

**Executive MBA**

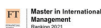
# YEARBOOK

## 2020/22



**Empower Yourself  
Change the World**

**ACCREDITATIONS, AFFILIATIONS AND RANKINGS**



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- 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 London Business School

## 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**



**António Martins da Costa**



**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

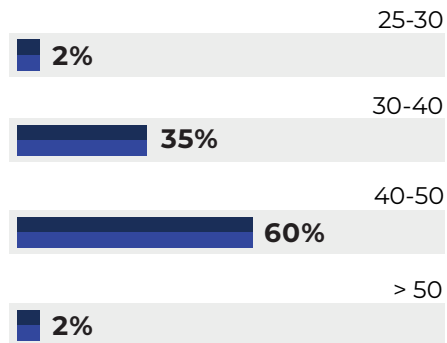
## Participant Profile

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

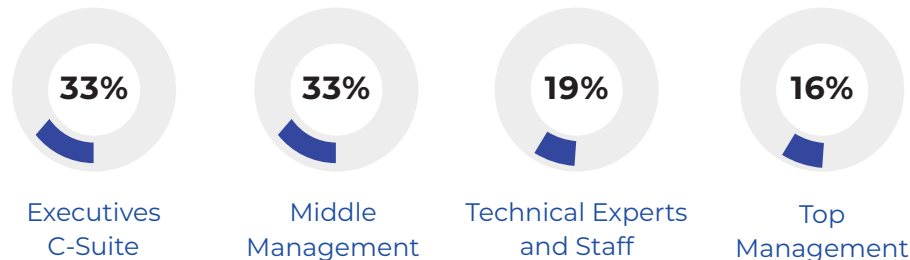


### Age



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.

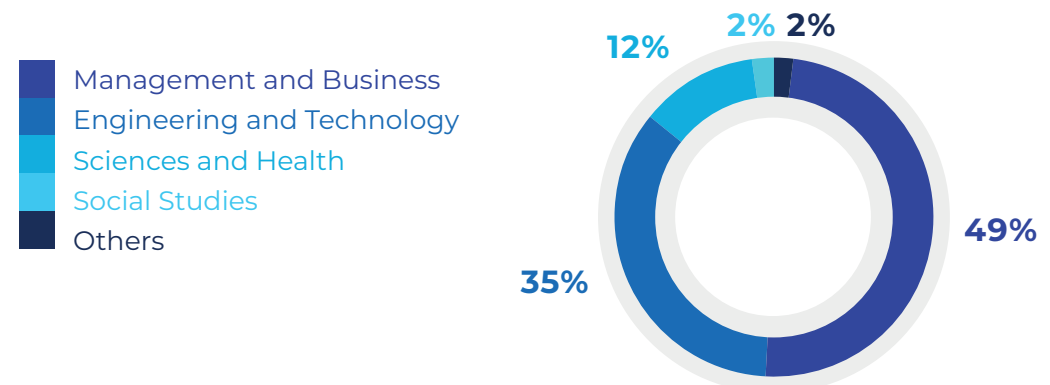
### Roles



## Sectors



## Education



# Professional Profile

## Executive MBA 2020/22





Specialized in AML/CTF with 7+ years experience in the banking industry.  
ACAMS certified

## ABDUL RAHIM GANI

Birthdate: 1992/11/11

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Portuguese

linkedin.com/in/rahimgani/

### PROFESSIONAL EXPERIENCE

#### Since 2021 | AML Manager | VivaWallet, Lisboa, (Portugal)

- Portuguese Branch AML Compliance Officer (MLRO). Manager of the KYCops and AMLOps team.

#### 2019-2021 | Compliance Officer | Banco Português de Gestão, Lisboa, (Portugal)

- Responsible for the AMLCTF& Sanctions Program and its effectiveness & Implementation of MIFID II Regulation

#### 2015-2019 | Senior Associate | KPMG, Lisboa, (Portugal)

- Forensic Consultant specialized in Fraud, AML/CTF & Sanctions in the Banking and Insurance industries.
- Projects in Portugal, Angola and UK

### EDUCATION

- 2020-2022 | Executive MBA | Iscte Executive Education
- 2012-2015 | Bsc Financial Economics | University of Leicester

### LANGUAGES

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

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



Extensive experience in managing commercial teams.  
 Focused on the solution and with a very analytical profile.  
 Strongly motivated in developing my teams and quite used to working under pressure.  
 Strong adaptability and resilience.

# ALEXANDRE GOMES

Birthdate: 1982/11/30

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Portuguese

linkedin.com/in/alexandreebgomes

## PROFESSIONAL EXPERIENCE

Since 2022 | Commercial Deputy Director - Mortgage Credit | Doutor Finanças, Miraflores, (Portugal)

- Operational management of the commercial dept - Orientation towards results against the budget plan - KPI analysis

2022 - 2022 | Team Leader Personal and Consolidated Credit | Doutor Finanças, Miraflores, (Portugal)

- Team management - Orientation towards objectives against the plan - KPI's analysis and control

2016 - 2022 | Asset Manager & Portfólio Manager | Hipoges Ibéria, Lisbon, (Portugal)

- Credit portfolio management
- Team management approx. 10/20 people

2015 - 2016 | Commercial Assistant | Banco de Investimento Global, Lisbon, (Portugal)

- Investment banking

2012 - 2015 | Asset Manager | Barclays Bank PLC, Lisbon, (Portugal)

- Credit portfolio management - Credit restructuring - PARI/PERSI

2009 - 2010 | Commercial Assistant | Banco BPI, Lisbon, (Portugal)

- Perform bank transactions; Present the bank's products to customers, Credit recovery and cross selling

2009 - 2010 | Commercial Assistant | Caixa Geral de Depósitos, Lisbon, (Portugal)

- Bank customer support - Credit recovery - Leasing & Factoring

## EDUCATION

- 2020 - 2022 | Executive MBA | ISCTE Executive Education
- 2019 - 2020 | People and Talent Management | Nova School of Business and Economics
- 2003 - 2007 | Marketing management | IPAM - Instituto Português de Administração de Marketing

## LANGUAGES

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

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





Having started as an Assistant in the Health field, I built my career by investing in education: firstly in Hospital Management and lastly in Management itself, a field where I had some clear gaps, which allowed me to achieve a Manager position after 11 years.

## ANDRÉ CARDOSO

Birthdate: 1975/10/20

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Portuguese

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### PROFESSIONAL EXPERIENCE

**Since 2011 | Head of the Planning and Management Support Office | Unidade Local de Saúde Litoral Alentejano, Santiago do Cacém, (Portugal)**

- Coordination of the external contract process between ULSLA and the Portuguese Ministry of Health
- Responsible for the internal contract process between ULSLA and the services

**2009-2012 | Manager at the Planning and Management Support Office | Hospital do Litoral Alentejano, Santiago do Cacém, (Portugal)**

- Studies development regarding hospital activity (cost-benefit analysis)
- Hospital activity monitoring

**2006-2008 | Documental Management Manager | Arquivo Contemporâneo da Secretaria Geral do Ministério das Finanças, Lisboa, (Portugal)**

- Managing the transition of several documental bases to different documental supports.

**2000-2006 | Administrative Assistant | Centro Hospitalar de Lisboa Central, Lisboa, (Portugal)**

- Providing administrative support in several hospital fields such as the clinical pathology lab and hotel services.

### EDUCATION

- 2020-2022 | Executive Master in Business Administration | Iscte Executive Education
- 2009-2014 | Bachelor's degree in Human Resource Management | Instituto Superior de Tecnologia e Gestão Jean Piaget
- 2008-2009 | Post-Graduate Course in Management and Public Policies | Instituto Superior de Ciências Sociais e Políticas (ISCSP)
- 2005-2007 | Post-Graduate Course in Hospital Management | Escola Nacional de Saúde Pública
- 2001-2003 | Post-Graduate Course in Documental Management, specialization in library science | Universidade Autónoma Luís de Camões
- 1996-2000 | Bachelor's degree in History | Universidade Autónoma Luís de Camões

### LANGUAGES

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

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



I have a solid professional career in the pharmaceutical industry, always linked to the commercial areas. I am truly passionate about developing high performance teams, bringing out the best in each individual. Another area that fulfills me and where I like to be is in business strategy.

## ANGELA MARGARIDA FERNANDES MADEIRA

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Portuguese

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### PROFESSIONAL EXPERIENCE

**Since 2017 - currently | Head of Portugal Commercial Team | FERRING, Lisboa, (Portugal)**

- Develop and implement sales and marketing strategies. Develop high performance teams to achieve outstanding results

**2005-2017 | Area Sales Manager | Jaba Recordati, Lisboa, (Portugal)**

- Team Management ensuring the delivery of results. Monitoring and execution of the A&P plan. Commercial Strategy.

**2004-2005 | Sales Representative | Decomed, Lisboa, (Portugal)**

- Territory management, clients segmentation, achieve sales budget.

### EDUCATION

- 2020-2022 | Executive MBA | ISCTE Executive Education
- 2010 | Statistics and Information Management | Nova IMS
- 1999 | Chemical Engineering | ISEL

### 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

- I am a mother who has found in the kitchen a way to show gratitude and affection for all those close to me.
- I like to read, travel and play tennis.

# ANTÓNIO MAYER GODINHO DE SOUSA PINTO MONTEIRO FERNANDES



After 21 years in the Automotive Sector as Trainer, Product Manager, Area Manager and Commercial Director, thanks to my experience and the know-how acquired in the Executive MBA, I decided to become an entrepreneur, aiming to provide a 360° service in the Real Estate area.

