

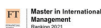
Executive MBA

YEARBOOK 2021/23



**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 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 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

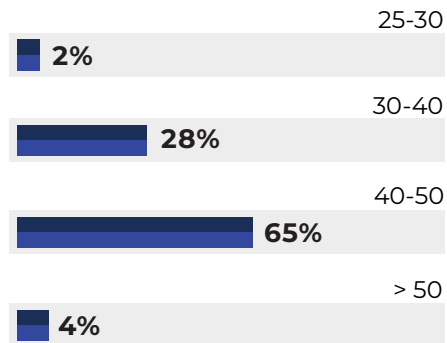
Participant Profile

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

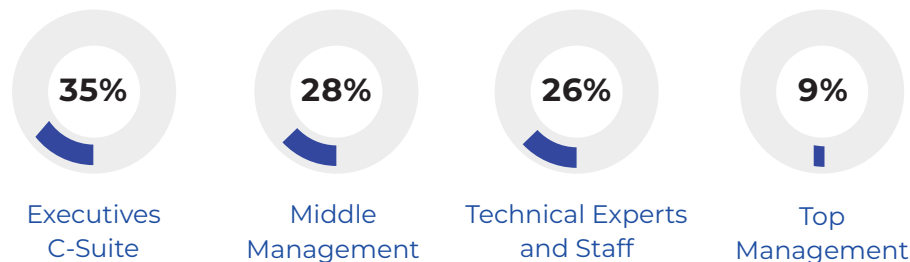


Age



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

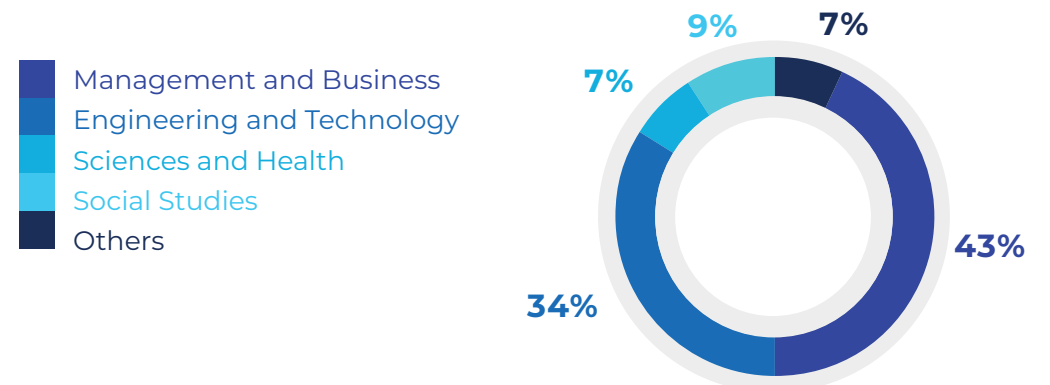


* no value for 2% of the answers

Sectors



Education



Professional Profile Executive MBA 2021/23





I have dedicated my long management career to professionalizing the beauty business. My main focus is results and my main objective is to provide an excellent service to our clients. I work very hard to motivate and inspire teams, always looking for continuous improvement

ALEXANDRA GABRIELA ANTÓNIO FERNANDES PADINHA

Birthdate: 1973/05/16

+35919795743

alexandra.padinha@cidalia-cabeleireiros.com

Portuguese

linkedin.com/in/alexandra-padinha/

PROFESSIONAL EXPERIENCE

1997-2023 (on going) | CEO | Cidália Cabeleireiros, Lisbon, (Portugal)

- Lead the largest group of beauty salons in Portugal, with national expression. Academy and online store

1996-1997 | Product Manager | LusoCresa, Lisbon, (Portugal)

- Implementation of intelligent digital network projects

EDUCATION

- 2021-2023 | Executive MBA | Iscte Executive Education
- 1991-1996 | Computer Science and Business Management | Iscte

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Course of Advanced English, CAE by the University of Manchester



ENGINEER BY TRAINING, WITH MORE THAN 23 YEARS OF EXPERIENCE ON PHARMACEUTICAL INDUSTRY IN MULTINATIONAL ENVIRONMENTS. LEADERSHIP ROLES ON QUALITY ASSURANCE, COMPLIANCE, ENGINEERING, VALIDATION AND PROJECT MANAGEMENT. SELF MOTIVATED, STRONG SKILLS ON LEADERSHIP AND FOCUSED ON OBJECTIVES ACHIEVEMENT.

ÁLVARO COSTA

Birthdate: 1976/01/24

+351913265663

alvarorcosta@gmail.com

PORTUGUESE

in

PROFESSIONAL EXPERIENCE

Since 2020 | Corporate Quality Senior Manager | Hovione, Loures, (Portugal)

2016 – 2020 | Corporate Quality (Q&V) Manager | Hovione, Loures, (Portugal)

2012 – 2016 | Compliance Technical Expert | Hovione, Loures, (Portugal)

2009 – 2012 | Engineering Supervisor | Merck Sharp & Dohme (MSD), Cacém, (Portugal)

2001 – 2009 | Industrial Projects and Maintenance Supervisor | Schering-Plough Farma, Cacém, (Portugal)

2000 – 2001 | Traineeship Microbiology Lab. & Poster on 10th European Congress Biotechnology (Madrid) | ITQB / Instituto de Biologia Experimental e Tecnológica (IBET), Oeiras, (Portugal)

EDUCATION

- 2021 – 2023 | Executive MBA | ISCTE Executive Education
- 2011 – 2012 | Advanced Program in Project Management and Evaluation (PAGAP) | Católica-Lisbon School of Business & Economics
- 2007 | Lean Six Sigma Black Belt certified instructor | Schering-Plough Farma (Brussels), Belgium
- 1994 – 2000 | Degree in Biotechnology Engineering | Universidade Lusófona de Humanidades e Tecnologias

LANGUAGES

	A1	A2	B1	B2	C1	C2
ENGLISH	★	★	★	★	★	★
FRENCH	★	★	★	★	★	★
SPANISH	★	★	★	★	★	★

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



Senior Supply Chain Manager passionate about sustainable development, ESG, and corporate responsibility. Strong leadership, cost optimization, cross-functional collaboration. Driving operational success, strategic planning, impactful results.

ANA RITA MURTA PINA

Birthdate: 1978/10/09

+351 934 460 041

ritapina@gmail.com

Portuguese

linkedin.com/in/rita-pina

PROFESSIONAL EXPERIENCE

2022-Present | Supply Chain Manager | Bacardi, Lisbon, (Portugal)

- Responsible for end-to-end supply chain operations, optimizing processes, and driving efficiency for the company.
- Responsible for managing Demand and Supply planning, excise, as well as the Logistics and Customer service teams.
- Passionate advocate for ESG, driving transformative ESG implementation in WEUR as Supply Chain champion.

2007-2021 | Supply Chain Manager (last position held) | L'Oréal, Lisbon, (Portugal)

- L'Oréal veteran, 2007-2021, diverse roles in Supply Chain across Luxe, Mass market, and Professional Division.
- Experience as Demand Planning Manager, Key Account Supply Chain Manager, and Supply Chain Manager (Luxe division).
- Instrumental in implementing the ESG program, driving sustainable practices and corporate responsibility.

EDUCATION

- 2021 - 2023 | Executive MBA | Iscte Executive Education
- 2012 | General Management Program | Católica Lisbon - Executive Education
- 2004 | Industrial Engineering and Management | Instituto Superior Técnico

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Having worked in multicultural environments since 2007, I also lived in Belgium for 3 years. Furthermore, I dedicated seven years to studying German.



CIVIL ENGINEER, WITH MORE THAN 15 YEARS OF EXPERIENCE IN THE AREA OF MANAGEMENT OF BUILDING CONSTRUCTION PROJECTS. CAREER FOCUSED ON PROBLEM SOLVING, TEAM WORK AND ACHIEVE THE OBJECTIVES DESIGNED

ANDRÉ ESTEVES GOMES DE LOUREIRO

Birthdate: 1980/04/19

+351 936473452

andre.loureiro@edp.com

Portuguese

linkedin.com/in/andreestesloureiro

PROFESSIONAL EXPERIENCE

Since 2022 | Head of Projects and Construction | EDP Global Solutions, Lisboa, (Portugal)

- Responsible for the project management of construction and rehabilitation team in EDP Group Buildings
- Responsible for meeting CAPEX investment objectives
- Responsible for the construction of the new buildings of the EDP Group in Portugal
- Coordination of interventions with clients

2006-2022 | Senior Project Manager de obras em instalações do Grupo EDP | EDP Global Solutions, Lisboa, (Portugal)

- Gestor de projetos de construção e reabilitação de edifícios do Grupo EDP
- Gestão de processos de novos edifícios com destaque para a Sede do Grupo em Lisboa
- Gestão de todo o processo com o diálogo com stakeholders, parceiros e clientes
- Coordenação de todas as atividades desde o pedido do cliente até entrega da obra concluída

EDUCATION

- 2021-2023 | Executive MBA | ISCTE Executive Education
- 2006-2008 | Postgraduate in Construction | Instituto Superior Técnico
- 1998-2005 | Degree in Civil 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

- Passionate about sport. Practitioner of running, swimming and cycling.



I have started my career at Deloitte as a member of the financial audit services team. From there I have built my knowledge on financial reporting and supervisory regulation at the banking sector and have been working in this industry since 2009.

ANDREIA ALVES

Birthdate: 1977/05/23

+351962399285

andrea.meneses.alves@cgd.pt

Portuguese

linkedin.com/in/andreia-alves

PROFESSIONAL EXPERIENCE

Since 2009 | Director | Caixa Geral de Depósitos, S.A., Lisbon, (Portugal)

- Tax and accounting manager at Caixa Geral de Depósitos, S.A.

2000-2009 | Manager | Deloitte e Associados, SROC, S.A., Lisbon, (Portugal)

- Financial services audit manager

EDUCATION

- 2021-2023 | Executive MBA | Iscte Executive Education & London Business School
- 2001-2002 | Post Graduate Degree in Financial Audit | ISCTE
- 1995-2000 | Degree in Economics | Nova School of Business and Economics

LANGUAGES

English A1 A2 B1 B2 C1 C2
★ ★ ★ ★ ★ ★

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



All my career has been related with technology, first as a developer, after as a solutions architect, next as a manager, and now as the Co-founder of an IT Services company.

