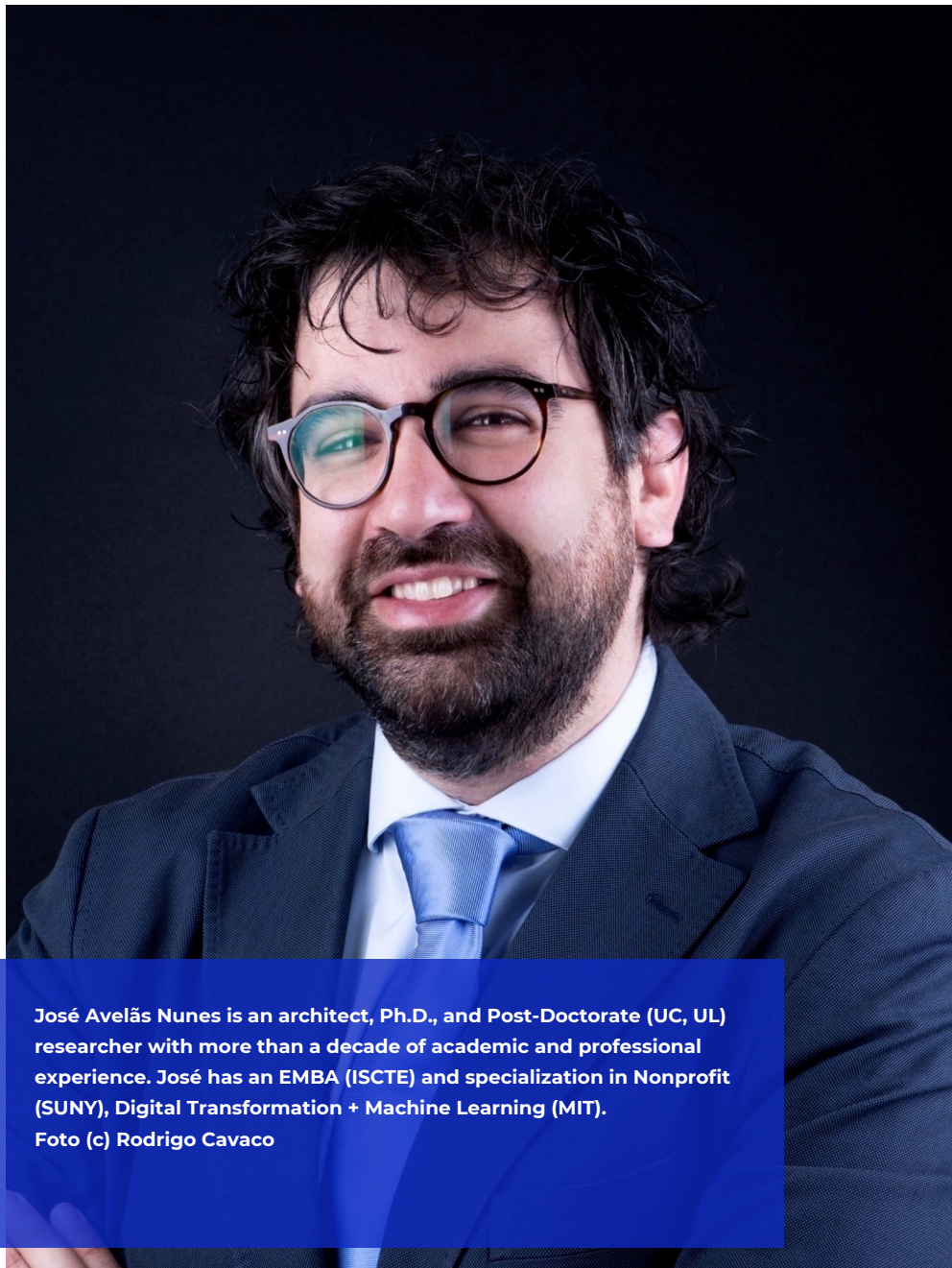
EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2005-2006 | Post-Graduation course in Business Administration | Atlantic Business School
- 2003-2004 | Post-Graduation course in law for companies | Faculty of Law of Coimbra

LANGUAGES

	A1	A2	B1	B2	C1	C2
Portuguese (mother tongue)	★	★	★	★	★	★
English	★	★	★	★	★	★
Spanish	★	★	★	★	★	★
French	★	★	★	★	★	★

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



José Avelãs Nunes is an architect, Ph.D., and Post-Doctorate (UC, UL) researcher with more than a decade of academic and professional experience. José has an EMBA (ISCTE) and specialization in Nonprofit (SUNY), Digital Transformation + Machine Learning (MIT).
Foto (c) Rodrigo Cavaco

JOSÉ CARLOS AVELÃS NUNES

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j.avelasnunes@hotmail.com

Portuguese

linkedin.com/in/jcar/

PROFESSIONAL EXPERIENCE

Since 2010 | Certified Architect | Freelancer; Other Companies, Lisbon, (Portugal)

- Certified Architect (Portuguese National Board of Architects).

Since 2016 | Researcher at CIUHCT, Faculty of Sciences, University of Lisbon | Faculty of Sciences, University of Lisbon, Lisbon, (Portugal)

- Architectural researcher, with focus on History of Science w/ PhD Researcher (2018). Post-PhD (2019-2022).
- Post-PhD with various academic responsibilities and active participation on outreach and projects.

Since 2010 | Researcher at CEIS20 - University of Coimbra. | University of Coimbra, Coimbra, (Portugal)

- Architectural researcher, within a National Fellowship for the PhD.

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2020-2021 | Specialization on Nonprofit Leadership & Governance | The State University of New York
- 2019 | MIT Leading Digital Transformation | MIT Professional Education
- 2019 | MIT Machine Learning: Leveraging Data | MIT Professional Education
- 2011-2017 | PhD In Architecture | University of Coimbra

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

- He is creative and organized, as a combination of out-of-the-box strategies - typical of architecture - with administration and management skills.