Birthdate: 1978/02/18

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monteiro.fernandes@gmail.com

Portuguese

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## PROFESSIONAL EXPERIENCE

Since 2021 - currently | Sales Manager | Porsche Center Lisbon, Lisbon, (Portugal)

- Management of new and used car businesses

2018-2021 | Sales Manager | Renault Retail Group Portugal, Lisbon, (Portugal)

- Management of new car businesses

2012-1018 | Sales Manager | Soauto S.A., Lisbon, (Portugal)

- Management of new car businesses

2002-2012 | Trainer, Product Manager, Area Manager | SIVA, S.A., Azambuja, (Portugal)

- Monitoring and management of the Volkswagen dealer network

## EDUCATION

- 2020-2022 | Executive MBA | ISCTE Executive Education
- 1996-2001 | Mechanical Engineering | FCT-UNL

## LANGUAGES

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

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



Successful and collaborative leader, empowering people and organizations to surpass their goals. Strong expertise in strategic sales, marketing and revenue growth management. Capable to offer a 360 strategic thinking to any company, through the knowhow acquired in different industries.

## BONIFÁCIO VENTURA MEIXEDO

Birthdate: 1987/06/21

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Portuguese

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### PROFESSIONAL EXPERIENCE

**Since 2018 | Head of Sales Planning and Strategy & Iberian Head of Business Insights and Operations | Samsung Electronics, Lisboa, (Portugal)**

- Lead the net sales and trade spend budgeting process: Full P&L responsibility;
- Track performance metrics and analysis to identify both opportunities and potential risks beforehand;
- Team management: Product Managers, Business Analysts, Supply Chain Managers, Market Analysts (Portugal & Spain).

**2016-2018 | Head of Global Marketing and Sales Innovation & International Marketing and Sales Manager | Timwe, Lisboa, (Portugal)**

- Strategic planning process and business strategy development across all countries. International team management;
- Worldwide roadshows to present B2C portfolio and company strategy to external stakeholders;
- Identify and negotiate strategic partnerships. Full country and product base P&L responsibility.

**2012-2016 | National Key Account Manager & Revenue Growth Manager | Danone, Lisboa, (Portugal)**

- Sales negotiation, planning, forecasting, pricing, promotions, budget and track account revenues and costs;
- Full P&L Responsibility: Pricing and Trade terms Management (Account and Product base).

**2009-2012 | Product Specialist | Siemens Healthcare and Teprel, Porto, (Portugal)**

- Medical equipment: sales, training and technical support.

### EDUCATION

- 2020-2022 | Executive MBA | ISCTE Executive Education
- 2014-2014 | Intensive Management Program | NOVA School of Business and Economics
- 2012-2013 | Post-graduation in Sales Management | Porto Business School
- 2005-2010 | Master's Degree in Biomedical Engineering | Universidade do Minho

### 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

- 2021-2022 | Business Mentor and Master's Thesis Supervisor, "International Master's Degree in Management", @ NOVA School of Business and Economics.



With a robust background in auditing and financial consulting, I excel in leading and managing multidisciplinary teams across diverse sectors. Proven track record optimizing reporting structures, improve process efficiency and driven successful M&A projects.

## CARLOS DINIS ALVES GOMES

Birthdate: 1978/06/28

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Portuguese

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### PROFESSIONAL EXPERIENCE

#### Since 2014 | Director Control and Finance | Aquapor (Saur Group), Lisbon, (Portugal)

- Manage optimization for financial activity and stakeholders; Reporting and planning
- M&A team management and project modeling, External relations management for finance stakeholders

#### 2007-2014 | Manager - Assurance | EY, Lisbon, (Portugal)

- Team management and project coordination; Client management - budgets and development of new projects
- Advanced knowledge of IFRS and USGAAP, international teams: Angola, Ireland US, and Brazil

#### 2005-2007 | Auditor/consultant | Antunes Rodrigues, SROC, Lisbon, (Portugal)

- Coordination and execution of audit work in accordance with applicable regulations and reporting
- Chartered accountant of several national and international companies.

#### 2004-2005 | Auditor | IPMG, SROC, Linda-A-Velha, (Portugal)

- Auditor – substantive procedures on assigned areas, mainly PL and receivables and payables.
- Internal control procedures – analysis and testing

### EDUCATION

- 2020-2022 | Executive MBA | ISCTE
- 1998-2002 | Business Management | European University

### LANGUAGES

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

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



Being an engineer and working in the Testing, Inspection and Certification fields since 2007, I've had the opportunity of experiencing several industry sectors. I am passionate about people and motivated by challenges. I see problem solving and quick decision-making as a key to evolution.

## CATARINA PARALTA

Birthdate: 1982/12/20

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Portuguese

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### PROFESSIONAL EXPERIENCE

**Since 2020 | Manager Industries & Environment and Connectivity & Products | SGS Portugal, Lisboa, (Portugal)**

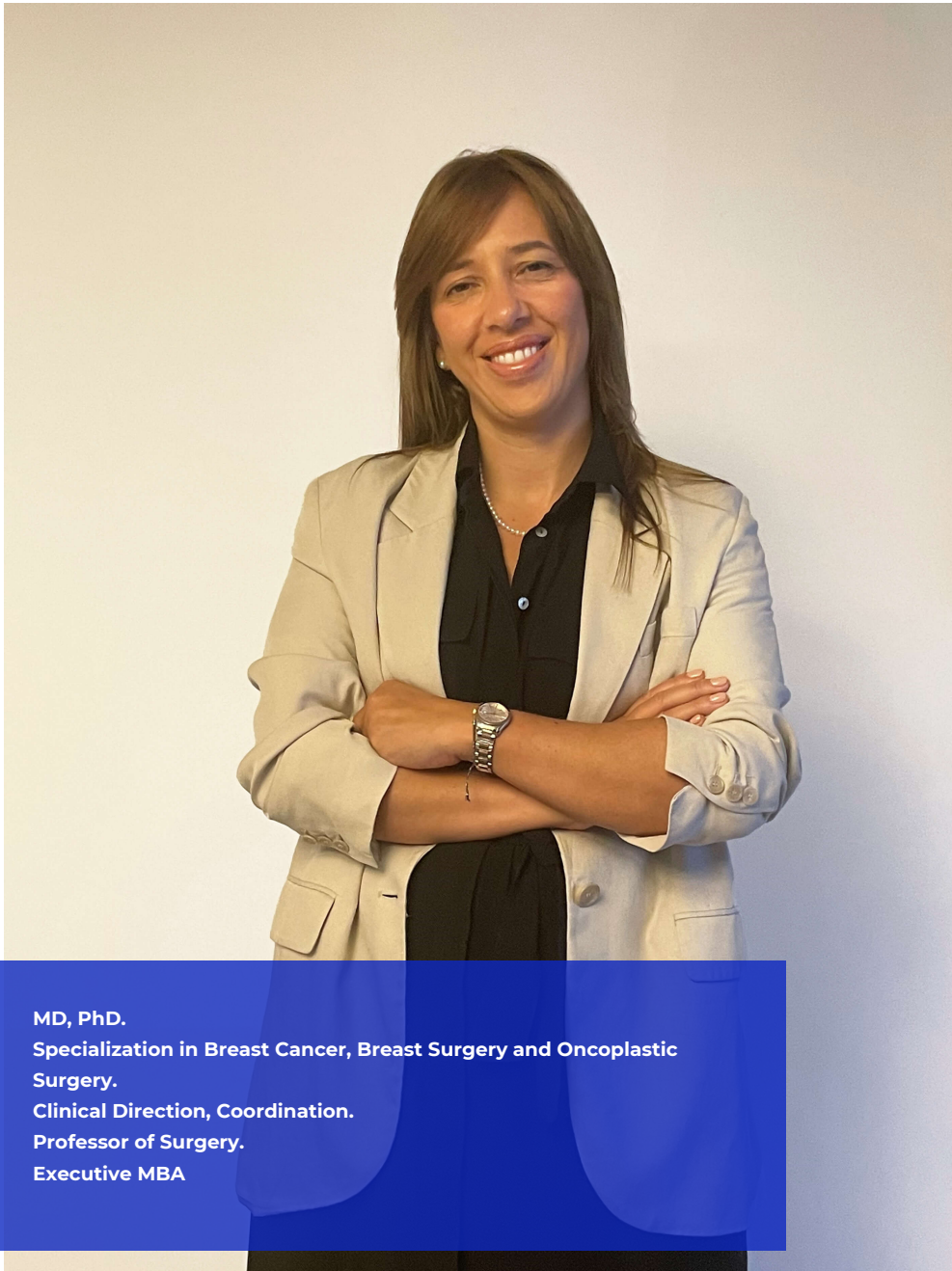
- Responsible for managing the human, financial, commercial, technical teams

**2007-2015 | Quality, Health, Safety and Environment Coordinator | SGS Portugal, Lisboa, (Portugal)**

- Responsibility for QHSE system within the scope of NP EN ISO 9001, 45011 and 17025; Lean Project Manager

### EDUCATION

- Since 2022 | Business Administration Master's Degree | ISCTE
- 2020-2022 | Executive MBA | ISCTE Executive Education in collaboration with London Business School
- 2000-2007 | Chemical Engineering | ISEL



MD, PhD.  
 Specialization in Breast Cancer, Breast Surgery and Oncoplastic Surgery.  
 Clinical Direction, Coordination.  
 Professor of Surgery.  
 Executive MBA

# CATARINA SOFIA RODRIGUES DOS SANTOS GRANJA DA FONSECA

Birthdate: 1979/01/12

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Portuguese

linkedin.com/in/catarina-rodrigues-dos-santos-md-phd-m

## PROFESSIONAL EXPERIENCE

**Clinical Director Adjunct | Clinical Director Adjunct | CUF, Lisbon, (Portugal)**

- CUF Oncology Institute Clinical Direction Team

**2015-present | Professor of Surgery | Faculdade de Medicina Universidade Lisboa, Lisbon, (Portugal)**

- Auxiliar Professor of Surgery, Regent

**2020-present | Multidisciplinary Breast Clinic Coordinator | Instituto Português de Oncologia de Lisboa, Francisco Gentil, Lisbon, (Portugal)**

- Coordination of Multidisciplinary Treatment of Breast Cancer Patients . Breast Cancer Patient Journey.