ANTÓNIO RODRIGUES

Birthdate: 1975/09/13

+351915404586

ajrodrigues@advanceworks.ai

Portuguese

linkedin.com/in/antoniojrodrigues/

PROFESSIONAL EXPERIENCE

Since 2022 | Co-founder | AdvanceWorks, Lisbon, (Portugal)

- Managing an IT Services company already with several clients on different countries.

2020-2022 | Senior Manager | Nexllence, Sintra, (Portugal)

- Manage a business unit with almost 200 people delivering projects for several countries.

2008-2020 | Solutions architect/Manager | Glintt, Sintra, (Portugal)

- Design software solutions architectures and manage the teams responsible for the implementation.

2003-2008 | IT Consultant | Pararede, Lisbon, (Portugal)

- Application development of complex systems mainly on banking and public sector.

2000-2003 | IT Consultant | Eurociber Portugal, Lisbon, (Portugal)

- Application development for different clients, mainly on the aeronautics sector.

1999-2000 | IT Consultant | SystemHouse TI, Lisbon, (Portugal)

- Application development for several clients.

1997-1999 | Network Administrator | Aranae

Telecomunicações, Lisbon, (Portugal)

- Management of all the network infrastructure of the company.

EDUCATION

- 2021-2023 | Executive MBA | Iscte Executive Education
- 1993-1997 | Computer Science and engineering | FCT - UNL

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

- Amateur Astrophotographer



Over a decade of professional experience, half of which in large national and international retail, developing new business, brand building and internationalization, that allowed me to develop specific skills in: business internationalization, negotiation, stress management and leadership.

BERNARDO MOURINHO GUEDELHA

Birthdate: 1992/01/06

+351919427335

Bmourinho@hotmail.com

portuguese

linkedin.com/in/bernardomourinhoguedelha/

PROFESSIONAL EXPERIENCE

Since 2016 | Head of portuguese Business unit | Mercadona, Madrid / Porto / Lisboa, (Portugal /Espanha)

- responsible for working with product specialists each product and respective processes.

2015-2016 | Marketing and Communication | ISCTE Business School, Lisboa, (Portugal)

- Social Media, engaging with students and partner companies and event organisation.

EDUCATION

- 2021-2023 | Executive MBA | ISCTE Executive education
- 2017-2019 | Marketing Management | IPAM Porto
- 2011-2014 | Sociology | ISCTE

LANGUAGES

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

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



Experienced Manufacturing Specialist with a demonstrated history of working in the Automotive and Pharmaceutical industry . Strong information technology professional skilled in Big Data Analytics, Management, industry 4.0, Continuous Improvement, and Manufacturing Engineering

BRUNO JACINTO

Birthdate: 1975/11/14

+351910521634

bajacinto@gmail.com

Portuguese

linkedin.com/in/bruno-jacinto/

PROFESSIONAL EXPERIENCE

2022-Present | Global IT MES Senior Program Manager |

FERRING Pharmaceuticals, Lisboa, (Portugal)

- Global Definition and Deployment on mfg Sites. Agile Methodologies. Business improvement.

2007-2022 | Global Operation Strategy Manager | Visteon

Corporation, Palmela, (Portugal)

- Business Intelligence / Global Smart Manufacturing Leader. Manage Global Industry 4.0 and digital transformation
- Global Manufacturing leader for QAD EE (ERP) and SME for Siemens PLM launch. Definition of business process.
- Global Operation Standardization – Lead the standardization process and methodologies and its documentation.
- Global IT MES Chairman – Lead governance of the IT MES Software priorities of development and deploy activities.

2005-2007 | Project Engineer | Globe Motors, Porto, (Portugal)

- Technical Sales, Full Product Design and Quote delivery Components Procurement Mfg. Specifications & Drawings.

2004-2005 | Project Design Engineer | Delphi Automotive

System, London, (United Kingdom)

- Design engineer for Powertrain - Common Rail Diesel High Pressure Pump Designer Specifications & Drawings

2000-2004 | IT Consultant | IBM, Lisbon, (Portugal)

- IT Specialist Consultant, Project Management and Team Leader in a different business IT applications projects.
- Consultant for Banks, Insurance Companies and Governmental institutions

1999-2000 | Die Casting production Engineer | Hanon

Automotive Climate systems, Palmela, (Portugal)

- Manufacturing Process Engineer (High Pressure AI Die Casting)

EDUCATION

- 2021-2023 | Executive MBA | Iscte Executive Education
- 2001-2002 | PosDegree - IT Information Systems | Universidade Autónoma de Lisboa
- 1994-1999 | Licenciatura Engenharia Mecanica | Universidade Nova de Lisboa

LANGUAGES

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

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



Implementing new capabilities, spearheading multiple technical programs, formulating strategies, developing business, and devising solutions in the Naval Industry. Encouraging creativity and innovation, building high-performing teams, and delivering value to customers and partners

BRUNO PICA

Birthdate: 1973/03/28

+351919118026

brunopica@gmail.com

Portuguese

linkedin.com/in/bruno-pica/

PROFESSIONAL EXPERIENCE

Since 2021 - currently | Shipyard Director | Arsenal do Alfeite, S.A., Almada, (Portugal)

- Headed all areas of the shipyard, production, technical and commercial, while monitoring C-level functions
- Successfully started new shipyard digital transformation program named as Shipyard 4.0.
- Contributed to the creation of the Arsenal Academy to train highly specialized people in the defence sector

2020-2021 | Director, Technical & Commercial | Arsenal do Alfeite, S.A., Almada, (Portugal)

- Devised commercial strategies in line with company goals and objectives to accelerate growth
- Oversaw various operations, such as preparing and presenting budget proposals to customers

2018 - 2020 | Director of Strategy & Business Development | Arsenal do Alfeite, S.A., Almada, (Portugal)

- Developed the new strategic plan for the company
- Designed new business models to contribute to the sustained growth of the company

2010 - 2018 | Project Manager (PMP) | Portuguese Navy, Lisbon, (Portugal)

- Managed several projects in order to implement the new Submarine Maintenance Capacity in Portugal

2004 - 2010 | Member of the Portuguese Navy Inspection Delegation | MoD, Kiel, (Germany)

- Supervising the main activities related to the building phase of two brand new submarines in Germany

EDUCATION

- 2021 - 2023 | Executive MBA | ISCTE Executive Education
- 2015 - 2016 | Executive Master in Project Management | Universidade Europeia
- 2005 - 2005 | Senior Navy Officer | Naval War College
- 2002 - 2003 | Post-Graduation in Information Technology | Instituto Superior de Tecnologias Avançadas
- 1998 - 1998 | Submarine Specialization Course | Portuguese Navy Submarine School
- 1991 - 1996 | Weapons & Electronics Engineering | Portuguese Naval School

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Member of the Order of Engineers (ID 75963)
- Hobbies - Sailing, Skiing, Travelling, Reading, Listening to music, Oenology, Gardening and Agriculture



As a seasoned cybersecurity leader, I am passionate about protecting organizations from evolving cyber threats and empowering them to thrive in the digital landscape. With a proven track record of success in developing and implementing comprehensive cybersecurity strategies.

BRUNO PRETO

Birthdate: 1985/06/03

+351926996107

bpreto@pm.me

Portuguese

linkedin.com/in/bruno-preto-4888b727/

PROFESSIONAL EXPERIENCE

Since 2018 | Head of Information Security | Banco BAI Europa, Lisbon, (Portugal)

- Responsible for the cybersecurity

2014-2018 | Software Engineer | Banco BAI Europa, Lisbon, (Portugal)

- Management of information technology projects

2011-2014 | Billing Consultant | Altice Labs, Lisbon, (Portugal)

2011-2012 | Teaching Assistant | Faculdade de Ciências e Tecnologia da Universidade Nova de Lisboa - FCT NOVA, Almada, (Portugal)

EDUCATION

- 2023-2023 | Board & C-Suite Awareness Masterclass | London Business School
- 2021-2023 | Executive MBA | ISCTE Executive Education
- 2021-2021 | General Data Protection Regulation Program | Católica Lisbon School of Business and Economics
- 2011 (incompleted) | Ph.D in Computer Science | Faculdade de Ciências e Tecnologia da Universidade Nova de Lisboa - FCT NOVA
- 2009-2011 | MSc in Computer Science | Faculdade de Ciências e Tecnologia da Universidade Nova de Lisboa - FCT NOVA
- 2005-2009 | BSc in Computer Science | Faculdade de Ciências e Tecnologia da Universidade Nova de Lisboa - FCT NOVA

LANGUAGES

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

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



With an engineering background and working in the Health Industry for the last 10 years, I am a highly committed person who faces problems with an analytic and creative approach. I value teamwork and dealing with people. I am goal-driven and feel motivated by new challenges.

CLARA ALVES

Birthdate: 1986/05/30

+351 910 008 771

claracorreiaalves@gmail.com

Portuguese

linkedin.com/in/claracorreiaalves/

PROFESSIONAL EXPERIENCE

Since 2021 | Operations Manager | Ortho Direct, Lisbon, (Portugal)

- Efficiently managing and optimizing all aspects of the company's operations.

2020-2021 | Project Manager | Ortho Direct, Lisbon, (Portugal)

- Creating, Planning, organizing, and overseeing the execution of the company Ortho Direct.

Since 2016 | Office Manager | Federation of Orthopedic and Trauma Trainees in Europe, Lisbon, (Portugal)

- Oversee the operations, coordinate members and committees, and ensure efficient functioning of the Association.

2013-2020 | Budget Manager | Surgery and Day Care Hospital | HPA Saúde - Private Health Group, Faro, (Portugal)

- Designing effective Budgets for patients who undergo surgery and day-care treatments.

EDUCATION

- 2021-2023 | Executive MBA | ISCTE Executive Education
- 2011-2012 | Post-Graduation - Business Management | Faculdade de Economia da Universidade do Algarve
- 2004-2009 | Engineering Degree | Instituto Superior de Engenharia - Universidade do Algarve

LANGUAGES

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

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



I've always been fascinated by people and organization in general. Leading or being part of initiatives to improve social conditions is a continuous process in my activities. Through entrepreneurship, I believe we can find the most sustainable way to achieve meaningful changes.