Bachelor's degree in Enology in 2004, with professional experience in wine production. In 2010, José joined Symington Family Estates as an Enologist in the project "Reservas" DOC Douro. Since 2017 he's been responsible for the agricultural management and wine production at Quinta da Fonte Souto.

JOSÉ DE ALMEIDA SOARES

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Portuguese

linkedin.com/in/josé-daniel-soares/

PROFESSIONAL EXPERIENCE

Since 2010 | Enologist | Symington Family Estates, Douro, (Portugal)

- Responsible for the agricultural management and wine production at Quinta da Fonte Souto (Portugal)

2009 | Enologist Assistant | Rui Reguinga Enologia, Almeirim, (Portugal)

2009 | Enologist | Sonho Lusitano Wines, Portalegre, (Portugal)

2009 | Vintage Shift Supervisor | Constellation Wines Australia, Mount Barker, (Australia)

2008 | Harvest Intern, Cellar Hand | Ovid Vineyards, Napa Valley, (California)

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2000-2004 | Enology | Universidade de Trás-os-Montes e Alto Douro

LANGUAGES

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

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

ADDITIONAL INFORMATION

- He's been developing his professional activity in wine production, having gone through several projects in Portugal (Tejo, Alentejo, Douro, Peninsula)



Driven, well-organized and experienced executive with a background of 20+ years of experience in Planning and Control. Focus on Collaborative plans and achievements.

MADALENA DORDIO

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Portuguese

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PROFESSIONAL EXPERIENCE

Since January 2021 | Executive Board Member | EDP Sávida, Lisboa, (Portugal)

- Member of the board of directors with financial responsibility.

Since 2016 | Head of Planning and Control, and Contract Management | EDP Global Solutions, Lisbon, (Portugal)

- Responsible for Planning and Control and Contractual Management of the two EDP Global Solutions companies.

2015 - 2016 | Head of Planning and Control | EDP Internacional, Lisbon, (Portugal)

- Responsible for Planning and Control of EDP Internacional

2012-2015 | Head of Planning and Control | EDP Brasil, São Paulo, (Brazil)

- Responsible for Planning and Control of EDP Brasil Group

2005-2012 | Associate Director of Planning and Control | EDP SA, Lisbon, (Portugal)

- Responsible for Consolidated Planning and Budgeting for EDP Group

2000-2005 | Controller | Dia Portugal Supermercados, Oeiras, (Portugal)

- Planning, Controlling and Reporting on financial results, operating activities and HR of Dia Portugal.

1999-2000 | Auditor | Moore Stephens, Lisbon, (Portugal)

- Auditing of several companies in Portugal.

1998-1999 | Junior Assistant at Commercial Department | IBM Portugal, Lisbon, (Portugal)

- Analysis of customer databases and support to the commercial area.

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 1993-1998 | Degree in Management Pre Bologna | ISG - Instituto Superior de Gestão

LANGUAGES

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

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



I am the Managing Director (CEO) at ABB Portugal and also leading the Motion business in the country.
 I am working in ABB since 2004 and in senior management positions since 2007. During this professional path, I also count on international experience, in countries like Brazil and Spain.

MÁRIO DO Ó

Birthdate: 1976/07/04

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mario.do-o@pt.abb.com

Portuguese

linkedin.com/in/Mário-do-Ó

PROFESSIONAL EXPERIENCE

Desde 2019 | Country Managing Director & Motion Local Business Manager | ABB - Asea Brown Boveri, Lisbon, (Portugal)

2018-2019 | Area Sales Manager Southern Europe | ABB - Asea Brown Boveri, Lisbon, (Portugal)

2015-2018 | Country Sales Manager for Drives, Motores & Controls | ABB - Asea Brown Boveri, Madrid, (Espanha)

2012-2015 | Country Sales Manager for Motors | ABB - Asea Brown Boveri, São Paulo, (Brazil)

2007-2012 | Country Sales Manager for Drives, Motores & Controls | ABB - Asea Brown Boveri, Lisbon, (Portugal)

2003-2004 | Electric and mechanical maintenance | Navigator (Portucel), Setúbal, (Portugal)

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2009 | Post graduation | SDA Bocconi
- 1996-2003 | Master's degree Electromechanical Engineering | UBI- Universidade da Beira Interior

LANGUAGES

	A1	A2	B1	B2	C1	C2
English	★	★	★	★	★	★
Portuguese (Native)	★	★	★	★	★	★

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

ADDITIONAL INFORMATION

- I am the Managing Director (CEO) at ABB Portugal and also leading the Motion business in the country.



Experienced Director with a demonstrated history of working in the logistics and supply chain industry. Strong research professional, is skilled in Negotiation, Project Management, Team Leadership, Business Strategy, and Management Consulting.

MIGUEL GROMICHO

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miguel.gromicho@icloud.com

Portuguese

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PROFESSIONAL EXPERIENCE

Since 2017 | **Physical Resources and Security Manager** | CTT, Lisboa, (Portugal)

- Facilities Management

2014-2017 | **Zahara General Services** | Serviços Zahara, Luanda, (Angola)

- Facilities Management

2005-2014 | **Resource Management Director** | PT PRO - Portugal Telecom, Lisboa, (Portugal)

- Facilities Management

2004-2005 | **Consultant** | LMGE - Gestão de Edifícios, Lisboa, (Portugal)

- Facilities Management

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2011 | Leaders Who Transform | The Lisbon MBA
- 2008 | Skill Development Integrated Program | Nova School of Business and Economics
- 1995-2002 | Mechanical Engineering | Instituto Superior Técnico

LANGUAGES

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

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



Financial executive with over 25 years of experience in financial services, human resources and information technologies. Deep knowledge in strategy, analysis and business planning, financial reporting, treasury management, regulatory report and audit.

NELSON MARTINS PITA

Birthdate: 1972/08/16

+351968574525

nelson.martins.pita@gmail.com

Portuguese

linkedin.com/in/nelson-pita

PROFESSIONAL EXPERIENCE

Since 2018 | CFO | Claranet Portugal, Lisbon, (Portugal)

- Member of the Administration Board, responsible for the coordination of the financial and legal counsel areas.