**2015-2020 | Surgical Oncologist | Instituto Português de Oncologia de Lisboa, Francisco Gentil, Lisbon, (Portugal)**

- Specialization in Breast Surgery. Oncoplastic Surgery.

**2005-2014 | General Surgery Residency | Instituto Português de Oncologia de Lisboa, Francisco Gentil, Lisbon, (Portugal)**

- General Surgery Residency , PhD student ( Caloust Gulbenkian Foundation ) Specialization in Surgical Oncology.

**2003-2005 | Medical General Residency | Centro Hospitalar Lisboa Norte, Lisbon, (Portugal)**

- Medical General Residency

## EDUCATION

- 2020-2022 | Executive MBA | ISCTE Executive Education
- 2017 | Young Medical Leaders Program | Universidade Católica Portuguesa
- 2010-2015 | PhD Medicine, Surgery | Faculdade Medicina Universidade Lisboa
- 1997-2003 | Medicine | Faculdade Medicina Universidade Lisboa

## LANGUAGES

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

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



IT Manager, skilled in planning, implementing, and maintaining technology systems, aligned with business objectives, leading cross-functional teams. I deliver successful technology solutions, stay ahead of emerging trends, and drive innovation and digital transformation.

## CÉLIA LEOCÁDIO

Birthdate: 1979/08/07

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Portuguese

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### PROFESSIONAL EXPERIENCE

**Since 2021 | Cloud & Platform Hosting Manager | Convatec, Lisbon, (Portugal)**

- Responsible for Hosting & Cloud strategy to support the organization's growth and digital transformation goals

**2019-2021 | Scrum Master | Vodafone Portugal, Lisbon, (Portugal)**

- Lead 4 Digital Squads applying the scrum principles, focusing on delivering Vodafone Digital Strategy

**2017-2018 | User Experience / Agile Coaching | CMAS - Systems Consultants, Lisbon, (Portugal)**

- Delivering Digital products with focus on User Experience and coaching teams on Agile delivery

**2009-2017 | UX Front-End - Team Teader | Novabase / Rupeal, Lisbon, (Portugal)**

- UX Front-End Team Leader & User Interface Designer

**2001-2009 | IT Consultant - UX & Development | We Design It, Lisbon, (Portugal)**

- Freelance Consultant UX Front-End Developer & User Interface Designer

### EDUCATION

- 2020-2022 | Executive MBA | ISCTE Executive Education / London Business School
- 2019 | Disruptive Strategy | Harvard Business School
- 2008-2011 | Information Systems Management | Polytechnic Institute of Setúbal

### LANGUAGES

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

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





I am an ambitious and demanding man. I believe in success through hard work and discipline. Nothing is done without people and entrepreneurship. I deeply believe that we should strive to be imminently cultured.

# DAVID JERÓNIMO DA CONCEIÇÃO MARQUES

Birthdate: 1977/06/02

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Portuguese

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## PROFESSIONAL EXPERIENCE

**Since 2005 - on going | Founder and Chairman of the Board of Directors | DETAILSMIND - Engenharia e Construção, SA, Lisboa, (Portugal)**

- Founder and Chairman of the Board of Directors

**Since 2020 - on going | Partner and non-executive director | PLACOFIX - Revestimentos, SA, Lisboa, (Portugal)**

- Partner and non-executive director

**Since 2018 - on going | Founding Partner and Manager | WHAT'S NEXT, Lisboa, (Portugal)**

- Founding Partner and Manager

**Since 2017 - on going | Founding Partner and Manager | HEB Metalomecânica, Lisboa, (Portugal)**

- Founding Partner and Manager

**Since 2020 - on going | Founding Partner and Manager | WOODFIT Carpintaria, Lisboa, (Portugal)**

- Founding Partner and Manager

**2020-2023 | Co-Founder and Executive Director | PAÇO DA COMENDA, Braga, (Portugal)**

- Co-Founder and Executive Director

**2005-2020 | Technical advisor | PLACOFIX - Revestimentos, SA, Lisboa, (Portugal)**

- Technical advisor

**2000-2005 | Construction manager | PLACOFIX - Revestimentos, SA, Lisboa, (Portugal)**

- Construction manager

## EDUCATION

- 2020 - 2022 | Executive Master Business Administration | ISCTE Executive Education
- 2022 | MBA - MasterClasses Corporate Governance | London Business School
- 2012 | Program Coaching Total Person LMI | LMI Portugal
- 2009 | Postgraduate Degree in Management and Business Strategy | ISLA – Instituto Superior de Gestão e Administração
- 2000 | Professional Accounting and Balance Sheet Analysis Course | Câmara de Comércio e Indústria Portuguesa/Instituto Empresarial de Contabilidade e Economia
- 2000 | Professional Course in Economic and Financial Management | Câmara de Comércio e Indústria Portuguesa/Instituto Empresarial de Contabilidade e Economia
- 2001 | Degree in Civil Engineering | Instituto Superior de Engenharia de Lisboa
- 1993-1996 | Electrotechnics/Electronics Course | Escola Secundária Marquês de Pombal
- 2022 | Advanced Trading | Nova School of Business & Economics

## LANGUAGES

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

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



I've been working in the commercial sector for 15 years and I really enjoy what I do. I have had the privilege to pass through all commercial functions, which have made me grow personally, professionally and be acknowledged as leader.

## DIOGO FERNANDES

Birthdate: 1987/03/07

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Portuguese

linkedin.com/in/diogo-vfernandes/

### PROFESSIONAL EXPERIENCE

**Since April 2022 | Commercial Director - Retail Business Unit | Generis Farmacêutica SA, Lisbon, (Portugal)**

- Manager of the retail team - Sales, Marketing, Market Research, Logistics & Customer Care

**2017-2022 | National Sales Manager | Generis Farmacêutica SA, Lisbon, (Portugal)**

- Manager of the retail sales team
- Develop sales strategies and manage sales team in order to achieve set sales goals and targets
- Manage and oversee the daily operations of the sales team

**2016-2017 | OTC's & Key Account Unit Manager | Generis Farmacêutica SA, Lisbon, (Portugal)**

- National key account manager
- Key Accounts team manager
- OTC Product Manager, Marketing and OTC Communication Manager

**2015-2016 | Key Account | Generis Farmacêutica SA, Lisbon, (Portugal)**

- Key account portfolio management

**2011-2015 | Sales Account | Generis Farmacêutica SA, Lisbon, (Portugal)**

- Direct sale to the retail channel

**2008-2011 | Pharmaceutical Sales Representative | Generis Farmacêutica SA, Lisbon, (Portugal)**

- Many medical specialties

### EDUCATION

- 2022 - 2023 | Master's degree - Management | ISCTE Business School
- 2020 - 2022 | Master of Business Administration | ISCTE Executive Education
- 2012 - 2015 | Business Administration | Universidade Europeia

### LANGUAGES

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

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



Experienced manager with a history of working in information technology and services. Multi-skilled in project management, business development, consultancy, digital transition and change management, team leadership, procurement and business and market intelligence.

## DIOGO PALHINHA

Birthdate: 1980/04/20

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Portuguese

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### PROFESSIONAL EXPERIENCE

#### Since 2023 | Projects Manager & Business Development

##### Manager | Nexus IT SL (Vortal Group), Madrid, (Spain)

- Nexus IT is reference provider specializing in the digital transformation of public procurement processes in Spain
- Its portfolio of solutions includes PLYCA, a public eProcurement system that offers a complete, comprehensive, and modular solution to the public and private sector.
- At Nexus IT I'm responsible for the project management, go-to-market and business development of strategic transformation of the Plyca suite to the SaaS business model – Plyca by Vortal.

#### Since 2006 - on going | From Account Management to Business

##### Unit Manager | Vortal SA, Lisbon, (Portugal)

- Since joining Vortal in 2006 I've made a journey from support executive, account manager, project manager
- Procurement consultant, implementation team leader, product manager and business development
- in international environment, leading or supporting the market entry of the company in several countries
- CZ Republic, UK, Spain, Colombia, Mexico, Dominican Rep. and Slovenia.

#### 2020-2022 | Business Development Manager | Armilar SL

##### (Vortal Group), Lisbon, (Portugal)

- Responsible for the concept creation and implementation, branding and communication, go-to-market strategy and business development of the new market Intelligence services of VORTAL Group,
- coordinating a multi-disciplinary team of 10 people, internal and external, from product marketing
- design, functional analysis, development and SW implementation.

### EDUCATION

- 2020 - 2022 | Executive MBA | Iscte Executive Education
- 2002-2006 | Linguas Estrangeiras Aplicadas / Enterprise Communication Management | Universidade Católica Portuguesa

### LANGUAGES

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

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



Being an engineer with more than 10 years of experience allows me to bring a pragmatic, strategic and value creation approach to all projects and challenges. I developed skills in people and change management, project management, motivation and leadership.

## FÁBIO EMANUEL MENDES FERNANDES

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### PROFESSIONAL EXPERIENCE

#### Since 2022 | Head of Quality, Environment, Health, Safety & Security | Sapec Química, Setúbal, (Portugal)

- Management and control of the integrated system (quality, environment, safety and prevention of major accidents).
- Monitor company performance and identify improvement opportunities.
- Team management and collaboration with other group companies (maritime terminal and land logistics).
- Management of a shared service department.
- Contact with national authorities (APA, IGAMAOT, DGAE, IMTT, etc).