ELIZABETH MYRIAN TSF GOMES SÁ

Birthdate: 1979/09/13

+351910783396

lizmyrianferns@gmail.com

Bissau Guinean

linkedin.com/in/elizabeth-myrian-bba69336/

PROFESSIONAL EXPERIENCE

Since 2017 | **Executive Manager** | GRU, SA, Bissau, (Guinea-Bissau)

- I represent our company and manage all administrative decisions; I am responsible of all assessments,
- tender contracts and human resources and supervision

2017-2018 | **Communication Consultant** | World bank, Bissau, (Guinea-Bissau)

- I analyzed internal and external development related to the Bank and on independent tasks and programs

2013-2014 | **Project Analyst, media analyst** | Centre dos Humanitarian Dialogue, Bissau, (Guinea-Bissau)

- I was responsible for monitoring the social and political climate to support the ECOWAS situationroom
- Organize meetings and mediations to avoid post electoral conflict.

EDUCATION

- 2021 - 2023 | Executive MBA | ISCTE Executive Education
- 2011 | BA Liberal Arts and communication studies | Mountain State University

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Interested in: Photography, Reading, Decoration and Movies.



20+ years in managing distribution network in insurance industry. Now working as Area Sales Manager in Lisbon, with a €70M+ portfolio. Experience in transformation processes, Agile methodology Team Leadership Experience, multiple Leadership certificate programs

FERNANDO GONCALVES JOSE

Birthdate: 1972/12/15

+351962028074

fernando.goncalves.jose@tranquilidade.pt

Portuguese

linkedin.com/in/fernandogoncalvesjose/

PROFESSIONAL EXPERIENCE

Since 2023 | Area Sales Manager | Generali Seguros SA, Lisbon, (Portugal)

- Responsible for the agents network in Lisbon, with 140 sales points.

2008-2023 | Network manager | Tranquilidade, Sintra, (Portugal)

- Responsible for the agents network in Amadora, Sintra, Cascais and Oeiras, with 130 sales points.

2001-2008 | Network manager | Tranquilidade, Cascais, (Portugal)

- Responsible for the agents network in Cascais

EDUCATION

- 2021 - 2023 | Executive MBA | Iscte Executive Education
- 3 years | Bank and insurance management | Univ Internacional

LANGUAGES

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

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



I'm a versatile manager with a miscellaneous professional background in key management areas such as sales, operations, supply chain and finance. Focused on people development, I led multidisciplinary teams and complex projects with high impact for people and companies.

FERNANDO JOSÉ VERDASCA DA GAGA

Birthdate: 1978/02/13

+351 96 201 58 63

fernando.gaga@thenavigatorcompany.com

Portuguese

linkedin.com/in/fernando-gaga

PROFESSIONAL EXPERIENCE

2020 - present | Director - Supply Chain, Quality & Product Development | The Navigator Company, Lisboa, (Portugal)

- Forecasting and production planning, procurement, inventory management, quality and technical assistance.
- Development and product management, innovation and value engineering.

2018-2019 | Supply Chain Director | The Navigator Company, Lisboa, (Portugal)

- Production planning, procurement, warehouses, inventory management, customer service and distribution centers.

2015-2017 | Head of Supply Chain / Head of Sales B2B | The Navigator Company, Lisboa, (Portugal)

- Production planning, procurement, warehouses, inventory management and customer service.
- Head of sales in the B2B channel.

2009-2014 | Director de Logística | AMS Star Paper, SA, Vila Velha Ródão, (Portugal)

- Production planning, procurement, warehouses, inventory management, logistics and customer service.
- Head of sales in the B2B channel.

2004-2008 | Director de Operações | Gomà Camps Portugal, Constância, (Portugal)

- Production planning, procurement, warehouses, inventory management and logistics.
- Responsible for managing the business of a satellite company (production, logistics and sales).

2002-2003 | Financial Assistant | OFM, SA, Oeira, (Portugal)

- Responsible for treasury management, financial reporting and tax reporting.

EDUCATION

- 2021-2023 | Executive MBA | Iscte Executive Education/London Business School
- 2008-2009 | Management - Marketing Specialization | Universidade de Évora
- 2002 | Financial Markets | CEMAF/ISCTE
- 1997-2001 | Management | ISEG

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Sports – Swimming, athletics and tennis
- Hobbies – Documentaries, Reading and Music
- Values – Respect, honesty, loyalty and solidarity



With more than two decades of experience in the Information Technology sector, my professional career encompasses several strategic and technical positions, allowing a holistic view of the role of technology in the organization.

FERNANDO VICENTE

Birthdate: 1978/10/21

+351 916199224

fvicentept@gmail.com

Portuguese

linkedin.com/in/fernandovicente/

PROFESSIONAL EXPERIENCE

Since 2018 | Director of Projects and Innovation | SIBS

Multicert, Lisbon, (Portugal)

- Responsible for the developing of digital transformation solutions focused on client security and trust

2014-2017 | Project Manager | Multicert S.A., Lisbon, (Portugal)

- Responsible for implementing Public Key Infrastructure (PKI) solutions across multiple geographies
- Implementation of digital transformation solutions in various economic sectors, with emphasis on the banking sector

2003-2014 | Software Engineer / Solutions Architect | EF

Tecnologias S.A, Lisbon, (Portugal)

- Design and implementation of Internet Banking solutions for retail and corporate banking.
- Management and evolutionary monitoring of client solutions

2001-2003 | Software Engineer | Siemens S.A, Lisbon,

(Portugal)

- Requirement analyst and software development for fiber optic networks provisioning solutions.

EDUCATION

- 2021-2023 | Executive MBA | ISCTE Executive Education
- 2020 | TOGAF 9 Foundation Architect | The Open Group Architecture Framework
- 2018 | CSPO - Certified Scrum Product Owner | Scrum Alliance
- 2017 | CSM - Certified Scrum Master | Scrum Alliance
- 2010 | PMP - Project Management Professional | Project Management Institute
- 2009 | Postgraduate Degree in Computer Security | Faculdade de Ciência da Universidade de Lisboa
- 1997-2002 | Master's Degree in Computer Science | Faculdade de Ciência da 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



Senior branding and marcomm professional (strategic planning) who believes there's a better way for brands and companies.

FILIPA FERREIRA DE SERPA SOARES

Birthdate: 1973/02/22

+351 961039183

filipafsoares@gmail.com

Portuguese

linkedin.com/in/filipa-soares

PROFESSIONAL EXPERIENCE

Since 2023 | Head of Strategic Planning - creation and repositioning of brands; brand & comms action plans | Label-Real Brand Thinking, Lisbon, (Portugal)

- Main brands worked: : Delta Q, Rise Delta Q, Revigres, Lusitania Seguros, Grupo Bensaude

2020-2022 | Independent consultant | Lola Norma Jean, Lisbon, (Portugal)

- Strategic counseling and project development for ongoing clients and New biz

2015-2020 | Head of Strategic Planning | BBDO Portugal, Lisbon, (Portugal)

- Main brands worked: Pingo Doce, McDonald's, Novo Banco, Água das Pedras, Super Bock.

2003-2015 | Head of Strategic Planning | TBWA Lisboa, Lisbon, (Portugal)

- Main brands worked: TMN, CGD, Beiersdorf, Playstation, Minipreço, Soc. Ponto Verde, IKEA, McDonald's

2002-2003 | Head of Strategic Planning | Euro RSCG (currently HAVAS), Lisbon, (Portugal)

- Main brands worked: Continente, Peugeot, Citroen, Lactogal, PT, Soc. Portugal 2004, Banco Best

1999-2002 | Strategic Planner | BBDO Portugal, Lisbon, (Portugal)

- Main brands worked: BPP, BES, BIC, BPI, Optimus, Clix, Novis, Nissan, Mateus Rosé

EDUCATION

- 2021-2023 | Executive MBA (EMBA) | Iscte Executive Education
- 1999-2000 | Master in Contemporary History (unfinished) | ISCTE
- 1991-1996 | Cultural Anthropology | Universidade Nova de Lisboa

LANGUAGES

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

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



Leader with a broad experience in supply chain and Logistics in FMCG and e-commerce/tech industry. Customer Focused and business oriented, Supply Chain is for me a key driver for business success. I bring innovation in my daily basis and carry a positive and resilient mindset.

JOÃO MATEUS

Birthdate: 1980/09/17

+351935521004

mateusj80@gmail.com

Portuguese

linkedin.com/in/joao-mateus

PROFESSIONAL EXPERIENCE

since 2022 | Consultant in Operations | Bizay Group, Torres Vedras, (Portugal)

- Leading Projects in Operations, covering areas from Production to Customer Care, Distribution and data management

2015-2021 | Supply Chain Manager - Active Cosmetics Division (ManCom member) | L'Oréal Portugal, Lisbon, (Portugal)

- Head of the supply chain strategy for the business unit, building the frame and main objectives
- Responsible for Logistics Costs Management, including Physical Distribution, Obsolete Stock and Other Logistic Cost

2012-2018 | Supply Chain Manager - Professional Products Division (ManCom member) | L'Oréal Portugal, Lisbon, (Portugal)

- Head of the supply chain strategy for the business unit, building the frame and main objectives
- Responsible for Logistics Costs Management, including Physical Distribution, Obsolete Stock and Other Logistic Cost

EDUCATION

- 2021-2023 | Executive Master in Business Administration | ISCTE Executive Education
- 1998-2033 | Business Management | Nova SBE - Lisbon

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

- Nature addicted and sustainability enthusiast. Surfing and Biking help balancing my body&mind. Always looking for new challenges and opportunities



CONSOLIDATED PROFESSIONAL EXPERIENCE IN ENERGY AND INDUSTRIAL AUTOMATION IN ELECTROTECHNICAL ENGINEERING. STRONG ORIENTATION FOR RESULTS AND VALUE CREATION FOR ORGANIZATIONS.

JOÃO CARLOS FERREIRA FRANCISCO

Birthdate: 1990/09/15

+351 939 306 509

joaofrancisco1509@gmail.com

Portuguese

linkedin.com/in/joaofrancisco1509

PROFESSIONAL EXPERIENCE

Since 2023 | Operational Manager | E-REDES - Distribuição de Eletricidade, S.A., Tomar, (Portugal)

- Responsible for the Maintenance Area of Medium and Low Voltage Networks at the Tomar Unit.