2012-2014/2014-2018 | CFO | Multipessoal Recursos Humanos, Lisbon, (Portugal)

- Member of the Administration Board, responsible for the coordination of the Organization, Financial and Legal areas.

2014 | Consultant | ESI, Lisbon, (Portugal)

- Financial report consultant

2009-2012 | Head of Financial Control | Barclays Bank - Sucursal em Portugal, Lisbon, (Portugal)

- Responsible for the coordination of the accounting, financial report, regulatory and tax areas.

2002-2009 | Head of Planning and Accounting Department | Banco Espírito Santo, Lisbon, (Portugal)

- Responsible for coordinating budgets, following activities and reporting capital ratio

1995-2002 | Auditor (Assistant to Senior Manager) | PwC, Lisbon, (Portugal)

- Drafting and coordinating financial audit projects, with specialization in the banking field.

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 1998-1999 | Post-Graduation in Financial Actives and Markets | ISCTE Executive Education
- 1991-1995 | Bachelor's degree in Economy | ISEG

LANGUAGES

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

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



Experienced Analysis Specialist with a demonstrated history of working in the banking industry. Skilled in Negotiation, Business Planning, Information Management, Business Intelligence, Banking, and Equities.

NUNO GIL

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2013 | Head of Information Management and Business Intelligence | Caixa Central de Crédito Agrícola, Lisbon, (Portugal)

- Planning and controlling the group's goals, ensuring the appropriate resources, information and tools.

2007-2013 | Stocks Market Operator | Caixa Central de Crédito Agrícola, Lisbon, (Portugal)

- Following up with clients and with over 650 agencies of the group; internal coach in the field of Capital Markets

2004-2007 | Stocks Market Operator | CA Dealer - Soc. Fin. de Corretagem, SA, Lisbon, (Portugal)

- Responsible for retail, orders to compel arbitration and routings.

2001-2004 | Stocks Market Operator | NCO Dealer - Soc. Fin. de Corretagem, SA, Lisbon, (Portugal)

- Responsible for retail, orders to compel arbitration and routings.

1996-2001 | Stocks Market Operator | Central Investimentos - Soc. Financeira de Corretagem, SA, Lisbon, (Portugal)

- Responsible for retail, orders to compel arbitration and routings.

1995-1996 | Bond Markets Operator | Central Investimentos - Soc. Financeira de Corretagem, SA, Lisbon, (Portugal)

- Bond Markets Operator

1994-1995 | Floor Operator | Socifa & Beta - Soc. Finan. de Corretagem, SA, Lisbon, (Portugal)

- Floor Operator in Lisbon's Stock Market

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2015-2018 | MSc Information Management, specialization in Knowledge Management and Business Intelligence | Nova IMS - Universidade NOVA de Lisboa
- 2001-2003 | IT Engineering | ISTE - Instituto Superior de Tecnologias Avançadas
- 1997-2002 | Economy | Universidade Lusófona de Humanidades e Tecnologias

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

- Connected to diving, having been responsible for photography and video championships, international fairs, among other events between 2002 and 2010.



MSc in Pharmaceutical Sciences with professional development in marketing and management (MBA). Deep knowledge of the pharma sector, especially with regards to retail pharmacy. Experience in developing and implementing Business Plans, Strategic Planning as well as in Team Management and Leadership.

PATRÍCIA STRUING GOMES

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2016 | CEO - Chief Executive Officer | Praxis Group, Lisbon, (Portugal)

- Definition and implementation of a Pharmacy Business Model – operations, management, marketing, HR, customer service

Since 2016 | Business Unit Manager | Quilaban, Lisbon, (Portugal)

- Development of the Pharma Division in a company oriented towards the Retail pharmacy, Medicines and Diagnostic.

2013-2016 | Marketing Director | Praxis Group, Lisbon, (Portugal)

- Definition and implementation of a yearly Marketing and Communication Plan. Performance control.

2008-2013 | Technical Director | Alegro Pharmacy, Lisbon, (Portugal)

- General Management of the Pharmacy, development, Client Service area, team management, portfolio and regulatory.