#### 2018 - 2022 | Quality, Health, Safety and Environment Country Manager | Brenntag Portugal, Barreiro, (Portugal)

- Promote and implement corporate policies/procedures, plan and conduct internal and external audits, monitor KPI's.
- Promote a culture of safety and environmental protection and support continuous improvement initiatives.
- Team management and management of several projects in all sites: certifications, licensing, continuous improvement.
- Contact with national authorities (APA, IGAMAOT, DGAE, IMTT, etc).
- Participant in sectorial associations (APQuímica, FECC).

#### 2011 - 2018 | Quality, Health, Safety and Environment Manager | Quimitecnia.com, Barreiro, (Portugal)

- Maintenance of the quality management system (ISO 9001) and support in the integration of a spanish company.
- Implementation of environmental and occupational safety management system (ISO 14001 and OHSAS 18001) in all sites.
- Implementation and maintenance of SQAS Distributor/ESAD evaluation system.

### EDUCATION

- 2020 - 2022 | Executive MBA | ISCTE Executive Education
- 2014 - 2015 | Post-Graduate in Management Sciences – Management of SME's | ESCE
- 2002 - 2009 | Master 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

- Travel | Read | Sports



**Business Administration expertise.**  
Extensive Quality and Commercial experience in Pharmaceutical Industry. Design and implementation of forward-looking business opportunities.

## FILIPA DANIELA PAULO GONÇALVES

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### PROFESSIONAL EXPERIENCE

#### Since 2023 | Key Account Manager | Viatris, Lisbon, (Portugal)

- Pharma: Account Management / Marketing & Strategy / Business Development

#### 2019-2023 | Key Account Manager | Baxter, Lisbon, (Portugal)

- Medical Devices: Account Management / Marketing & Strategy / Business Development

#### 2018-2019 | Hospital Sales Representative | Baxter, Lisbon, (Portugal)

- Sales

#### 2016 - 2018 | Quality Assurance Specialist | Baxter, Lisbon, (Portugal)

- Medical Devices/ Quality Management System (GMP/ GDP) / Audit (ISO 9001 / ISO 14001)

#### 2014-2016 | Quality Assurance Officer | Novartis, Lisbon, (Portugal)

- Medicines / Quality Management System (GMP/ GDP/ GCP/ GVP) / Internal Audit

### EDUCATION

- Since 2022 | Master's Degree, Business Administration | ISCTE Business School
- 2020-2022 | Executive MBA | Iscte Executive Education
- 2006-2010 | Bachelor's Degree, Nutrition Sciences | Egas Moniz School of Health & Science

### LANGUAGES

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



SOLID PROFESSIONAL CAREER HELD AS SENIOR MANAGEMENT POSITIONS IN SEVERAL NATIONAL AND MULTINATIONAL COMPANIES, DEMONSTRATING A CONSISTENT LEADERSHIP CAPACITY, RESILIENCE IN OBTAINING RESULTS AND CONTINUOUS LEARNING OF MANAGEMENT SKILLS.

## GONÇALO EIRAS

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### PROFESSIONAL EXPERIENCE

**Since 2019 | Business Development Manager | aicep Global Parques SA, Lisbon, (Portugal)**

- Participates in the preparation of the strategic plan and develops partnerships with stakeholders.
- Define business development strategies and new client's attraction.
- Manages the development team of the online platform Portugal Site Selection

**2017-2019 | Country Manager | Pecal Fijaciones SL, Barcelona, (Spain)**

- Responsible for the establishment, structuring and management of the Spanish Branch of the Pecal Group.
- Defines the strategic and commercial plan.
- Responsible for the selection, training and development of the sales team

**2006-2019 | Marketing Director | Pecal - Sistemas de Fixação Lda, Águeda, (Portugal)**

- Manage the category managers team and defines the marketing objectives and communication plan.
- Participates in the internationalization strategy of the company

**2001-2006 | Sales and Marketing Director | Campingaz Portugal Lda, Lisbon, (Portugal)**

- Elaborates on and follows up on the budget in accordance with the strategic objectives and analyzes the deviation.
- Manage the commercial team in traditional and mass market trade channels.

**1996-2001 | Product Manager Metal Division | Wurth Portugal Lda, Sintra, (Portugal)**

- Responsible for managing, analysing and structuring whole product categories

### EDUCATION

- 2020-2022 | Executive MBA | ISCTE Executive Education
- 2000 | University Degree | IPAM -
- 1991-1996 | Bachelor's Degree | IPAM

### LANGUAGES

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

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

### ADDITIONAL INFORMATION

- Business Development
- Leadership and Team Management
- Problem-solving
- Analytical and strategic thinking
- Good communication skills



Responsible for managing the credit risk of the banking group for the last 10 years. Actively contributing to the resolution of complex challenges, leveraged on personal experience and continuous training, enabling the successful creation and management of high performance teams.

## HENRIQUE MANUEL CIRNE SERRANO MIRA

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Portuguese

[HTTPS://www.linkedin.com/in/henriquecirnemira1971](https://www.linkedin.com/in/henriquecirnemira1971)

### PROFESSIONAL EXPERIENCE

**Since 2014 | Associate Director | Caixa Geral de Depósitos, Lisbon, (Portugal)**

- Responsible for the credit risk Management até CGD Group, reporting directly to the CRO and to the Executive Comm
- Reformulation of decision-making process and credit monitoring
- Creation of the rating area and its processes
- Development of Expected Credit Loss Models
- Development of the early warnings framework, including default and forborne definitions

**2002-2014 | Risk Analyst | Caixa Geral de Depósitos, Lisbon, (Portugal)**

- Credit Risk Control

### EDUCATION

- 2020-2022 | Executive MBA | ISCTE Executive Education
- 2015-2016 | Advanced Management Program | ISCTE
- 2003-2003 | Advanced Management of Financial Institutions Program | Universidade Católica Portuguesa
- 2000-2001 | Postgraduate Management of Financial Institutions | ISCTE Executive Education
- 1990-1995 | Business Organization and Management | ISCTE

### LANGUAGES

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

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



Goal oriented, team player, always eager to learn and improve. Dynamic and flexible Sales and Marketing professional, flexible, proactive, dynamic and critical thinker. Skills in leadership, negotiation, problem solving and high capacity to deal with ambiguity.

# JOÃO BARROS

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## PROFESSIONAL EXPERIENCE

**Since 2022 | Area Sales Manager | Toyota Caetano Portugal, Lisbon, (Portugal)**

- Responsible for 30% of Toyota retailers business volume
- Business Plan elaboration and retailers coordination
- Sales & Marketing coordination

**2018 - 2022 | Key Account Manager | Toyota Caetano Portugal, Lisbon, (Portugal)**

- Account management of High Corporate and Institutional clients, with total sales of 8 digits/year
- Response to Tenders, RF/RFP; Development of tailor-made mobility projects

**2016 - 2017 | Assistant General Manager / Sales Director | Estoril 7 Apartments, Lisbon, (Portugal)**

- Annual sales budget preparation; Sales follow-up and monitoring
- Commercial team coordination (4 people); Tariff definition and implementation
- Duty Manager (coordination of 30 people)

**2016 - 2016 | Room Division Manager | The Oitavos Hotel, Lisbon, (Portugal)**

- Accommodation revenue management, above 7 digits/year; Duty Manager (team of 70 people)
- Coordination of the Room Division Team (22 people) and Housekeeping Team (30 people)
- SOP (Standard Operation Procedures) implementation and update; Team objectives definition and evaluation

## EDUCATION

- 2022-2023 | Master in Management | ISCTE
- 2020-2022 | Executive MBA | ISCTE EXECUTIVE EDUCATION & LONDON BUSINESS SCHOOL
- 2017-2020 | Bachelor in Marketing Management | IPAM

## LANGUAGES

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

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

## ADDITIONAL INFORMATION

- Volunteer work in CASA and member of Um Pequeno Gesto Uma Grande Ajuda
- Interests: technology, politics, reading, sports, travel





Founder and Board Member of a technology Group with more than 550 people, composed by several strategic companies worldwide. Over the last few years, has been responsible for the leadership and management of companies in the technology sector at national and international level.

## JOÃO CASTELEIRO ALVES

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Portuguesa

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### PROFESSIONAL EXPERIENCE

**2021 - Present | Founder & CEO | Latitudde - Digital Enablers, Lisbon, (Portugal)**

- Leadership and management of the technology company Latitudde.
- Definition and implementation of the company's strategy and vision.
- Monitoring and Coordination of company innovation activities and projects.
- Team coaching.

**2016 - Present | Co-Founder and Partner | Red IT, Lisbon, (Portugal)**

- Member of the company's board.
- Support to management and adviser in defining the organization's strategy and vision.

**2015 - Present | Co-Founder & Global Partner | Readiness IT - Systems Integration, Porto, (Portugal)**

- Board member.
- Leadership and management of several departments within the organization.
- Support to management and adviser in defining the organization's strategy and vision.
- Responsible for strategic international operations.

**2015 - Present | Co-Founder & Global Partner | Group RIT, Lisbon, Porto, Beira Interior, (Portugal)**

- Board member
- Definition and implementation of the group's global strategy.