2018-2023 | Project and Construction Specialist | E-REDES - Distribuição de Eletricidade, S.A., Portalegre, (Portugal)

- Programmed Investment Area for Medium and Low Voltage Networks at the Portalegre Unit.

2017-2018 | Industrial Maintenance Specialist | AL – Fábrica de Material Elétrico, S.A., Marinha Grande, (Portugal)

- Planning, development and control of preventive and corrective maintenance work.

2016-2017 | Operational Manager | Grupo Visabeira SGPS, S.A., Santarém, (Portugal)

- Investment and maintenance of Medium and Low Voltage Networks at the Santarém Unit.

2016 | Assistant Operations Manager | CANAS – Engenharia e Construção, S.A., Alcobaça, (Portugal)

- Support for the management of Low Voltage metering activities.

2015-2016 | Estágio de Engenheiro Eletrotécnico | EDP Distribuição, S.A., Leiria, (Portugal)

- Management of the technical record of electricity distribution networks.

EDUCATION

- 2021-2023 | Executive MBA | ISCTE Executive Education
- 2013-2015 | Master degree in Electrical Engineering | Polytechnic Institute of Leiria
- 2009-2013 | Licentiate degree in Electrical Engineering | Polytechnic Institute of Leiria

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Resilient;
- Assertive;
- Organized;
- Spirit of leadership;
- Ease of creating trust relationships.



I started my career as a financial analyst developing skills in data analysis, financial reporting and monitoring of financial indicators. I then progressed to positions of greater responsibility, where I lead teams that helped me to do history.

JOÃO SAMPAIO

Birthdate: 1977/03/02

+351962563112

joaomsampaio@gmail.com

Portuguese

linkedin.com/in/joão-sampaio-760a34b

PROFESSIONAL EXPERIENCE

Since 2022 | Country Controller | Expeditors, Lisbon, (Portugal)

- Ensure financial stability, local/international reporting and strategy implementation and monitoring.

2012-2021 | CFO & Procurement Manager | GEFCO, Lisbon, (Portugal)

- Ensure financial stability, local/international reporting and strategy implementation and monitoring.

2005-2012 | Controller | Tupperware, Lisbon/Abrante/Brussels, (Portugal/Belgium)

- Economic/financial control of the activity and project implementation/development.

EDUCATION

- 2021 -2023 | Executive MBA | Iscte Executive Education
- 2010-2011 | Management Control and Performance | ISCTE
- 2006-2007 | Financial Analysis | ISEG
- 2005-2006 | Accounting | ISCAL
- 2003-2004 | New Techniques for Management, to create "value" in Companies | Universidade Lusíada
- 1998-2003 | Management Degree | Universidade Lusíada

LANGUAGES

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

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



After completing my academic career with a degree in Computer Science and Business Management at ISCTE, he took on a more active role in the management of the group and was responsible for the growth and spin-off of the business of the Cidália Cabeleireiros brand, taking the lead in e-business pro

JORGE MIGUEL ANTÓNIO FERNANDES

Birthdate: 1978/06/18

+351916210556

jorge.fernandes@cidalia-cabeleireiros.com

Portuguese

linkedin.com/in/jorge-fernandes-cidalia-cabel

PROFESSIONAL EXPERIENCE

2002-2023 (on going) | General Manager | Cidália Cabeleireiros, Almada, (Portugal)

- General Manager

2001-2002 | Junior Consultant | Case-Edinfor, Lisbon, (Portugal)

- CRM Project

EDUCATION

2023 | Board & C-Suite Awareness Masterclass | London Business School

2021-2023 | Executive MBA | Iscte Executive Education

1996-2002 | Computer and Information Sciences and Management | ISCTE

1993-1996 | Proficiency C2 | University of Cambridge

LANGUAGES

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

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



Combining my academic achievements with my professional experience, I have developed a well-rounded skill set that encompasses technical expertise, business acumen, and strong leadership capabilities. I am committed to driving success and eager to contribute to organizational growth.

JOSÉ MAGALHÃES PEREIRA

Birthdate: 1990/04/18

+351918924510

josemacmagalhaespereira@gmail.com

Portuguese

linkedin.com/in/josemagalhaespereira/

PROFESSIONAL EXPERIENCE

Since 2022 - on going | Senior manager | Projects & Investments | BA Glass, Based in Lisbon, (Corporate | Europe)

- Currently the project manager of 2 large-scale and complex industrial projects.
- Capital intensive [M€] and involving more than 200 people each.
- Senior investment manager focused on achieving the best technical-economical solutions.
- Member of the company's corporate technical management, leading the plant support of all Portuguese plants.

2021 - 2021 | Head of IS Machine Maintenance | BA Glass, Lisbon, (Portugal)

- Led an effective team of 21 employees, with the goal of overcoming the Venda Nova manufacturing plant's KPIs.
- Focused on the department's digital transformation, process improvement and budget management.

2017 - 2021 | Junior manager | Projects & Investments | BA Glass, Based in Oporto, (Corporate | Europe)

- Developed the experience of 8 large scale and complex industrial projects. In Portugal, Spain and Bulgaria.
- Managing up to 40 people per project through contractors.
- The corporate responsible for the investments and plant support on systems (12 plants).
- Department's digitalization leader that developed and integrated several digital applications.

2016 - 2021 | Founder and General manager | Oporto Center Studio, Oporto, (Portugal)

- Founder and general manager of a short term lease for a leisure apartment.
- This experience developed entrepreneurship drive and skill, knowledge of legal regulation and operations management

EDUCATION

- 2021 - 2023 | Executive Master of Business Administration (EMBA) | ISCTE Executive Education
- 2020 | Piscine #2, Computer Programming | 42 Lisboa
- 2017 | Integrated Master in Mechanical Engineering | Faculty of Engineering - University of Porto
- 2014 | Industrial Engineering - ERASMUS program | ESEIAAT-UPC - Barcelona

LANGUAGES

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

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



Manager with experience in several International Digital Transformation projects in the Telecommunications and Banking areas. Likes challenges and is always learning. Loves to inspire, lead, and develop people to ensure Delivery with Value and make the Customer's life easier and happier.

LILIANA ANACLETO SILVA

Birthdate: 1977/05/23

+351967579203

liliana_anacleto@hotmail.com

Portuguese

linkedin.com/in/liliana-anacleto-silva/

PROFESSIONAL EXPERIENCE

Since 2023 | Head of Business Enablement | Celfocus, Lisbon, (Portugal)

- Enable the Business with Customer Engagement, System Integration, Billing & Charging
- Development and motivate team skills

2007-2023 | Quality Assurance Manager | Celfocus, Lisbon, (Portugal)

- Manage Quality Assurance teams in different International Projects
- Coordination of Quality Assurance People, Business Performance and QA Delivery Leads

2006-2007 | eISCTE – Education Technologies Manager | ISCTE, Lisbon, (Portugal)

- eISCTE - eLearning Project

2005-2006 | Trainer and eLearning Content Developer | Learn4U, Lisbon, (Portugal)

- Development of e-Learning Content for Social Projects; Project Manager Trainer

2003-2005 | INDEG@EV – e-Learning project manager | INDEG Business School, Lisbon, (Portugal)

- INDEG e-Learning Project. Manage the development team and the different Stakeholders.

2000-2003 | Developer | Espirito Santo Data Informatic, Lisbon, (Portugal)

- Developer in different Bank projects

1999-2000 | Developer | Niutec, Lisbon, (Portugal)

- Developer in projects in Retail, Pharmaceutical and Medicine areas

EDUCATION

- 2021-2023 | Executive MBA | ISCTE Executive Education
- 2009 | Master Management System Information | ISCTE
- 1999-2000 | Pos-degree System Information for Management | Lusitana University
- 1995-2000 | Degree in Mathematics-Computer science | Lusitana University

LANGUAGES

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

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

ADDITIONAL INFORMATION

- PWIT Mentor
- Member of the Parque das Nações School Parents Association
- Volunteer Portuguese League Against Cancer
- Family, Travel, Music, Read



Mafalda has vast experience in sales and procurement in the pharmaceutical industry both in national and international markets. Focused on developing and deploying global strategies aiming business growth and continuity.

MAFALDA SOFIA LOPES DA SILVA

Birthdate: 1980/05/30

+351963348293

milsilva@hovione.com

Portuguese

linkedin.com/in/mafaldasilva

PROFESSIONAL EXPERIENCE

2017 - Present | Procurement Manager - Indirect Materials and Services | Hovione Farmaciencia SA, Sete Casas, (Portugal)

- Globally responsible for Filters, Filtration Devices, Analytical Services, Industrial Gases and Utilities
- Provide advanced supply chain analysis (quality, cost, and volumes)
- Enable new businesses and trigger innovation from the supplier base

2010-2017 | Commercial Executive - Responsible for Food, Beverage and Pharmaceutical Market | Normil S.A, Cacém, (Portugal)

- Responsible for disclosure of the company and its products, technical support and inventory management
- Preparation, monitoring and completion of budgets for customers, negotiation with customers and suppliers

2006-2009 | Commercial Executive - Responsible for the Microbiology Department and Bioreagents | José Manuel Gomes dos Santos, Lda, Lisbon, (Portugal)

- Responsible for disclosure of the company and its products, technical support and inventory management
- Preparation, monitoring and completion of budgets for customers, negotiation with customers and suppliers