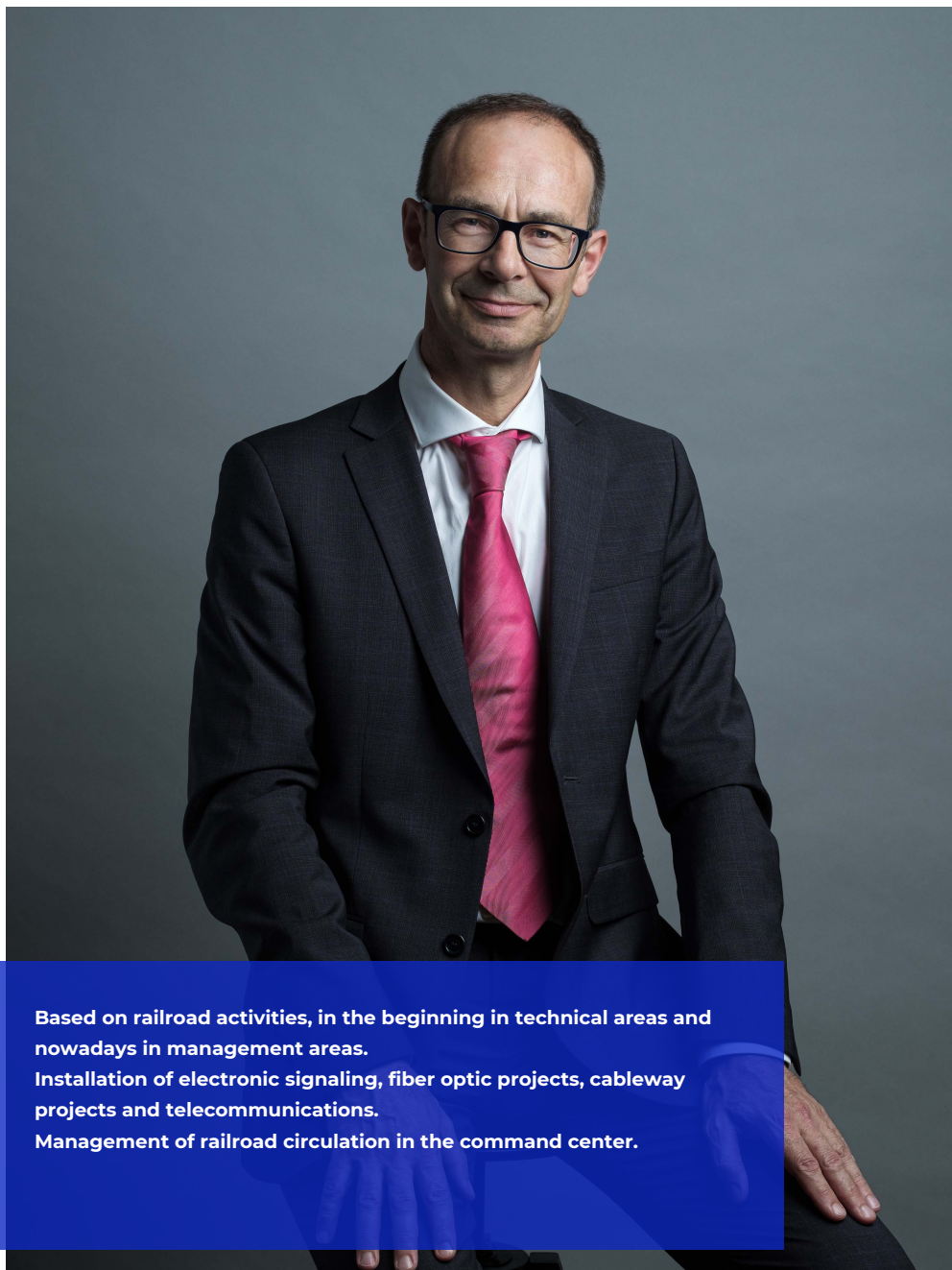
EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2010 | Post-Graduation in Management | Universidade Católica de Lisboa
- 1995-2001 | Master's Degree in Pharmaceutical Sciences | Universidade de Lisboa

LANGUAGES

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

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



Based on railroad activities, in the beginning in technical areas and nowadays in management areas.
 Installation of electronic signaling, fiber optic projects, cableway projects and telecommunications.
 Management of railroad circulation in the command center.

PAULO ALBERTO ROCHA

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2005 | Railway circulation Manager | REFER /

Infraestruturas Portugal, Porto, (Portugal)

- Control, command and regulation railway activities in a control center

1990-2004 | signaling and telecommunication work manager | CP

/ REFER, Porto, (Portugal)

- Control the development of multiple signaling and telecommunication contracts in the urban area of Porto

EDUCATION

2019-2021 | Executive MBA | ISCTE Executive Education

2015 | Advanced Management Program Leadership | ISCTE Executive Education

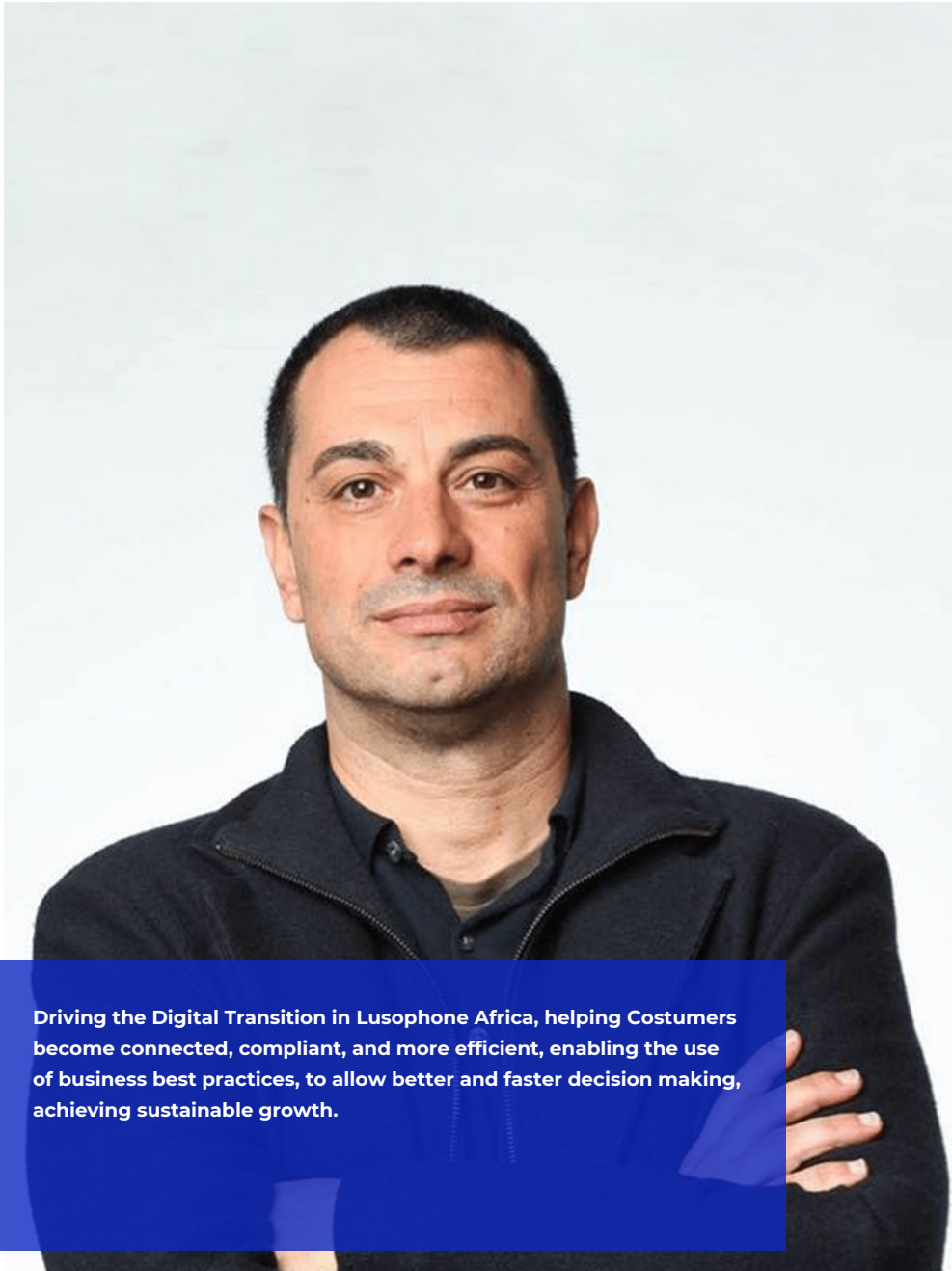
2003 | Transport post graduation | FEUP, University of Porto