### EDUCATION

- 2022 | Executive MBA | ISCTE Executive Education
- 2013 | Master in Computer Science | Universidade Nova de Lisboa
- 2010 | Posgraduate in Management | Universidade Católica Portuguesa
- 2007 | Degree in Computer Science | Universidade da Beira Interior

### LANGUAGES

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

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

### ADDITIONAL INFORMATION

- TECHNICAL AND MANAGEMENT SKILLS:
  - Leadership, Decision-making, Problem Solving
- INTERESTS:
  - Travel, Technology, Ski, Fishing, Cars



11 Years experience at aerospace sector

## JOAO PRATAS

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### PROFESSIONAL EXPERIENCE

**2022 - currently | Director of Quality | Aernnova, Evora, (Portugal)**

- Responsible for quality assurance and quality control

**2022-2022 | Engineering Director | Embraer, Evora, (Portugal)**

- Led the vision of excellence, core competences and make or buy strategy
- Deployment of goals applying the SQDC methodology (Safety, Quality, Delivery, Cost)

**2020-2022 | Engineering Manager | Embraer, Evora, (Portugal)**

- I speeded up the company's digitization process using 3D visualization tools changed the current KPI's
- Led a project that is revolutionizing the production line – "Digital Twin"

**2017-2020 | Engineering Team Lead | Embraer, Evora, (Portugal)**

- Participated in the development of the horizontal stabilizer and outboard flap in its design phase
- Preparation of production documents with 3D visualization tools.

**2013-2017 | Manufacturing engineer | Embraer, Evora, (Portugal)**

- Implemented lean, six sigma and theory of constraints tools to increase production
- Developed standardized work (SW) documents, applying FAI purchasing machinery and equipment to start production

**2012-2013 | Manufacturing Engineer | Embraer, São José dos Campos, (Brazil)**

- Member of the team that designed the wing and horizontal stabilizer of the C390 Millennium aircraft

### EDUCATION

- 2020-2022 | Executive MBA | Iscte Executive Education & London Business School
- 2014-2015 | Lean Six Sigma Black Belt | Instituto Superior Tecnico
- 2006-2012 | Industrial Engineering and Management | Instituto Superior Tecnico

### LANGUAGES

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

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



Results-driven Quality Systems professional with 18 years of solid background in ISO 9001 & IATF 16949, Quality Tools, and Lean Management. Committed to driving organizational excellence through innovation and process transformation, problem-solving and continuous improvement.

## LUISA REIS

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### PROFESSIONAL EXPERIENCE

**Since 2022 | Plant Quality Manager | TE Connectivity, Évora, (Portugal)**

- Develop plant-specific quality strategies, ensure compliance and lead problem solving activities
- Maintenance of ISO 9001, EN9100 and ATEX management system certifications

**2018-2022 | Quality Auditor | Quality Management Systems | TE Connectivity, Lisbon (remote), (Portugal)**

- Lead audits, implement projects and support corporate quality system across multi-site Automotive EMEA organization

**2016-2018 | Quality Systems & PPAPs Supervisor | TE Connectivity, Évora, (Portugal)**

- Lead plant quality management system and ensure timely PPAP delivery to customer

**2015-2016 | Advanced Quality Engineer | TE Connectivity, Évora, (Portugal)**

- Lead project-specific APQP deliverables for new product introduction, moderate PFMEA and manage Lessons Learned

**2006-2015 | Head of Quality Systems | Supplier Quality Engineer | Preh, Trofa, (Portugal)**

- Coordination of internal audits, process improvement, and documentation of Quality Systems
- Supplier development, complaint management, performance analysis, process audits, and product approval

**2004-2006 | Quality Engineer | Faurecia, S. J. da Madeira, (Portugal)**

- Quality assurance support, customer complaint tracking. 9-month JIT customer monitoring as resident engineer.

### EDUCATION

- 2020-2022 | Executive MBA | ISCTE Executive Education
- 2008-2009 | Lean Management Postgrad | CLT - Comunidade Lean Thinking / Fundação Instituto Politécnico do Porto
- 1997-2004 | Chemical Engineering | Universidade do Porto (FEUP)

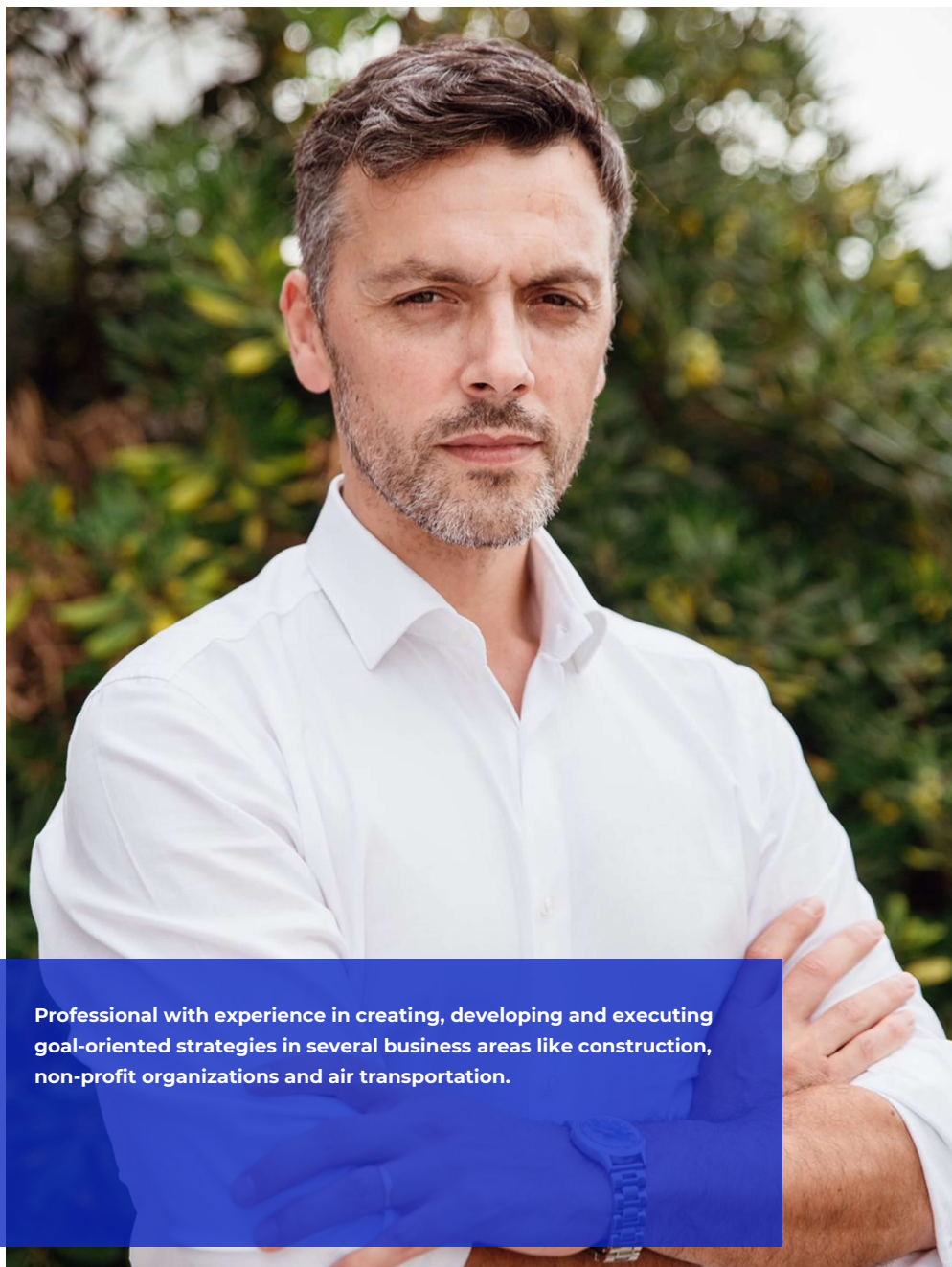
### LANGUAGES

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

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

### ADDITIONAL INFORMATION

- Music & Concerts | Food & Friends | Travel & Culture | Family
- Co-Chair ERG TE EMEA for Thrive (focus on physical and mental disabilities)



Professional with experience in creating, developing and executing goal-oriented strategies in several business areas like construction, non-profit organizations and air transportation.

# MANUEL ANTÓNIO GOUVEIA DA SILVA

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Portuguese

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## PROFESSIONAL EXPERIENCE

2023 - present | Contract Administrator | NetJets Aviation, Paço de Arcos, (Portugal)

2011-2019 | National Board Executive Secretary | LPN - Liga Para a Proteção da Natureza, Lisbon, (Portugal)

2007-2009 | Sales Manager | Casa Espanhol, Unip. Lda., V. N. Famalicão, (Portugal)

2002 - 2005 | Financial Department Trainee | ITA, SA (Continental AG Group), V. N. Famalicão, (Portugal)

2009-2011 | General Director Assistant | Cachide e Roldão, SA, V. N. Famalicão, (Portugal)

## EDUCATION

2020 - 2022 | Executive MBA | Iscte Executive Education

2013 | Management Control and Corporate Finance, Post-Graduation | Lisbon School of Economics and Management

2010 | Management of Non-Profit Organizations, Post-graduation | Lisbon School of Economics and Management

2026 | Accounting Degree | Lusitana 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

■



Across my 10 years of professional experience I had the chance to add value and learn about Pricing. This is an area that I'm passionate about, from strategic definition, mapping processes, implementing systems and tools as well as Pricing teams management

## MARINA LOURENÇO NUNES DIAS

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Portuguese

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### PROFESSIONAL EXPERIENCE

**Since 2022 | Senior Pricing Expert | Competera, Lisbon, (Portugal)**

- Support different industries to define pricing strategies
- Implement pricing optimization models platform

**2019-2021 | Senior Pricing Manager | Makro - Metro Group, Lisbon, (Portugal)**

- Design and implementation of company Pricing Strategy
- Implementation of Pricing processes and Tools (management and analytics)
- Pricing team management