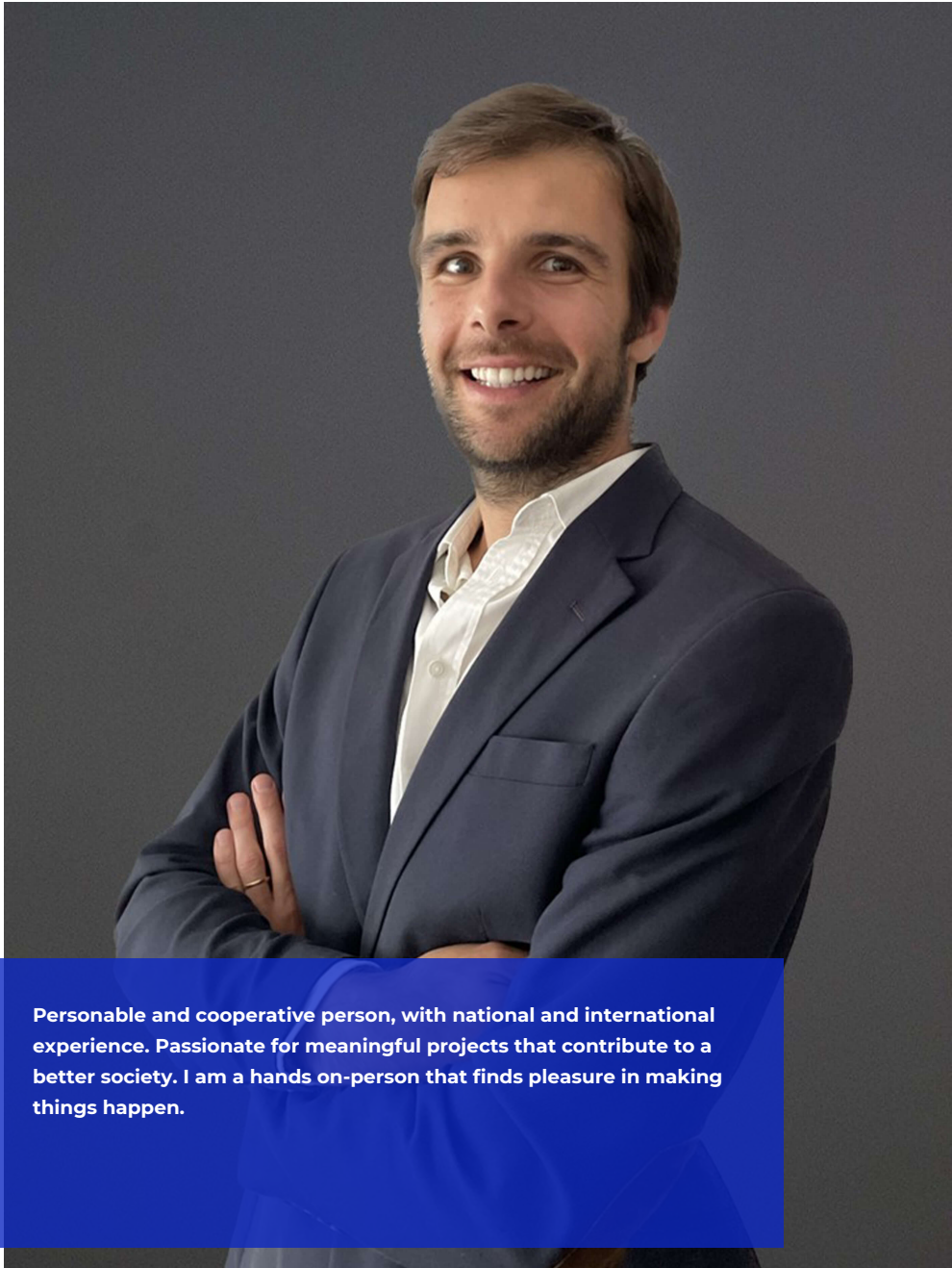
EDUCATION

- 2021-2023 | Executive MBA, in collaboration with London Business School | ISCTE Executive Education Lisbon, Portugal
- 1999-2005 | Biotechnology Engineering | Universidade Lusófona de Humanidades e Tecnologias Lisbon, Portugal

LANGUAGES

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

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



Personable and cooperative person, with national and international experience. Passionate for meaningful projects that contribute to a better society. I am a hands on-person that finds pleasure in making things happen.

MANUEL DE ALMEIDA FREITAS ELISEU

Birthdate: 1992/10/13

+351916257023

manueleliseu@gmail.com

Portuguese

linkedin.com/in/manueleliseu/

PROFESSIONAL EXPERIENCE

2023 - Present | Business Development & Consulting Manager | Siemens Healthineers, Amadora, (Portugal)

- Leading the team of business development & consulting.

2019 - 2023 | Solution Development Manager | Siemens Healthineers, EMEA, (EMEA)

- Responsible for developing and supporting teams across EMEA to develop new partnerships with healthcare institutions

2017 - 2019 | Healthcare Consultant | Siemens Healthineers, Amadora, (Portugal)

- Responsible for business development and consulting projects, contributing to exceed revenue expectations.

2016-2017 | Business Data Analyst | Unilever Jerónimo Martins, Santa Iria da Azóia, (Portugal)

- Performing data analysis for the logistics department to support optimization of logistics operations.

2015 | Sales Promotor | Unilever Jerónimo Martins, Mértola, (Portugal)

- Summer job, promoting "Olá" ice cream. Achieved highest volume of sales in Portugal.

2014 | Team Leader | Câmara Municipal de Oeiras, Oeiras, (Portugal)

- Leading a team of 3 young people in a environmental project.

EDUCATION

- 2021 - 2023 | Executive MBA | ISCTE Executive Education
- Since 2017 | Teaching Skills Certificate | IEFP
- Since 2016 | Microsoft Office Specialist - Excel Expert 2016: Interpreting Data for Insights | Certiport - A Pearson VUE Business
- 2011 - 2016 | Biomedical Engineering | Nova School of Science and Technology

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Competitive Swimmer for more than 5 years.
- Completed 4 Ironman and 1 Marathon.
- Interested in Tourism, Events Management, Food and Wine



Head of Marketing, driving global B2B strategies. Fueled by creativity, but results-driven. Expert in strategy, marketing, communication. People-oriented leader empowering high-performance teams. Striving to make a difference and increasing value through actionable plans.

MARIANA BUSTORFF ABREU

Birthdate: 1992/04/14

+351916253875

marianabustorff@hotmail.com

Portuguese

linkedin.com/in/mariana-bustorff/

PROFESSIONAL EXPERIENCE

Since 2020 | Head of Marketing | VORTAL Connecting Business, Lisbon, (Portugal)

- Global department leader. Drive growth through product marketing, brand strategy, and revenue-focused strategies.

2019 | Product Marketing Team Leader | VORTAL Connecting Business, Lisbon, (Portugal)

- Accountable for product marketing strategy, mainly focused in achieving sales objectives and customer satisfaction.

2018 | Senior Product Marketing Manager | VORTAL Connecting Business, Lisbon, (Portugal)

- Managed product portfolio, including launches, lead gen, sales enablement, client nurturing. Globalization focus.

2017-2018 | Smart Solutions Product Manager | Vodafone, Lisbon, (Portugal)

- Go-To-Market Manager: IoT, Cloud, Apps. Roadmap, sales analysis, launches, campaigns, salesforce training.

2015-2017 | Core Enterprise Fixed Offer Product Manager | Vodafone, Lisbon, (Portugal)

- Improved loyalty, adapted products, controlled performance, enabled sales, developed success factors.

EDUCATION

- 2023 | Leadership Institute | Board & C-Suite Awareness | London Business School
- 2021-2023 | Executive MBA | ISCTE Executive Education
- 2020 | Advanced Leadership Program | ISCTE Executive Education
- 2013-2015 | MSc in Business Management | Major in Marketing | Minor in Strategy and Entrepreneurship | Catolica-Lisbon School of Business & Economics
- 2012 | Erasmus Program | Business Administration | IESEG School of Management, Paris
- 2010-2013 | Undergraduate Degree in Business Administration | Catolica-Lisbon School of Business & Economics

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

- "It always seems impossible until it's done."



Vast experience in IT, including Telecommunications, Media and Insurance, with a proven track record of leadership and building new teams oriented towards business and agility. Special focus on the application of problem solving practices and strategic IT management.

MIGUEL JORGE VIEIRA RIBEIRO

Birthdate: 1971/02/21

+351932553707

mjvieirar@gmail.com

Portuguese

linkedin.com/in/mjvribeiro/

PROFESSIONAL EXPERIENCE

Since 2021 | Mobility Stream Lead | Fidelidade, Lisbon, (Portugal)

- Mobility cluster Stream Lead in Fidelidade's IT Delivery team.
- Management of the IT teams that support motor insurance, claims management and claims assessments.
- Management of the technical strategy and roadmap of Stream's products.
- With the ambition to contribute significantly to the new mobility business models.

2018-2021 | Senior IT Manager | Tech Leads Manager | NOS Telecomunicações, Lisbon, (Portugal)

- Leadership of 8 teams of Tech Leads and Developers in various technologies.
- From 2018 to 2020, team size increased 50%, consolidating the company's commitment to Tech Leads.

2013-2018 | Internal Development Team Manager / Project and Release Management Team Leader | NOS Telecomunicações, Lisbon, (Portugal)

- Leading a team of developers / 20+ project managers and capacity/planning/release management.

2001-2013 | Internet & Wireless Services (IWS) IT Manager | Optimus Telecomunicações, Lisbon, (Portugal)

- Responsible for value-added services, campaign CRM, e-commerce services and Internet services.

2001 | Project Manager | Optimus Telecomunicações, Lisbon, (Portugal)

- Project Manager at Optimus in the area of Internet services (Websites, Selfcare, Agents).

1995-1998 | Software Engineer | Marconi, Lisbon and Toronto, (Portugal and Canada)

- Intranet development, Traffic Indicators, Management of Marconi Phone Card services, among others.

EDUCATION

- 2021-2023 | Executive MBA | ISCTE Executive Education
- 2008 | Post-graduation in Organizational engineering and enterprise architecture | Instituto Superior Técnico, Lisbon University
- 2003 | Post-graduation in Business Management | Nova Lisbon University
- 1989-1994 | Computer Engineering | Instituto Superior Técnico, Lisbon University

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Interests: Travel | Reading | Hiking | Technology



Experienced finance professional skilled in budgeting, financial analysis, and driving revenue growth. Proven track record in performance metrics, incentives programs, and compliance. Strong analytical and communication abilities. Collaborative team player delivering measurable results.

MIGUEL MARTINS

Birthdate: 1989/06/02

+351919096697

miguelmartins89@gmail.com

Portuguese

linkedin.com/in/miguel-martins89/

PROFESSIONAL EXPERIENCE

2018-Present | Revenue Planning and Controlling | CGD, Lisbon, (Portugal)

- Definition and participation in the annual budget process for income in domestic activity.
- Contribution to the elaboration of multiple projections and sensibility analysis.
- Clarification of potential enquiries from internal and external supervision institutions.
- Reporting to the Board about revenue assurance to support the decision making process.