1985-1990 | Electrical and Computer Engineering | FEUP, University of Porto

LANGUAGES

	A1	A2	B1	B2	C1	C2
english	★	★	★	★	★	★
french	★	★	★	★	★	★

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



Driving the Digital Transition in Lusophone Africa, helping Costumers become connected, compliant, and more efficient, enabling the use of business best practices, to allow better and faster decision making, achieving sustainable growth.

PEDRO CARREIRA

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Portuguese

linkedin.com/in/pcarreira

PROFESSIONAL EXPERIENCE

Since 2013 | Sales Manager MidMarket Lusophone Africa | SAP, Lisboa, (Portugal)

- Sales Management of Channel pipeline, Demand Generation and GTM
- Account Management of Strategic Customers and Partners and Services teams for critical projects
- Consistent overachievement of budget allocated of >2M€

2005-2009 | Strategic Alliances Manager | Intel, Madrid, (Spain)

- Development of Strategic partnerships and GTM to ramp up growth initiatives
- Lead of world pilot on remote managed services based on Intel Technology
- Drive adoption of Mobility and generate new business model for Channel

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 1993-1997 | Sociology | UNL - FCSH

LANGUAGES

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

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



More than 25 years of insurance experience and knowledge in the health area, namely in the implementation of managed care and value-based healthcare models. Solid knowledge of the healthcare sector in Portugal and close relationship with the main stakeholders in negotiation matters

PEDRO CORREIA

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2009 | Senior Manager - Head of Clinical & Providers

Network | Médis – health insurance, Lisbon, (Portugal)

- Conducting negotiations with large private healthcare providers, having a significant impact on reducing costs
- Management of clinical areas and implementation of a value based healthcare model

2006-2009 | Manager | Médis - health insurance, Lisbon, (Portugal)

- Conducting negotiations with private healthcare providers

2003-2006 | Manager | Ocidental - life & non life insurance, Lisbon, (Portugal)

- Product and brand management functions in the marketing department

2002-2003 | Deputy Manager | Ocidental - life insurance, Lisbon, (Portugal)

- Restructuring the life risk department in the operations area. Implementation under a task force

1992-2002 | Commercial coordinator | Ocidental - life & non life insurance, Lisbon, (Portugal)

- Bancassurance commercial consultant (insurance distribution through Millennium bcp). Dynamization of sales teams

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2003 | Leadership | AESE Business School
- 2001-2002 | Management Development Program | EUREKO
- 1992-1997 | Law | Universidade Autónoma de Lisboa

LANGUAGES

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

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



Experienced IT / business analyst and relationship manager with a demonstrated history in the banking industry. I am currently working in the insurance industry as a business relationship manager. I have a special interest in finance, technology, industry and energy areas.

PEDRO DOS REIS AUGUSTO

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PROFESSIONAL EXPERIENCE

Since 2022 | Senior Consultant | Winning, Lisbon, (Portugal)

- Relationship management IT / Risk, Compliance and Security. Project management.

2018-2019 | Risk Management / Stress Test Analyst | Caixa Geral de Depósitos, Lisbon, (Portugal)

- Responsible for stress tests and CGD Group Recovery Plan.
- Drafting of the Recovery Plan for CGD Group.
- Responsible for defining/reviewing stress tests policies, as well as the recovery plan for CGD and other entities.

2014-2018 | Relationship Manager | Caixa Geral de Depósitos, Lisbon, (Portugal)

- Responsible for the prioritization and following up IT requests and SLA. Approval of solution and budget proposals.
- Drafting of project business cases and management information reports.
- Defining business requirements and evaluating its impact in the company's systems.

2009-2014 | IT / Business Analyst | Sogrupa SI (CGD Group), Lisbon, (Portugal)

- Pivot between the business/support departments (eg. Markets, Risk Management, Accounting) and IT teams.
- Identifying priorities, drafting requirements, approving proposals and budgets.
- Following up development phases, acceptance tests and production

2005-2009 | Commercial Manager | Caixa Geral de Depósitos, Lisbon, (Portugal)

- Client management, company credit, treasury management and financial applications. Project interlocutor.

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2007-2008 | Executive Master in Financial Markets and Actives | ISCTE Executive Education
- 2000-2005 | Bachelor's degree in Economy | Faculdade de Economia da Universidade Nova de Lisboa (FEUNL)

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Writer and amateur literary publisher. Literature forum moderator. I have a special interest for technology, knowledge and new trends.



Professional with more than 10 years of experience in Aviation, Telco and Payments, focusing in customer relationship and digital product management. I've assumed the position of Product Manager, leading the business strategy to leverage digital self-service ecosystem.