**2018 | Pricing Product Owner | Farfetch, Porto, (Portugal)**

- Responsible for managing pricing initiatives roadmap

**2017-2018 | Pricing Coordinator | Sonae, Madrid, (Spain)**

- Design and implementation of Pricing Strategy
- Creation and implementation of pricing processes and tools
- Spanish pricing team management

**2014- 2017 | Pricing Project Manager | Sonae, Lisbon, (Portugal)**

- Support on Portugal Pricing strategy design and Creation of pricing systems
- Responsible for change management

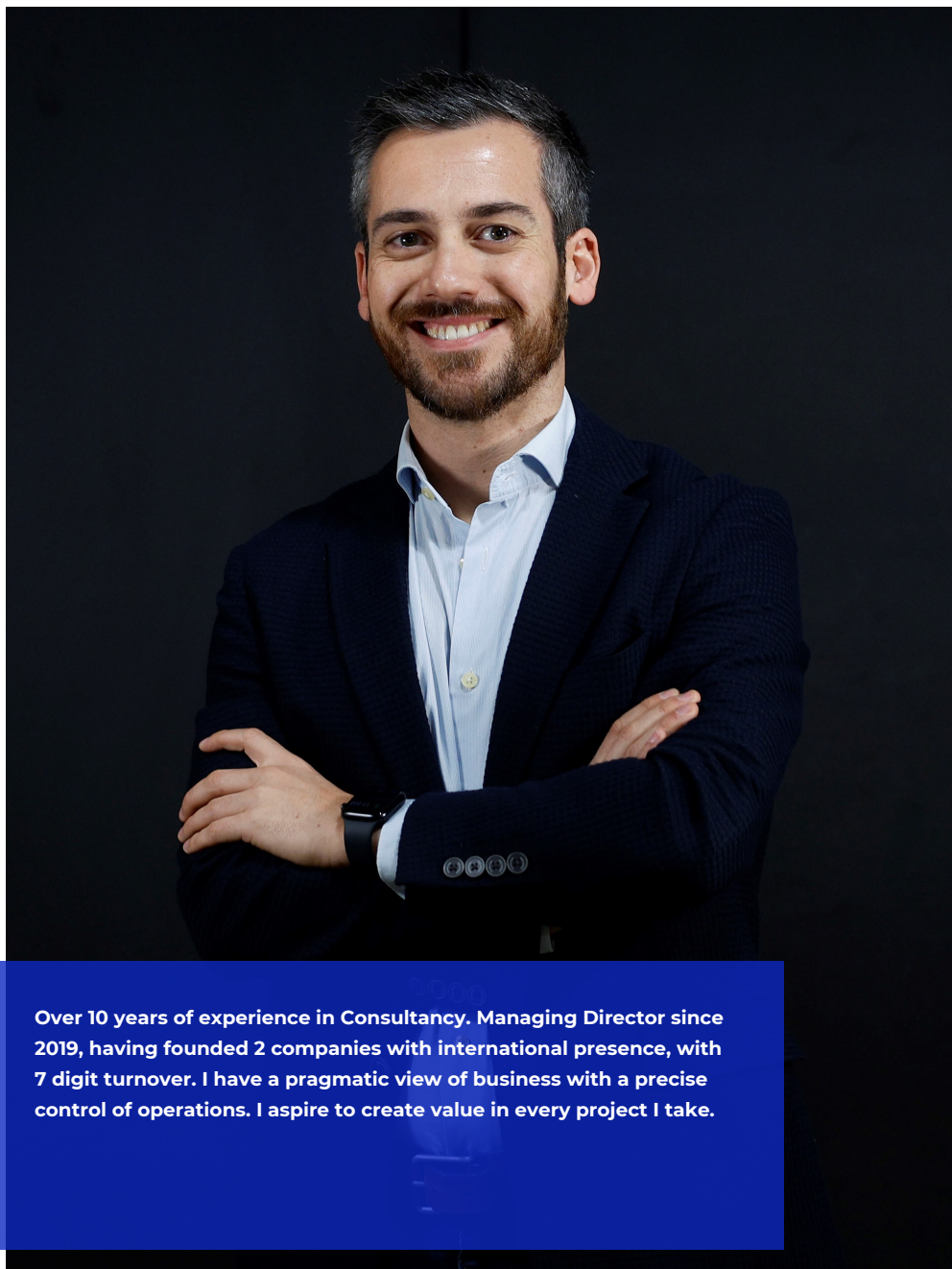
### EDUCATION

- 2020 - 2022 | Executive MBA | Iscte Executive Education
- 2007-2013 | Master Environmental 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



Over 10 years of experience in Consultancy. Managing Director since 2019, having founded 2 companies with international presence, with 7 digit turnover. I have a pragmatic view of business with a precise control of operations. I aspire to create value in every project I take.

## MAURO MATOS DE SOUSA

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### PROFESSIONAL EXPERIENCE

**2019 - currently | Founder and Executive Director | Bridge351, Lisbon, (Portugal)**

- Strategy, Operational Management, Finance and Internationalization

**2019 - 2021 | Founder and Managing Director | Trend4IT Consulting, Lisbon, (Portugal)**

- Company Operational Management: HR, Operations, Marketing, Strategy, Technological Development Units
- Main Achievements: +20 clients in Portugal, Belgium, Angola, Luxembourg, among others

**2015-2019 | International Senior Manager | KCSIT SA, Lisbon, (Portugal)**

- Company Internationalization and Business Development in the BENELUX market
- Unit revenue of 7 digits/year

**2014-2015 | Business Development Manager | Tecangol - Tecnologias e Sistemas de Informação, Luanda, (Angola)**

- Coordination of Public Contests and 8 digit-Business Pipeline Management

**2013-2014 | Senior Consultant/Ministry Advisor | Consult, Luanda, (Angola)**

- Advisor to Angola's Ministry of Territorial Administration, Coordinating Advisory/Consultancy Teams

**2011-2013 | Senior Consultant/Governor Advisor | Consult, Cabinda, (Angola)**

- Advisor to the Governor of Cabinda Province, Reporting to the Republic Presidency

**2010-2011 | Financial Auditor | KPMG, Lisbon, (Portugal)**

- Financial Auditing Activities

### EDUCATION

- 2020-2022 | Executive MBA | ISCTE Executive Education
- 2006-2010 | Management | ISCAL

### LANGUAGES

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

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

### ADDITIONAL INFORMATION

- Leadership and Team Management
- Operational Management
- Planning, Implementing and Developing new business
- Negotiation and Sales



Passionate about challenges and learning, I have a decade of professional experience accumulated in the Telecommunications and Energy sectors, where I had the opportunity to carry out a wide range of responsibilities throughout my career.

## MIGUEL GOMES

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### PROFESSIONAL EXPERIENCE

#### Since 2022 | Account Manager | Capgemini, Lisbon, (Portugal)

- Account Manager for the Telecommunications, Media & Technology sectors

#### 2020-2022 | Senior Consultant & Engineer | Altran / Capgemini Engineering, Lisbon, (Portugal)

- (Digital) Project Manager
- Service Manager
- Scrum Master

#### 2018-2019 | Senior Consultant | KinetIT, Lisbon, (Portugal)

- Project Manager
- IT Consultant
- Scrum Master

#### 2013-2018 | Consultant | CGI, Lisbon, (Portugal)

- Support, Maintenance and Administration of Applications
- Software Developer

### EDUCATION

- 2020 - 2022 | Executive MBA | ISCTE Executive Education
- 2015 | Telecommunications and Computer Engineering | ISCTE-IUL

### LANGUAGES

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

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

### ADDITIONAL INFORMATION

- Cook
- Sports
- Technology
- Music



A dreamer, a family person and engineer by profession. Always on the side of the solution, I like to share knowledge, gathering information in order to create human and economical value.

## NUNO CERQUEIRA

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### PROFESSIONAL EXPERIENCE

**Since 2021 | Senior Contract Manager - Public Procurement Work | Lisboa Ocidental SRU, Lisbon, (Portugal)**

- Monitoring and management execution of project. Contract management for affordable public rent program.
- Responsible for launching the binding process of the project.
- Manage the contract - contract proposals with validation and adaptation of the respective specifications.

**2007-2021 | Senior Project Manager | HTecnic - Construções, Lda., Lisbon, (Portugal)**

- Responsible for the execution of a work by the Safety, Quality, Environment, Cost and Time.
- Planning specific and complex WBS.
- Managing subcontractors and teams through the provision of services.
- Execution of project budget. Economic control of the frame work.
- Sort subcontractors and suppliers, according to specific quality procedures.

**2004-2007 | Junior Site Manager | HTecnic - Construções, Lda., Lisbon, (Portugal)**

- Provide to Site Manager, documents and information needed to the Integrated Management System (Safety, Quality ESG)

### EDUCATION

- 2020-2022 | EMBA | ISCTE - Executive Education
- 2008-2009 | Health and Safety at Work Senior Technical | Instituto Superior de Ciências da Saúde Egas Moniz
- 1995-2003 | Civil Engineering | NOVA School of Science and Technology (FCT NOVA)

### 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

- musician by passion, and a golfer.





Solid experience in Business Development, Marketing, Digital, Data, Product Development, Omnichannel, Digital Transformation, Customer Experience. Focus in create value, growth, adapt business models, bring agility and lean management. No doubt that is people who makes the difference in any company.

# PAULO CÉSAR JORGE MOREIRA

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Portuguese

linkedin.com/in/paulo-cesar-moreira/

## PROFESSIONAL EXPERIENCE

**Since 2022 | Market/Business Unit Director | Leroy Merlin, Lisboa, (Portugal)**

- Co-creation of company goals, strategic lines for business development ensuring profitability.
- Business and economic model for Garden & Decorative markets.
- Omnichannel strategy for product offer, negotiation and strategic partnerships (global, common and local).