2013-2018 | Sales Controller | CGD, Lisbon, (Portugal)

- Report implementation and daily monitorization of commercial KPIs of branches and their respective workforce.
- Definition of the efficient establishment and management of the sales incentives payment program.
- Reporting to the Board about performance analysis and incentives related data.
- Administration of one of CGD's major reward systems, acting as its main point of contact

EDUCATION

- 2021-2023 | Executive MBA | Iscte Executive Education in collaboration with London Business School
- 2018 | Executive Program, Accounting and Finance | Católica Lisbon School of Business and Economics
- 2010-2012 | Master's Degree - Business Administration and Management | ISCTE
- 2007-2010 | Bachelor's Degree - Business Administration and Management | ISCTE

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Competition judo athlete for over 20 years, having been a national champion in 2012.



CFO with almost 20 years experience in multicultural and multinational environments, performing in different sectors and handling significant business volumes with high cash-flows. Experienced in transformation strategy, Automation and Digitalization projects.

NUNO FILIPE CARDOSO VIEIRA

Birthdate: 1981/04/01

+351965568165

nuno.vieira@bizzabi.net

Portuguese

linkedin.com/in/nunovieira-financedirector

PROFESSIONAL EXPERIENCE

Since 2023 | Executive Board Member & CFO | GLN Advanced Solutions - Grupo Manuel Champalimaud, Leiria, (Portugal)

- Member of the Executive Board & CFO responsible for Finance, HR and IT.
- Transformation project and Group Integration, post acquisition

2023-2023 | CFO Iberia | SpiraxSarco, Barcelona, (Spain)

- CFO for the Iberian companies, in charge of the finance transformation within the Region

2019-2021 | Finance Director | Somincor - Lundin Mining Group, Castro Verde, (Portugal)

- Responsible for all the finance areas in the company and support local-to-group transformation

2019-2019 | Head BI Europe | Siemens AG, Munique, (Alemanha)

- Responsible for BI Strategy and Data Analytics Implementation within Europe & Cross-Country Projects

2011-2019 | Head Financial Reporting and Controlling | Siemens SA, Lisbon, (Portugal)

- Governance of Financial, Reporting and Controlling topics within SW Europe, Implement strategic Projects from HQ

2006-2011 | Senior Controller | ONITELECOM, Lisbon, (Portugal)

- Management Controlling, Project Finance & Funding, Investment Analysis Committee

EDUCATION

- 2023 | Board & C-Suite Masterclass | London Business School
- 2021-2023 | Executive MBA | Iscte Executive Education
- 2000-2006 | Business Management | ISEG-UTL

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Padel Player
- Former basketball coach and player
- Love Sailing and technology



Medical affairs global leader and people-oriented manager with 15+ years of experience working in multinational pharmaceutical companies. Focused on leading strategies, managing global medical affairs activities and driving delivery of medical plans. Vast knowledge on building winning teams.

NUNO MIGUEL NUNES CORREIA

Birthdate: 1981/01/08

+351926607705

nuno.correia@sanofi.com

Portuguese

linkedin.com/in/nunomiguelnunescorreia/

PROFESSIONAL EXPERIENCE

2021 - present | Global Medical Team Lead Life Cycle

Management Consumer Healthcare | Sanofi, Lisboa, (Portugal)

- Focus on the strategic and operational medical activities for the core CHC portfolio of marketed products

2017 - 2021 | Head of CHC Medical Affairs Iberia | Sanofi, Lisboa, (Portugal)

- Focus on leading strategies, managing the Iberia medical affairs activities and driving delivery of medical plans

2014 - 2017 | Medical Advisor Cardio & GEM (General medicines and emerging markets) | Sanofi, Lisboa, (Portugal)

- Market medical shaping and support of a new class of lipid lowering drugs – PCSK9-inhibitors

EDUCATION

- 2021-2023 | Executive MBA | Iscte Executive Education
- 2010 – 2011 | Post-Graduation, Pharmaceutical Marketing Management | Instituto Superior de Gestão, ISG Lisboa
- 2000-2006 | Pharmaceutical sciences, Pharm D | Faculdade de Farmácia Universidade de Lisboa

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Proud father of Francisca and Lourenço



District Manager at Lilly Portugal, being responsible for a team in diabetes. Her career has been developed in the world reference pharmaceutical companies and where she has had the opportunity to develop skills in marketing, hospital access, sales, and team management.

PATRÍCIA PEDROSO SIMÕES

Birthdate: 1982/11/07

+351916567968

patpedroso@gmail.com

Portuguese

linkedin.com/in/patricia-pedroso-19813a17/

PROFESSIONAL EXPERIENCE

Since 2022 | District Manager - Diabetes | Lilly Portugal, Lisbon, (Portugal)

- People development: coaching and training
- Manage implementation of marketing strategies
- Analyze, monitor and evaluate the objectives defined for the brands in the various territories

2021-2022 | Brand Manager - Diabetes | Lilly Portugal, Lisbon, (Portugal)

- Development and implementation of the marketing/communication plan
- Analysis, monitoring, planning and adaptation of the strategy to the market

2018-2021 | Hospital Territory Manager/Project Manager - Oncology | Lilly Portugal, Lisbon, (Portugal)

- Defining and implementing the annual plan for brands. Manage and monitor the introduction of drugs in the hospital
- Project management: Evaluate the market, define go-to-market strategies pre/post patent loss

2016-2018 | Territory Manager | Lilly Portugal, Lisbon, (Portugal)

- Therapeutic Area: Diabetes

2007-2016 | Territory Manager | Bial, Lisbon, (Portugal)

- Therapeutic Areas: Musculoskeletal System/ Maternal Health/ Cardiovascular and Metabolic

2006-2007 | Consultora | WaterMind - Consultoria e Formação, Lisbon, (Portugal)

- Develop communication and marketing strategies and plans/ Elaborate protocols and certification processes

EDUCATION

- 2021-2023 | Executive MBA | ISCTE Executive Education
- 2020 | Executive Education – PGG | Católica Lisbon School of Business and Economics
- 2009-2010 | Postgraduate Marketing Management | ISEG - Lisbon School of Economics & Management
- 2002-2006 | Communication Sciences | Instituto Superior Miguel Torga

LANGUAGES

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

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



23 years of experience in analysis and building solutions in payments area, through projects in the banking sector. Committed, ambitious, with a huge sense of responsibility and with great capacity for leadership and team coordination.

PAULO FILIPE BRIOSO HILÁRIO GOMES

Birthdate: 1973/12/11

+351962725216

paulo.gomes.11@hotmail.com

Portuguese

linkedin.com/in/paulo-f-gomes/

PROFESSIONAL EXPERIENCE

Since 2013 | Business Analyst - Team-Leader | SIBS FPS, Lisbon, (Portugal)

- Responsible to support, develop and empower team members
- Responsible to review the team's functional specifications
- Responsible to review documented requirements and functional specifications
- Responsible to report progress on all assigned activities and deliverables
- Responsible to coordinate the actions of other business analysts within project team
- Responsible to define the capacity planning of the team

2010-2013 | Business Analyst | SIBS FPS, Lisbon, (Portugal)

- Requirements analysis and solutions design in the component of processing payment transactions with bank cards

1998-2010 | Analyst Developer | SIBS FPS, Lisbon, (Portugal)

- Development, maintenance and testing of the bank card payment transaction processing component

EDUCATION

- 2021-2023 | Executive MBA | ISCTE Executive Education
- 2007-2009 | Software and Information Systems Engineering Master Degree | Universidade Lusófona
- 1994-1999 | Computer Science Degree | ISTE

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

- Soccer Coach – Level I & II – Federação Portuguesa de Futebol
- Taekwondo - 2º KUP



WITH MORE THAN 20 YEARS OF EXPERIENCE IN THE BANKING SECTOR AND BEING RESULTS ORIENTED, I AM MOTIVATED BY NEW AND AMBITIOUS CHALLENGES. IN MY SERVANT LEADERSHIP APPROACH I LIKE TO INSPIRE AND CHALLENGE PEOPLE TOWARDS ACCOUNTABILITY AND SUSTAINABLE VALUE CREATION.

PAULO VIRGILIO SOEIRO NOGUEIRA

Birthdate: 1968/04/03

+351967031638

paulovsnogueira@gmail.com

Portuguese

linkedin.com/in/paulovsnogueira/

PROFESSIONAL EXPERIENCE

2021 - present | Financial Manager | ABANCA, Lisbon, (Portugal)

- Sales Team Management, Strategic Planning and Results Oriented in Assets Management Customer's Portfolios

2019 - 2021 | Senior Financial Advisor | ABANCA, Lisbon, (Portugal)

- Strategic Planning and Results Oriented in Assets Management, Customer's Portfolios and Key Account Management

2002 - present | Owner & CEO, Executive Managing | NEGOCIOACTIVO LDA, Lisbon, (Portugal)

- Company's Strategic & Tactical Planning responsibility that promotes and sells financial products and services

2002 - 2019 | Financial Agent | Deutsche Bank SA, Lisbon, (Portugal)

- Asset Management in Customer's Portfolios for Private & Business Clients

1998 - 2002 | Senior Account Manager | FINIBANCO, Lisboa, (Portugal)

- Responsible for branch, Comercial Team Management, KPIs accountability, Customer's Portfolio Management

1989 - 1998 | Account Manager | Millennium BCP, Lisbon, (Portugal)

- Private Clients Account Manager

EDUCATION

- 2021 - 2023 | Executive MBA | ISCTE Executive Education
- 2022 | Results-Oriented Leadership | Católica School of Business and Economics
- 2012 | Strategic Management and Value Creation | Católica School of Business and Economics
- 2006 - 2010 | Business Management | Universidade Lusíada de Lisboa

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

- Quality time with family and friends, reading, listening to music, travelling and outdoor sports



I have been working in banking services for more than 20 years with experience in sales, negotiation and financial analysis, dealing with small and medium-sized companies from various industries. Dedicated and focused in creating value for organizations.