PEDRO MOURITA

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PROFESSIONAL EXPERIENCE

Since 2023 | Product Manager | SIBS, Lisbon, (Portugal)

- Develop and implement the product strategy for the payment gateway in the Polish market

2022-2023 | Product Owner | NOS SGPS, Lisbon, (Portugal)

- Leveraging digital self-service capabilities for App NOS, Cinemas NOS & Kiosks

2019-2022 | Product Manager | TAP Air Portugal, Lisbon, (Portugal)

- Leveraging month-over-month revenue growth (~20%)
- Keeping an average monthly conversion rate of 4%
- Driving a mobile-first approach led to a share of 44%
- Enhancing revenue streams to maintain a low cost of sale
- Optimizing digital features allowing human workload reduction

2016-2019 | Contact Center Coordinator | TAP Air Portugal, Lisbon, (Portugal)

- Managing teams focused on providing customer care, improving average waiting times with positive NPS outcome
- Ensuring the resources allocation to achieve the business metrics

2011-2016 | Contact Center Assistant | TAP Air Portugal, Lisbon, (Portugal)

- Assisting customers with flight rebooking and ancillary services purchases
- Supporting development teams as a subject matter expert for new voucher system and new customer notifications

EDUCATION

- 2022 | MSc Business Administration | ISCTE Business School
- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2018 | General Management Program | Católica Lisbon School of Business & Economics
- 2006-2009 | Communication Studies | Instituto Politécnico de Setúbal

LANGUAGES

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

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



Head Financial Planning & Analysis (FP&A) in Staples Solutions Retail Channel in Europe and Portugal, responsible for full P&L, working capital, Sales & Margin analysis, and main commercial KPIs.

My main purpose is to ensure and control the implementation of the business strategy.

RICARDO GUERREIRO DA FABIANA

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PROFESSIONAL EXPERIENCE

Since 2010 | Head of Commercial Financial Planning & Analysis | Staples, Lisbon, (Portugal)

- Implementation of Business Strategy in Europe Retail channel and in Portugal

2000–2010 | Client Financial Management & Consultant |

Accenture, Lisbon, (Portugal)

- Financial Management in Portugal, responsible for financial control of client projects and Business Consultant

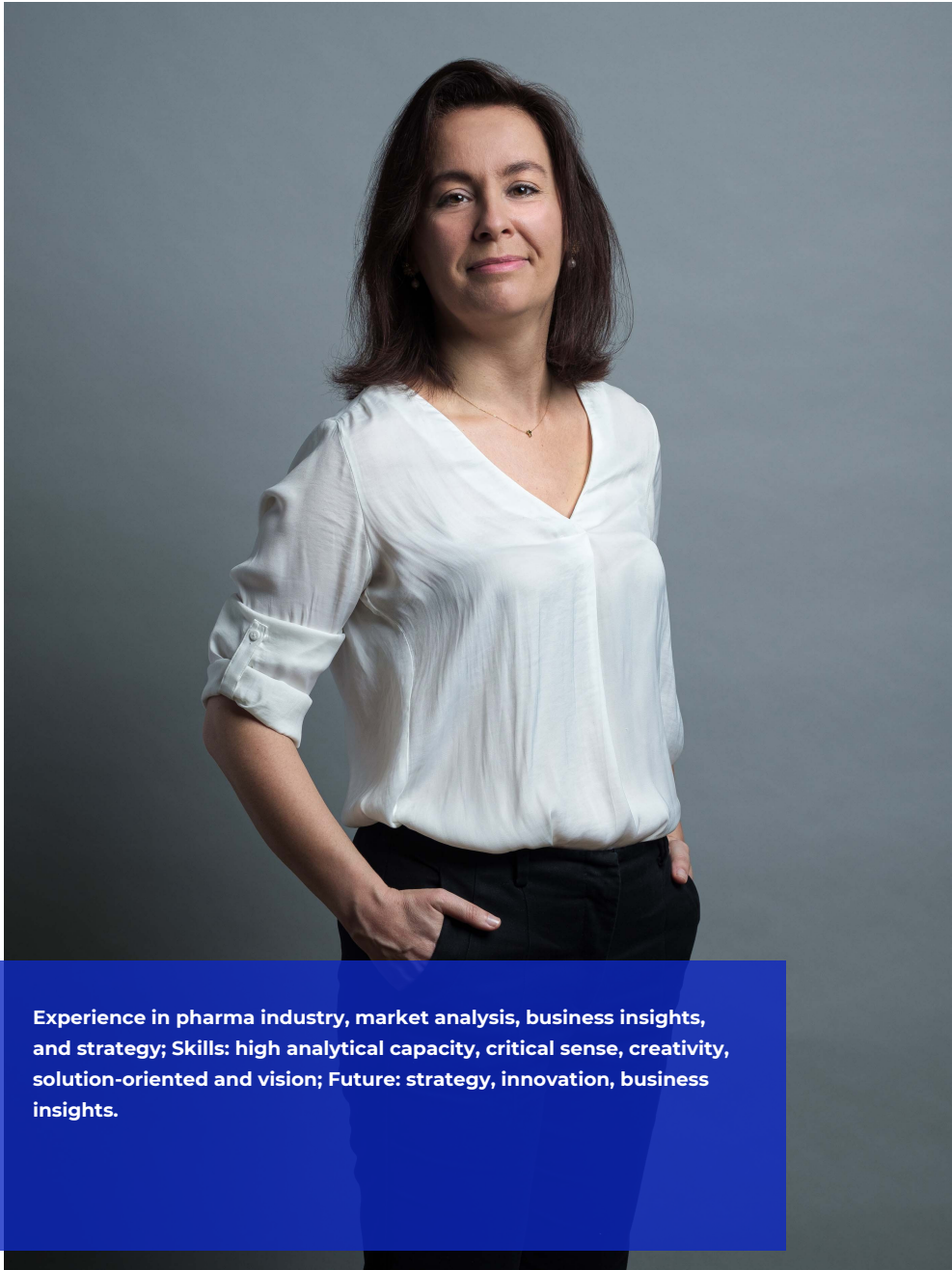
EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2019 | Analytics for Business – Post-Graduation | ISCTE Executive Education
- 1994 – 2000 | Business Management, major in Finance | ISCTE-IUL

LANGUAGES

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

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



Experience in pharma industry, market analysis, business insights, and strategy; Skills: high analytical capacity, critical sense, creativity, solution-oriented and vision; Future: strategy, innovation, business insights.