**2019-2022 | Digital Business and Platform Management Director | Novo Banco, Lisboa, (Portugal)**

- Digital Sales Cross Digital Channels (Website, App, Online Banking)
- Head of Product: Platform Management for Public Websites

**2014-2019 | eCommerce Digital Platform & Innovation Area Coordinator | Sonae - Worten, Lisboa, (Portugal)**

- E-commerce and Marketplace Digital Platform Management
- Kick starters projects of innovation on Digital - Practice lead in Worten Tech Team

**2011-2014 | Marketing Manager in Store Concept & Instore Communication | Sonae - Worten, Lisboa, (Portugal)**

- Store concept, managing, creating and controlling all in store communication

**2007-2011 | Brand manager: Worten Mobile / Worten Gamer / Vobis | Sonae - Worten, Lisboa, (Portugal)**

- Definition and implementation of the marketing and promotional plans; creating and controlling the annual budget

**2003-2007 | Marketing and Communication Manager | Giovanni Galli, Lisboa, (Portugal)**

- Creating and implementing Marketing plan; marketing management, sales analysis; CRM, Customer loyalty program

## EDUCATION

- 2020-2022 | Executive MBA | ISCTE Executive Education
- 2004-2006 | Master's degree - Marketing Management | INDEG-IUL ISCTE Executive Education
- 1998-2002 | Graduate, Communication - Marketing | ISCSP - UTL

## 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

- Family | Entrepreneurship | Writing | Travel | Sport | Sea



Curious about electronics since the 1st remote controlled car, area in which I graduated and fell in love with telecommunications, where I worked until I found another love, Cybersecurity. Enthusiastic about constant and transversal knowledge and selfless for great challenges. I love family and life

# PAULO PATRAO

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## PROFESSIONAL EXPERIENCE

**Since 2018 - currently | Industrial Control Systems and Cyber Security Engineer, National Electricity Transport Network | REN, S.A, Lisboa, (Portugal)**

- Remote Engineering Center Management (>50 servers)
- Responsible for the implementation of Cybersecurity policies in Industrial Systems of NETN
- Risk mitigation and vulnerability management

**2009-2017 | Automation and Industrial Communications Engineer, NETN | REN, S.A, Lisboa, (Portugal)**

- Responsible for Industrial Communications networks at NETN (>2000 devices)
- Responsible for managing remote access to NETN's Automation and Protection networks (>15000 devices)
- Responsible for the certification of suppliers in Industrial Protocols

**2007-2008 | Construction Manager at the Substations Construction Department | REN, S.A, Lisboa, (Portugal)**

- Civil and Electrical Project Technical Analysis
- Consultation / Contracting Process / Tendering
- Economic and Technical Management of Construction
- Management of Quality, Environment and Safety

**2007 | Teacher | Class Director [12th grade] | Escola Secundária Alcaides Faria, Barcelos, (Portugal)**

- Electrotechnics/Electronics Laboratory Practices
- Analog and Digital Systems

## EDUCATION

- 2020-2022 | Executive MBA | ISCTE Executive Education
- 2018 | Advanced Management Program | Católica Lisbon School of Business and Economics
- 2000-2006 | Electrical, Electronics and Communications Engineer | University of Minho

## 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

- Volunteering at IPSS,
- Associativism,
- Society,
- Sports,
- Music,
- Trips.



Manager, with strong spirit of problem solving and challenging attitude.  
 Focused on innovation and obtaining results, through strategic decision making, data analysis, process design and analysis, change management and people development.

## PEDRO ALEXANDRE GUEDES GOUVEIA

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Portuguese

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### PROFESSIONAL EXPERIENCE

**2023 - current | Chief Financial Officer (CFO) | PSG - Segurança Privada S.A, Lisbon, (Portugal)**

- Financial and strategic management.

**2010- current | Financial Consultant/Manager | Gomes Ribeiro, Contabilidade e Gestão, Lisbon, (Portugal)**

- Project analysis: financial business case development and benefit analysis (ROI analysis).
- Strategic adviser, with development of business plans and strategic plan.

**2021- 2023 | Chief Financial Officer (CFO) | Ridan Hotels, Lisbon, (Portugal)**

- Financial and strategic management.

**2017- 2021 | Finance Manager | Grupo Shiadu, Lisbon, (Portugal)**

- Implementation of data analytics for the development of financial and commercial forecasts.
- Internationalization project: Spain (Seville)

**2014 - 2016 | Finance Manager / Trainer | Escola de Ensino Profissional, Lisbon, (Portugal)**

- Definition, development, implementation and monitoring of the annual budget. Treasury management.
- Trainer of the following subjects: Introduction to Management; Taxation; Entrepreneurship.

**2012- 2013 | Clinical Unit Manager | OralMED Clínicas Dentárias, Santarém, (Portugal)**

- Management and coordination of business units.

### EDUCATION

- 2020-2022 | Executive MBA | ISCTE Executive Education
- 2005-2006 | Postgraduate - Management & Business Consulting | ISEG Executive Education
- 2000-2005 | Graduation - Management | Universidade Lusófona

### LANGUAGES

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

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

### ADDITIONAL INFORMATION

- Adept and practitioner of sports activity
- Volunteer Professor at Senior University



Experience in all C-Level areas, with emphasis on purchasing, retail and operations. Analytical and management skills, complemented with talent in negotiation, HR management and training acquired with great dedication during my 20 years of career.

## PEDRO MIGUEL DO ROSÁRIO LOPES

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Portuguese

linkedin.com/in/pedrom-lobes/

### PROFESSIONAL EXPERIENCE

Since 2022 | Managing Partner - Operations Manager | Maria Azeitona, Lisbon, (Portugal)

- Managing operations at 3 restaurants
- Hiring, training and staff retention
- KPI daily analysis with managers, implementing maintenance actions

### EDUCATION

- 2020-2022 | Master of Business Administration - MBA | ISCTE Executive Education
- 2000-2005 | Licentiate Degree - Business Administration | ESGTS

### LANGUAGES

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

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

### ADDITIONAL INFORMATION

- Family, Mountaineering, Travelling, Technologies and Sustainability



I have a large expertise managing teams in industrial environments. I also have experience in internal auditing and financial controlling. I would like to develop my skills in the financial, mostly in internal controls.

## PEDRO OLIVEIRA

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### PROFESSIONAL EXPERIENCE

**2021- Present | Assistant Director | Alvarsol, Vilamoura, (Portugal)**

- Responsible for the design and implementation of the production maps/Ensuring compliance with the production costs.

**2019-2021 | Internal Auditor | TAP Air Portugal, Lisbon, (Portugal)**

- Obtain, analyze, and evaluate accounting documentation, previous reports, data, flowcharts;
- Prepare and present reports that reflect audit's results and document process;
- Identify loopholes and recommend risk aversion measures and cost savings;
- Document process and prepare audit findings report

**2016-2018 | Production Manager | ELIS, Silves, (Portugal)**

- Responsible for the management of 50 workers production. In average we produced 50 tons of clean cloth daily;
- Quality manager; responsible for the renewal and maintenance of quality certificate ISO 9001:2015

**2014-2016 | Marketing Technician | Garvetur, Vilamoura, (Portugal)**

- Content and CRM manager of the garvetur.pt website

**2013 | Account Manager | Ballon SAPTE, Vilamoura, (Portugal)**

- Customer Acquisition. Responsible for 40% of the costumers.

**2012 | Commercial Assistant | Caixa Geral de Depósitos, Faro, (Portugal)**

- Customer service and management. Responsible for the acquisition of 800 new university costumers.

### EDUCATION

- 2020 - 2022 | Executive MBA | Iscte Executive Education
- 2012 - 2013 | Post-Graduation | Economy of Innovation and Entrepreneurship
- 2006 - 2012 | Management | University of Algarve

### LANGUAGES

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

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



Passionate about Management and Health, my goal is to contribute to efficient, accessible and financially sustainable health. Determination, focus on results and strategic vision are essential pillars of my professional career. Respect, loyalty and versatility complete my approach.

## PEDRO RAFAEL PAIS MARTINS AGUIAR

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Portuguese

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### PROFESSIONAL EXPERIENCE

**Since 2022 | Executive Director | Clínica Chegar Novo a Velho, Lisboa, (Portugal)**

- Operational and Financial Management responsibility in a Healthcare Clinic with an average of 100 clients daily.
- Responsibility for the expansion, internationalization strategy and rebranding process

**2021-2022 | Healthcare Management Director | Orpea Ibérica, Lisboa, (Portugal)**

- RH management (about 70 people) Management of customers, suppliers and partners (120 bedrooms)

**2020-2021 | Manager / Provider | PLR Clinic, Lisboa, (Portugal)**

- Operational and Financial Management responsibility in a Health Care Clinic with an average of 150 clients monthly

**2012-2015 | Regional Board of Directors Member | Ordem dos Enfermeiros, Lisboa, (Portugal)**

- Areas of responsibility: "Emergency Nursing", "Communication and Image" and "International Exchanges and Research"

### EDUCATION

- 2020-2022 | Executive MBA | ISCTE Executive Education
- 2014-2016 | Master's Degree in Health Management | ENSP
- 2009-2010 | Postgraduate in Hospitalar Emergency | Universidade Atlântica
- 2002-2006 | Graduation in Nursing | Universidade Atlântica

### LANGUAGES

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

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

### ADDITIONAL INFORMATION

- Enthusiastic reader and sports. Actively participates in debate clubs and engages in professional and political discussions of healthcare.



21 years of working experience in pharmaceutical industry in AtralCipan Group of which 11 years in Atral (Quality Assurance Manager, Quality Director and since November 2018 Operations Director) and previously, 10 in CIPAN. Founder and president of the Portuguese affiliate of ISPE.