PEDRO MIGUEL GONÇALVES TOJO

Birthdate: 1979/05/03

+351 963 407 018

pedrotojo@yahoo.com

Portuguese

linkedin.com/in/pedro-tojo-51944611/

PROFESSIONAL EXPERIENCE

2010-Present | Corporate Account Manager | Caixa Geral de Depósitos, V. F. Xira e Lisboa, (Portugal)

- Customer portfolio management within the framework of commercial guidelines for meeting objectives
- Regular monitoring of clients in the portfolio, promoting contacts for new business
- Negotiation and value-based selling
- Project finance

2005-2010 | Assistant Account Manager | Caixa Geral de Depósitos, Lisboa, (Portugal)

- Prospecting new customers
- Managing day-to-day operations of client accounts

2001-2005 | Assistant - Bank Branch | Caixa Geral de Depósitos, Lisboa, (Portugal)

- Teller (deposits, cashing checks, exchanging currency)
- Opening or modifying bank accounts, responding to customers' questions about products and services
- Account management of micro-sized companies' accounts

EDUCATION

- 2021-2023 | Executive MBA | ISCTE Executive Education
- 2005-2006 | Postgraduate Degree, Financial Markets | Instituto Superior de Gestão Bancária
- 1997-2001 | Licentiate degree, Economics | Universidade Nova de Lisboa

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Interests: Cinema | Running | Technology



Professional career of over 30 years in the financial field, of which 20 were in the banking sector, where I held positions as Credit Risk Director and Sales Director. After these 20 years, I have been working as a CFO and I am a Guest Teacher of Economics at Politécnico de Setúbal.

PEDRO MIGUEL MADEIRA FERREIRA

Birthdate: 1969/01/06

+ 351 916185014

pedromiguel.madeiraferreira@gmail.com

Portuguese

linkedin.com/in/pedromadeiraferreira/

PROFESSIONAL EXPERIENCE

Since 2022 | CFO | Primebrand; Lda, Lisbon, (Portugal)

- Management of the entire financial area in a group of 4 companies.

2021 | Guest Teacher | Politécnico de Setúbal, Setúbal, (Portugal)

- Economics

2021 | Partner | WDW Consulting, Lisbon, (Portugal)

- Financial Consulting

2019-2021 | Partner | Westonbridge, Lisbon, (Portugal)

- Financial Consulting

2014-2019 | CFO | Lusoalimentos, Lisbon, (Portugal)

- Management of the entire financial area in a group of 3 companies.

1998-2013 | Credit Risk Director, Sales Director | Barclays Bank, Lisbon, (Portugal)

- Several functions in Corporate Area (Risk and Sales)

1993-1998 | Credit Risk Analyst | Fortis Bank, Lisbon, (Portugal)

- Preparation of credit reports for Bank Board decision

1991-1993 | Audit | Arthur Andersen, Lisbon, (Portugal)

- Audit in financial area

EDUCATION

- 2021 - 2023 | Executive MBA | Iscte Executive Education
- 1998 | Master in Financial Institutions Management | Iscte Executive Education
- 1991 | Economics | Nova Scholl of Business and Economics

LANGUAGES

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

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



Manager with 15 years of experience in different fields, such as, Operations, R&D, Supply Chain and Technical consulting, acquired in different industries, as pharmaceutical and Chemical industry. Solid results have been achieved supported by his motivation on challenges and continuous improvement.

PEDRO SANTOS

Birthdate: 1984/12/11

+351914633383

pedro.masantos@gmail.com

portuguese

linkedin.com/in/pmasantos

PROFESSIONAL EXPERIENCE

Since May 2023 | Director | Production Manager | Synthomer, Mem Martins, (Portugal)

- Management of 2 production plants and a logistic area
- Management of technical and operational teams
- Financial management of all operational department

2012-2023 | Senior Production Manager | Hovione Farmaciência SA, Loures, (Portugal)

- Management of an API manufacturing plant
- Management of technical and operational teams
- Financial and CAPEX management of an operational area.
- Technical responsible for all processes and products.
- Product and Project Management

2010-2012 | Comercial and Technical Consultant | AquaExpert, Palmela, (Portugal)

- Technical Consulting on environmental area.

2010 | R&D Eng.º - Chemical Technical Expert | Fisipe, Barreiro, (Portugal)

- Development and Scale up of a production processes.

2009-2010 | Quality and R&D Engineer | Finupe - Engenharia e Acabamentos, Azambuja, (Portugal)

- Responsible for R&D area and support to Quality department

EDUCATION

- 2021-2023 | Executive MBA | ISCTE Executive Education
- 2002-2008 | Master in Chemical Engineering | Instituto Superior Técnico - Universidade de Lisboa

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

- Interests: History, Cinema, Sports, Science, Team Management, Travelling
- Hobbies: Playing football, running and reading.



LEADERSHIP CAPABILITY, FLEXIBILITY, INITIATIVE, AND COMPLEX PROBLEM-SOLVING SKILLS ACQUIRED IN THE EVER-EVOLVING AVIATION INDUSTRY. HOLISTIC VISION OF THIS INDUSTRY ACQUIRED IN MANAGEMENT ROLES WITH EMPHASIS ON OPERATIONS, SECURITY, SAFETY, AND COMPLIANCE.

RAFAEL ALEXANDRE TORRES BRANCO ESTEVES

Birthdate: 1981/03/10

+351965342970

rafael.tbe@gmail.com

Portuguese

linkedin.com/in/rafael-esteves-068b2747/

PROFESSIONAL EXPERIENCE

Since 2022 | HEAD OF TURNAROUND CONTROL | TAP Air

Portugal, Lisbon, (Portugal)

- Responsible for the TRC & HCC Teams

2015-2022 | Ground Operations Director & Head of Security |

White Airways, Oeiras, (Portugal)

- Responsible for all the Security and Operations processes in land, including compliance, safety and security.
- Responsible for the Security Department

2009-2015 | Head of Security & Ground Operations Director

Deputy | White Airways, Oeiras, (Portugal)

- Responsible for the Security Department

EDUCATION

- 2021-2023 | Executive MBA | ISCTE Executive Education
- 2017-2020 | Bachelor's Degree in International Relations | ISCSP
- 2010 | Aviation Security Management | EASTI Brussels

LANGUAGES

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

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



Ricardo has deep experience in finance and management control business processes in technology consultancy. Worked in several business areas on international and national projects from E2E perspective. Having always in mind to help to growth his teams and clients

RICARDO MANUEL DOS SANTOS FERREIRA

Birthdate: 1986/09/01

+351965252199

ricardomdosantosferreira@gmail.com

Portuguese

linkedin.com/in/ricardomdosferreira/

PROFESSIONAL EXPERIENCE

2022-Current | IT Product Owner for the CFO Area | Grünenthal, Lisbon, (Portugal)

- Act as trustful business and technology advisor, providing IT and business support to the CFO area.

2021-2022 | Advisor | Tenthpin Management Consultants, Lisbon, (Portugal)

- Worked as a Business & Technology Consultant (SAP) on financial, Data, Governance, Compliance and Commercial areas

2013-2020 | Manager (2018-2020) | Senior Consultant (2015 – 2018) | Consultant (2013 – 2015) | Brighten, Lisbon, (Portugal)

- Managed the Financial Team of Finance SAP consultants, Acted as a Project Manager
- Participated as a Commercial and Solution Architect for the initiatives and projects of Brighten

2011-2013 | Account Manager | Xerox - Xerox, Lisbon, (Portugal)

- Worked as an account manager and business developer. Created a commercial approach methodology

2009-2011 | Associate Professional (02.2011 – 09.2011) | Trainee Consultant (08.2009 – 02.2011) | Novabase, Lisbon, (Portugal)

- Worked as consultant and responsible for business and SAP projects in the finance domain for several business areas