SANDRA GASPAR

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PROFESSIONAL EXPERIENCE

Since 2022 | Senior Global Market Research Manager (market insights) | BIAL - Portela & C., Lisbon, (Portugal)

- Market research governance and management of 7 EU countries +RoW (300M T/O)
- Development and implementation of global market research studies; 8 MR studies implemented in 2022
- New segmentation model Project Leader
- Transversal projects: business cases, new products forecast, portfolio wishlist, secondary data negotiation (2M)
- Identify valuable insights, opportunities and challenge strategies
- (from 2010 to 2021 - Market Research Manager in BIAL portuguese affiliate)

2008 – 2009 | Marketing Excellence/ Planning & Business Development Support | Sanofi-aventis, Lisbon, (Portugal)

- Promote and coordinate the affiliate strategic refecton to maximize the potential GWTH of the company (224M T/O)
- Potential acquisitions/ range extensions/ business areas that represented a business opportunity
- Identify main changes in the health sector providing strategic recommendations and approaches to stakeholders

2005 - 2008 | Business Analyst | Sanofi-aventis, Lisbon, (Portugal)

- Performance analysis and monitorisation of 15 brands (inc. PLAVIX), 12 markets (115M T/O) and competitors
- Brands and markets sales forecast using various methodologies, e.g., trends, patient forecast model and benchmark
- After a strategic assessment of the product portfolio, two brands restart promotion achieving 2-digit GWTH in 3Y

EDUCATION

- Since 2022 | Master of Science in Management | ISCTE - University Institute of Lisbon
- 2019 – 2021 | Executive MBA | ISCTE Executive Education
- 2002 – 2003 | Postgraduate degree in Retail Management | ISCTE Executive Education
- 1997 – 2002 | Marketing degree | Instituto Superior de Línguas e Administração – ISLA

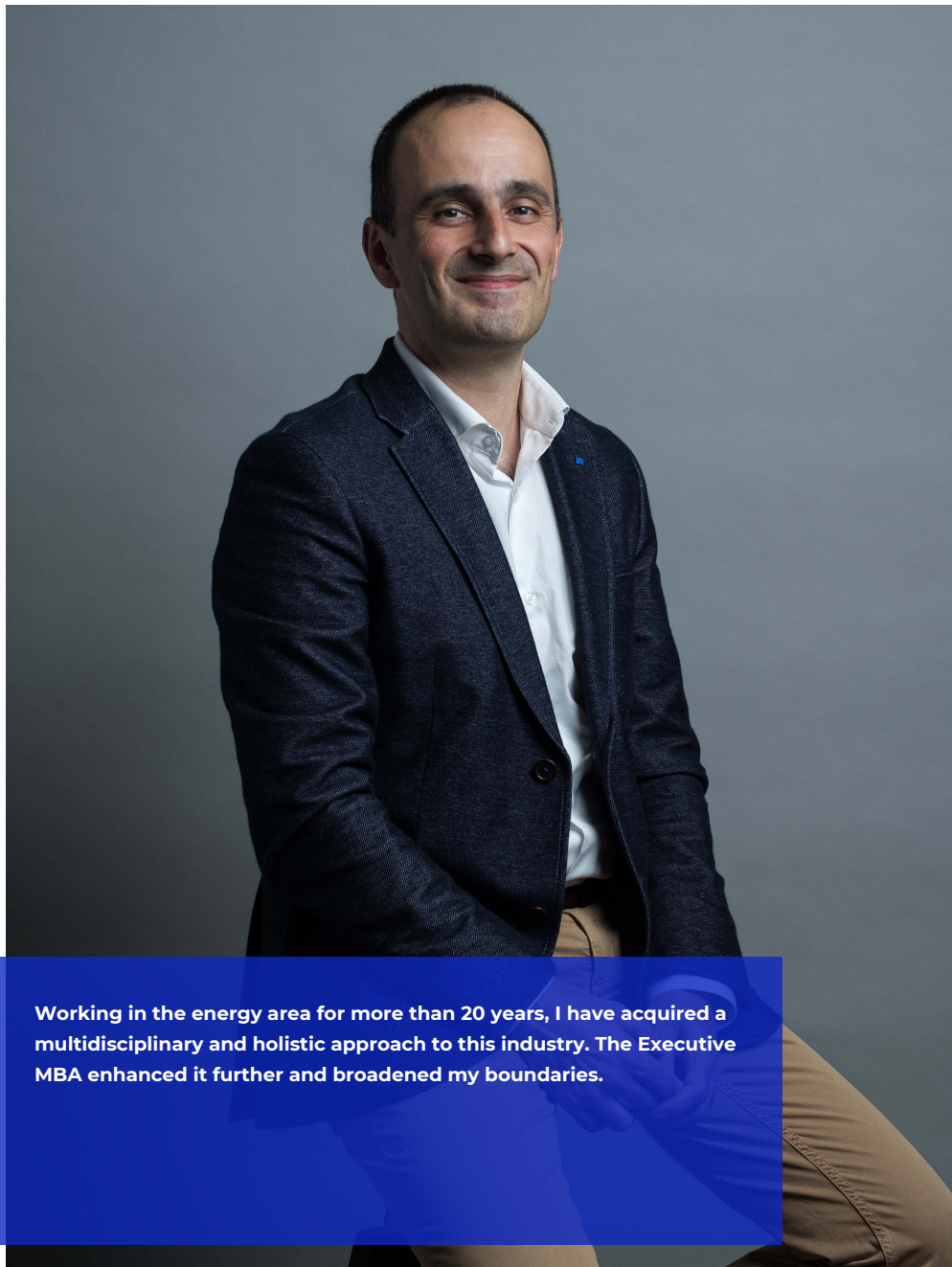
LANGUAGES

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

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

ADDITIONAL INFORMATION

- Passionate about smiles, nature and art (travel, trekking, exhibitions, painting, DIY projects, volunteering).



Working in the energy area for more than 20 years, I have acquired a multidisciplinary and holistic approach to this industry. The Executive MBA enhanced it further and broadened my boundaries.