## RICARDO JORGE MILHEIRO DIAS TAVARES GRILO GRILO

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Portuguese

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### PROFESSIONAL EXPERIENCE

#### 2018-2023 (on going) | Operations Director | Atral, Carregado, (Portugal)

- Responsible for 4 Production Units, Warehouses, Quality Assurance and Quality Control, Engineering and Maintenance
- H&S, Planning

#### 2010-2018 | Quality Director | Atral, Carregado, (Portugal)

- Runing Quality Assurance and Quality Control.
- Project manager (revamping of a production plant; responsible for the design and construction of a new plant)

#### 2004-2010 | Quality Assurance Manager | CIPAN, Carregado, (Portugal)

- Run the quality system, auditor, project manager

#### 2000-2004 | Production Manager | CIPAN, Carregado, (Portugal)

- Production management, personnel management, training

### EDUCATION

- 2020-2022 | Executive MBA | Iscte Executive Education
- 1994-2000 | Chemical Engineering | IST

### LANGUAGES

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

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



Experienced Director in Payments and Customer Communication Management with a strong blend of soft and hard skills. With a proven track record of success and profitability. I have effectively managed teams and implemented strategies to drive business growth and enhance customer satisfaction.

## RICARDO LUIS DA SILVA GARCIA BRITO PEREIRA

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Portuguesa

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### PROFESSIONAL EXPERIENCE

**2018 - YTD | Divisional Managing Director for Payments and Customer Communication Management | Contisystems S.A, São Domingos de Rana, (Portugal)**

- Business Analysis & Strategy, Sales & Management, Account Management, Financials, Pricing and Controlling and P&L

**2017 - 2018 | Security, Health and Safety Director |**

**Contisystems S.A, São Domingos de Rana, (Portugal)**

- Physical and logical security, Health and safety procedures and polices, risk analyses

### EDUCATION

- 2020 - 2022 | Executive MBA | ISCTE Executive Education
- 2010 - 2012 | Management | Instituto Superior de Gestão
- 2007 - 2010 | Marketing Management | Instituto Português de Administração Marketing

### LANGUAGES

	A1	A2	B1	B2	C1	C2
Inglês	★	★	★	★	★	★
Espanhol	★	★	★	★	★	★

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





Self-driven and results-oriented business enthusiast with 8 years of professional experience in the Banking, Fintech, and BPO sectors. Always eager to learn and backed by a background in Product Management, Continuous Improvement, and Transformation, with a strong set of analytical capabilities.

## RICARDO VICENTE

Birthdate: 1994/12/18

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Portuguese

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### PROFESSIONAL EXPERIENCE

#### Since 2021 | Transformation Analyst/Consultant |

##### Teleperformance, Lisbon, (Portugal)

- Led multidisciplinary teams in 7-digit transformational projects on Technology, Analytics and Process Excellence
- In-depth diagnosis of customer journey mapping, clients' pain points and root causes for improvement opportunities
- Designed solutions that aligned with clients' needs, estimated benefits, and developed business cases
- Disseminated an internal transformation mindset based on design thinking and DMAIC frameworks to foster innovation

#### 2019-2021 | Business Analyst/ Product Manager | BNP Paribas, Lisbon & Paris, (Portugal & France)

- ARIS Tools Product Management, including tools' evolution (BA & PM role)
- Managed 20 internal clients with over 1,500 active users and 4 ARIS tools, leading Steering Committees
- Provided key users with BPMN formation training and defined and shared best practices of processes' modelization

#### 2016-2019 | Business Analyst | Comparajá, Lisbon, (Portugal)

- Drove business development in the start-up, growing monthly revenue from no revenue stream to 6 digits in just 3y
- Creation of a contact center, including process mapping, reporting, commercial tools design and set-up (CTI & CRM)
- POC of IT team to define business needs and requirements, prioritize backlog, being involved in multiple IT project
- Product & Leads Management, including the deployment of 2 new verticals, UX mapping, Results Pages optimization

#### 2015-2015 | Compliance Intern | Banif, Lisbon, (Portugal)

- DMIF II – KYC Audits & Complex Financial Products' Compliance Analysis and Reporting

### EDUCATION

- 2020-2022 | Executive MBA | ISCTE Executive Education
- 2012-2015 | Management Bachelor Degree | NOVA School of Business and Economics
- 2014-2015 | Exchange Program | Akademia Leona Kozminkiego

### LANGUAGES

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

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

### ADDITIONAL INFORMATION

- Certified LSS YB. Sports passionate, being a proud associate of CDMafra, I thrive on exploring new cultures through travel and cuisine.



My path is characterized by a special motivation for leading and developing people, challenging and seeking the best in each person, around a purpose.

## RODRIGO GUERREIRO DA CRUZ COMÉDIAS

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Portuguese

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### PROFESSIONAL EXPERIENCE

Since 2022 | IT Diretor | Caixa Geral de Depósitos, Lisbon, (Portugal)

- I am currently the Development Director for information systems.
- Covering the Value Streams of Credit, Payments, Customers and Accounts, Financial Assets, Enterprise Support.
- I have as main responsibilities the supervision of teams assigned to projects in their various phases.
- The IT strategy design and implementation.

Jul 2008 - Feb 2022 | Manager | Caixa Geral de Depósitos, Lisbon, (Portugal)

- Head of core banking and CRM information systems Units,
- Led a team of 40 employees and more than 80 consultants in Application Management model.

### EDUCATION

- 2020-2022 | Executive MBA | ISCTE Executive Education (Lisboa, Portugal) in collaboration with London Business School
- 1997-2002 | Bachelor's Degree in Applied Mathematics - Operational Research | Nova University Lisbon – Nova School of Science and Technology (Lisbon, Portugal)

### LANGUAGES

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

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



Experienced professional with +13 years of international experience working iGaming and FMCG industries in multinational companies. Excel in high level stakeholder management, brand building, sales and operations, with a proven ability to convert strategic opportunities in to successful outcomes.

## RUBEN MARTINS PINTO

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Portuguese

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### PROFESSIONAL EXPERIENCE

**Since 2022 | Regional Country Manager | 888, Lisbon, (Portugal)**

- Responsible for the Go To Market strategy as well as forecasting, market research, payments and marketing
- Mentor to a team of highly skilled professionals of directors and country managers

**2020 - 2022 | Online Country Manager | EDITEC, London, (UK)**

- Responsible for the online business of Editec in Portuguese Speaking Markets
- Responsible for Digital Marketing, Sales, Loyalty programs, CRM and CS teams.

**2018 - 2020 | Marketing Manager | Webcor, Luanda, (Angola)**

- Sales & Marketing Leader of 3 key international FMCG groups – RED BULL, MARLBORO, DANONE
- Responsible for the A&P, P&L, Performance Marketing
- Head of Planning with a clear focus on social media, SEO, UX and Analytics

**2015 - 2017 | International Brand Manager | Imperial Brands, Bristol, (UK)**

- Driving of the global equity strategy through correct portfolio deployment for 2 global brands
- Responsible for the brands global digital strategy

**2011 - 2015 | Brand Manager | Imperial Brands, Lisbon, (Portugal)**

- Drive global equity and activation strategies at market level for Davidoff and JPS
- Development of the Marketing and Business plans

### EDUCATION

- 2020 - 2022 | Executive MBA | ISCTE Executive Education & London Business School
- 2008 - 2010 | Master of Science in Social and Organizational Psychology | ISCTE - IUL
- 2005 - 2008 | B.S. in Psychology | ISCTE - IUL

### 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

- Project Management: JIRA
- BI: Power BI; Quantum
- CRM & CS: Sales Force; Zendesk; Monday;



During my career, I have acquired cross-functional skills in the financial field, which have allowed me to achieve results in the operationalization and management of international business units and the management and improvement of departments in the context of shared services centers.

## SANDRO MIGUEL LEMOS GONÇALVES

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Portuguese

<https://www.linkedin.com/in/sandrolemosgoncalves>

### PROFESSIONAL EXPERIENCE

#### Since 2022 | Accounting Manager | Wamos Portugal, SA, Lisbon, (Portugal)

- Responsible for the GL, AR, and AP teams of 17 companies within the scope of the group's shared services center.
- Assuming responsibility for accounting, consolidation, and reporting information.
- Focus on optimizing processes, as well as meeting the deadlines set by the Group.

#### 2019-2022 | Accounts Payable & Receivable Manager | Wamos Portugal, SA, Lisbon, (Portugal)

- Managing teams in the AP and AR area of the companies belonging to the shared services center in Portugal;
- Special focus on restructuring and optimizing processes in both departments.

#### 2014-2019 | Finance Director | Teixeira Duarte,S.A, Algiers, (Algeria)

- Responsible for the administrative and financial management of the several companies of the Group in this country;
- Coordinating a local team supporting the business, with a focus on accounting, tax, and financial areas.

#### 2011-2014 | Accounts Payable Manager | Teixeira Duarte, S.A, Lisbon, (Portugal)

- Responsible for an AP team of 18 members in the shared services center in Portugal;
- Focus on optimizing and implementing processes across all companies.

#### 2007-2011 | Financial Controller | Teixeira Duarte, Algiers, (Algeria)

- Ensure the execution and compliance with accounting and tax obligations of the several companies in this country;
- Performing the annual closing of accounts and regular reporting of financial information to the Group.

### EDUCATION

- 2020-2022 | Executive MBA | ISCTE Executive Education
- 2011-2012 | Executive Master in Tax and Accounting | ISCTE Executive Education
- 1998-2003 | Management Degree | ISCTE – Instituto Universitário de Lisboa

### LANGUAGES

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

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

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