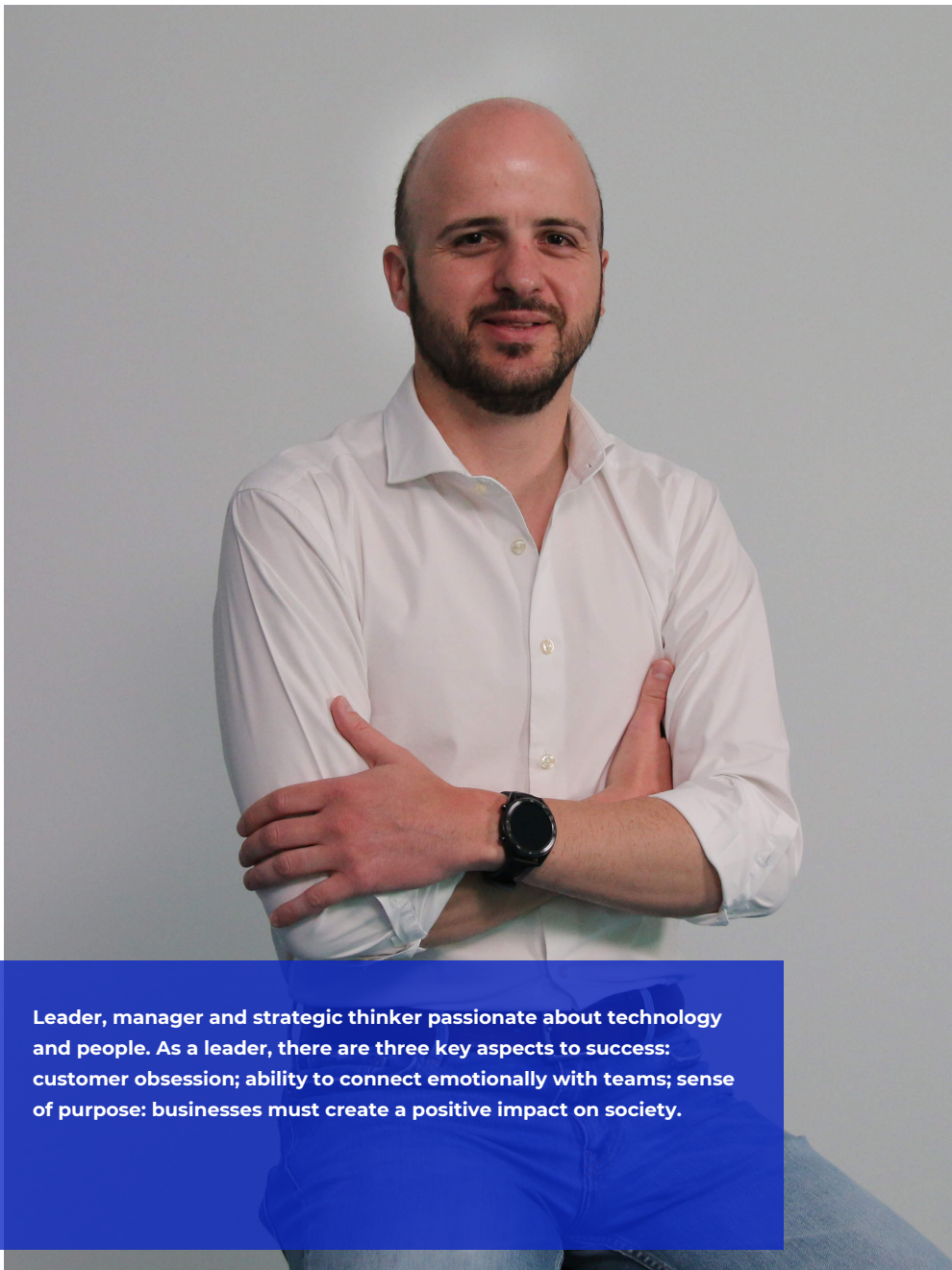
EDUCATION

- 2021-2023 | Executive MBA, in collaboration with the London Business School | Iscte Executive Education, Lisbon, Portugal
- 2014-2016 | Masters in Management Control & Performance | Iscte Executive Education, Lisbon, Portugal
- 2004-2009 | Degree in Management | Instituto Superior de Economia e Gestão, Lisbon, Portugal

LANGUAGES

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

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



Leader, manager and strategic thinker passionate about technology and people. As a leader, there are three key aspects to success: customer obsession; ability to connect emotionally with teams; sense of purpose: businesses must create a positive impact on society.

RICARDO NUNO FERNANDES DE ALMEIDA

Birthdate: 1980/12/06

+351964253017

ricardo.nf.almeida@gmail.com

Portuguese

linkedin.com/in/almeidaricardode/

PROFESSIONAL EXPERIENCE

Since 2022 | Head of Continuous Improvement | Santander, Lisbon, (Portugal)

- Responsible for implementing the IT business process improvement cycle.
- Head of the Agile Transformation.
- Head of PMO, Quality Assurance and IT Process Management.

2019-2022 | Core Processing Systems Manager | SIBS, Lisbon, (Portugal)

- Responsible for managing the Portuguese payment system (Multibanco, ATM Express, MB Way, others digital channels).

2016-2019 | Program Manager | SIBS, Lisbon, (Portugal)

- Responsible for managing a technology transformation program to replace the core mainframe system.

2014-2016 | Project Manager | Regra S.A., Lisbon, (Portugal)

- Project Manager in Banking, Telecommunications and Energy corporate markets (BPI, NOS, REN, EDP).
- PMO consultant with the co-responsibility to create (according to the best PM practices) and manage corporate PMO.

2007-2014 | Project Manager and Business Analyst | Novabase, Lisbon, (Portugal)

- Project Manager at Millennium BCP international Competence Center - development and maintenance IT solutions that
- that support the financial activity of the MBCP Group's international operations, such as Millennium Bank, BMA, BIM
- Project Manager of several IT projects in banking industry (Barclays Bank, BBVA, Millennium BCP among others).
- Strategic consultant and Business Analyst in Financial Services with experience in IT projects.

EDUCATION

- 2021-2023 | Executive MBA | ISCTE Executive Education
- 2003-2007 | Engineering, Computer Science | ISCTE-IUL
- 2000-2003 | Engineering, Telecommunications and Computer Science | ISCTE-IUL

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Personal interests: Entrepreneurship, Innovation, Technology, Travel and Wine.



Hospital Assistant in the Head and Neck Surgery Service (SCCP) at IPO Lisboa. Integrated Master's in Medicine from the Instituto de Ciências Biomédicas Abel Salazar in 2009. Expertise in General Surgery since 2017. Fellowship Endoscopic Surgery in Head and Neck Surgery at ACC Camargo

RICARDO RIBEIRO NOGUEIRA

Birthdate: 1984/07/16

+351916253410

ricribnog@gmail.com

Portuguese

linkedin.com/in/ricardo-ribeiro-nogueira-9aab59253

PROFESSIONAL EXPERIENCE

2011 - 2023 (on-going) | Doctor | IPO LISBOA General Surgery / Head and Neck Surgery, Lisboa, (Portugal)

- Hospital Assistant

EDUCATION

- 2021-2023 | Executive MBA | Iscte Executive Education
- 2019 | Fellowship Endoscopic Surgery in Head and Neck Surgery | ACCAMARGO Cancer Center São Paulo
- 2011-2016 | Expertise in General Surgery | IPO Lisboa
- 2003-2009 | Integrated Master's in Medicine | ICBAS

LANGUAGES

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

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



More than 20Y experience in the insurance sector, I successfully head overall operations and business as well as start and manage new operations and transformation programs along with business development and teams management, to ensure achievement of exceptional outcomes.

SANDRA MOÁS

Birthdate: 1976/10/22

+351966502061

sandramoas76@gmail.com

Portuguese

linkedin.com/in/sandramoas76/

PROFESSIONAL EXPERIENCE

Since 2017 | Country Manager | ASISA SEGUROS, Lisboa, (Portugal)

- Set up, roll out and head of business of the insurance portuguese operations of ASISA Group.

2010-2017 | Country Manager | AXA/AGEAS Group, Lisboa, (Portugal)

- Focus on Digital and Commercial transformation of the digital insurance company of AXA Global Direct in Portugal

1999 - 2010 | Diretora de Operações | AdvanceCare, Lisboa, (Portugal)

- Focus on the Operational transformation, mainly technology driven: BPM, OCR, RPA.

EDUCATION

- 2021-2023 | Executive MBA | Iscte Executive Education
- 2008 | Pós graduação Gestão Saúde | Universidade Lusofona
- 1995-1999 | Licenciatura Ciências da Comunicação | Universidade Independente

LANGUAGES

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

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



With 15+ years of experience in pharmaceutical industry across different areas as Medical Affairs, Quality Assurance, Manufacturing, Quality Control, Validation, R&D, in a multinational environment. Customer-oriented, I am a passionate professional with strong leadership and communication skills.

TÂNIA DA FONSECA DUARTE

Birthdate: 1981/08/30

+351939936201

taniaffonseca@gmail.com

Portuguese

linkedin.com/in/tânia-da-fonseca-duarte

PROFESSIONAL EXPERIENCE

Since 2023 | Quality Assurance Head / Qualified Person | EuroCan, Lisbon, (Portugal)

- Responsible for the implementation of a Quality System in a new pharmaceutical plant.

2019-2021 | Medical Advisor - Immunohemotherapy / Gastroenterology / Gynecology | Vifor Pharma, Alfragide, (Portugal)

- Strategic and operational development of the medical activities on assigned areas.

2015-2019 | Medical Science Liaison – Oncology / Immunohemotherapy / Cardiology | Vifor Pharma, Alfragide, (Portugal)

- Implementation and development of the medical liaison role. Representative of the Medical Department of Portugal.

2010-2014 | Quality Assurance Supervisor, Interface R&D | Vifor Pharma, Alfragide, (Portugal)

- Achievement: «Captain Award» for Leadership, a unique annual award.

2009-2010 | Liquid, Semi-solid and Solid Production Supervisor | Vifor Pharma, Alfragide, (Portugal)

- Planning and management of manufacturing and packaging activities. Team coordination.

2008-2009 | Interim Head of Quality Control | OM Pharma, Alfragide, (Portugal)

- Planning, management and approval of physical-chemical and microbiological analyzes. Team management and training.

2006-2008 | Responsible for Validation and Qualification / Galenic Development | OM Pharma, Alfragide, (Portugal)

- Coordination and execution of validations and qualifications; team management. Product reformulation.

2005-2006 | Quality Assurance | Lusomedicamenta, Barcarena, (Portugal)

- Batch documentation review. Follow-up of manufacturing processes. Investigation of deviations.

EDUCATION

- 2021-2023 | Executive MBA | Iscte Executive Education & London Business School
- 2016-2017 | Certification Program for Medical Science Liaison | Portuguese Catholic University
- 2015 | Title of Specialist in Pharmaceutical Industry | Order of Pharmacists
- 2007 | Postgraduate degree in Advanced Pharmacotechnics | Faculty of Pharmacy, University of Lisbon
- 1999-2005 | Degree in Pharmaceutical Sciences | Faculty of Pharmacy, University of Lisbon

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

- Interests: family | travel | investment and real estate rehabilitation | gardening | photography



I am an energetic and resilient manager and business accelerator, specializing in banking, who tirelessly seeks to create value through disruption and innovation, involving teams in creative and execution processes.

TIAGO MANUEL ROVISCO MARTINS

Birthdate: 1981/07/18

+351918344816

tiago.rovisco.martins@cgd.pt

Portuguese

linkedin.com/in/tiago-martins-a2030a12

PROFESSIONAL EXPERIENCE

Since 2023 | **Head of Consumer Credit** | Caixa Geral de Depósitos, Lisboa, (Portugal)

■ Marketing Department

2020-2023 | **PMO - Consumer Credit** | Caixa Geral de Depósitos, Lisboa, (Portugal)

■ Marketing department

2015-2020 | **Segment Manager - affluent** | Caixa Geral de Depósitos, Lisboa, (Portugal)

■ Marketing Department

2007-2015 | **Product Manager - payments** | Caixa Geral de Depósitos, Lisboa, (Portugal)

■ Marketing department

EDUCATION

■ 2021-2023 | Executive MBA | Iscte Executive Education & London Business School

■ 2019 | Fast Track Marketing | ISEG - Lisbon School of Economics & Management

■ 2014 | Post-graduation Banking and Financial Support Services | ISGB

■ 2006 | Licenciata degree, Applied Mathematics | FCUL

LANGUAGES

	A1	A2	B1	B2	C1	C2
Portugal	★	★	★	★	★	★
Inglès	★	★	★	★	★	★

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

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