SÉRGIO AMARAL

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PROFESSIONAL EXPERIENCE

Since 2022 | IT Responsible | EDP Labeltec, Lisbon, (Portugal)

- Information Technology Responsible

2013-2022 | Project Manager | EDP Labeltec, Lisbon, (Portugal)

- 2017-2021: Corporate Management Support, Business Intelligence and Laboratory IT Project Management
- 2013-2017: Innovation and Fablab Project Management

2010-2013 | Service Manager | EDP Serviços, Lisbon, (Portugal)

- B2B Energy Efficiency Commercial and Project Manager

2004-2009 | Product and Operations Manager | EDP Comercial, Lisbon, (Portugal)

- Power Infrastructure, Energy Efficiency and Electricity Quality Services Product and Operations Manager

2002-2004 | Commercial | Alstom / Areva, Lisbon, (Portugal)

- Electricity Transport and Distribution Equipment Sales

2002 | Trainee | EDP Distribuição, Oporto, (Portugal)

- HV/MV Dispatch, Network Planning, Substation and Powerline Construction, Maintenance and Telecom Services

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2008-2009 | Advanced Studies in Sustainable Energy Systems | IST, ISEG, MIT Portugal Program
- 1994-2002 | Electrical Engineering | FEUP

LANGUAGES

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

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



A project manager with more than 10 years of experience in banking. Designed, developed, and implemented several retail network solutions to increase efficiency. Currently, Head of Planning and Communication Department in Millennium BCP Retail Marketing.

SOFIA PARADA

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PROFESSIONAL EXPERIENCE

Since 2021 | **Head of Planning and Communication Department** | **Millennium bcp, Lisbon, (Portugal)**

- Retail Marketing

2018-2021 | **Head of Retail Network Strategy** | **Millennium bcp, Lisbon, (Portugal)**

- Projects & Development Department - Retail Network Support Unit

2013-2017 | **Senior Consultant** | **Millennium bcp, Lisbon, (Portugal)**

- Projects & Development Department - Retail Network Support Unit

2011-2013 | **People Grow** | **Millennium bcp, Lisbon, (Portugal)**

- Two-year development program with several trainings and projects in core areas of the Bank.

2010-2011 | **Trainee** | **Millennium bcp, Lisbon, (Portugal)**

- Economic Research Office (sustainability)

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2009-2011 | Master, Economics | University of Aveiro
- 2006-2009 | Graduate, Economics | University of Aveiro

LANGUAGES

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

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



I am a catholic priest born in Braga and currently studying at Iscte Executive Education. I spent 12 years in Mexico as a volunteer. For 4 years, I developed a project focused on missionary volunteering, where I worked with people

TIAGO BARBOSA

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PROFESSIONAL EXPERIENCE

Since 2021 | Parish Administrator | Diocese of Caires, Besteiros, Portela and Torre, Amares, (Portugal)

- Parish Administrator

2020-2021 | Treasurer | Associação Abraçar São Tomé e Príncipe, Lisbon, (Portugal)

- Volunteering as treasurer

2014-2019 | Missionary and Volunteering Coordinator | CSSp, Viana do Castelo, (Portugal)

- Responsible for coordinating volunteers and teams that work in fundraisings for catholic missions.

2010-2014 | Priest of San David Roldán Lara | Diocese of Tampico, Tampico, (Mexico)

- Working as a priest in one of Tampico's neighbourhoods, located in Tamaulipas, Mexico

2004-2009 | Priest of San António | Diocese of Ciudad Valles, Ciudad Valles, (Mexico)

- Parish administration work with huasteca people

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education

- 1999 | Theology | Universidade Católica - Lisboa

LANGUAGES

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

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



Atena Equity Partners Board Member/Founding Partner. Was CFO of Explorer Investments, Interim CEO&CFO of Portuguese/Spanish SME's. Started his career in Arthur Andersen/Deloitte were become Director in Advisory. EMBA (ISCTE), Graduated in Economics (UÉvora), Finance/Restructuring (FEUP/UCatólica)

VICTOR GUEGUES

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PROFESSIONAL EXPERIENCE

Since 2014 | Founding Partner (Board Member) | Atena Equity Partners, Lisboa, (Portugal)

- Co-Founder at Atena Equity Partners (Independent Private Equity Firm-AUM 100 M€)
- Chairman in Cariano and Planitec
- Nn Executive Board Member: Malo Clinic, Leya, Prado, WeMold, QS Score, Sidefarma, SIMI Group, Paginas Amarelas

2008-2014 | CFO of Explorer Investments PE Funds; Interim CEO & CFO of SME'S (Insynro&Quadrifolio) | Explorer Investments, Lisboa, (Portugal)

- Investment/Divestment; Reporting & Investors Relations; Lead Operational Turnaround Quadrifolio & Insynro

2007-2008 | Financial & Administrative Director | Imocom Group, Lisboa, (Portugal)

- Financial Coordination; Internationalization investment coordination to Spain & Argentina

2002-2007 | Director / Manager - Audit & Advisory | Deloitte, Lisboa, (Portugal)

- Lead Client Service. Consulting, Statutory Audit's and Due Diligence processes (Listed/Midcaps/SME's)

1999-2022 | Audit & Advisory Senior | Arthur Andresen (Merger with Deloitte), Lisboa, (Portugal)

- Project Team Leader. Consulting, Statutory Audit's and Due Diligence processes (Midcaps/SME's)

EDUCATION

- 2019-2021 | Executive MBA | ISCTE Executive Education
- 2017-2017 | Executive Program in Restructuring and Insolvencies | Universidade Católica Porto
- 2010-11 | Executive Program in Tax | APEU - Faculdade Economia Universidade Coimbra
- 2001-2001 | Executive Program in Financer | APEU - Faculdade Economia Universidade Coimbra
- 1995-1999 | Master's Degree in Economy | Universidade 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

- Economist (Ordem dos Economistas) - Since 1999
- IPCG - Instituto Português de Corporate Governance

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
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1600-189 Lisboa

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