

Executive MBA

YEARBOOK 2022/24



**Empower Yourself
Change the World**

ACCREDITATIONS, AFFILIATIONS AND RANKINGS



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Rankings and Accreditation

FT EMBA
2023 RANKING

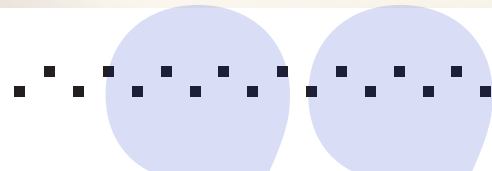


ASSOCIATION
OF
AMBA
ACCREDITED

- An unique program in the portuguese market, with over 20 editions
- The first and only Executive MBA to be featured in the **QS EMBA Rankings 2023 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

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



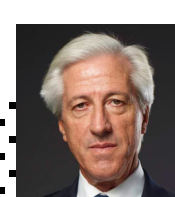
António Martins da Costa
Board Member



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



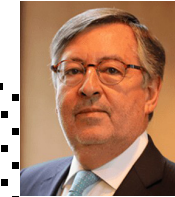
João Madeira
Country Manager



Ricardo Florêncio
CEO



Rudolf Gruner
General Manager



Rui Leão Martinho
Manager and President of the Portuguese Economists Association



Sérgio Leal
Head of Marketing & Communication

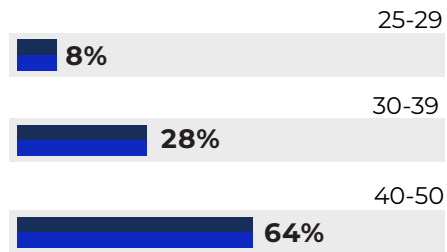
Participant Profile

The Executive MBA's participant profile is quite different from the one seen in MBA's, mainly due to their age group (around 41 years old) and professional experience years (around 17 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

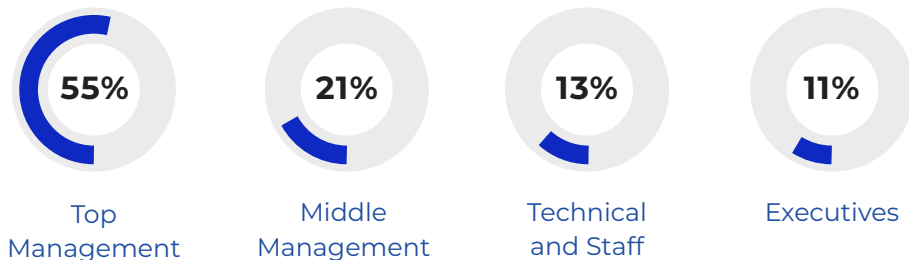


Age



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.

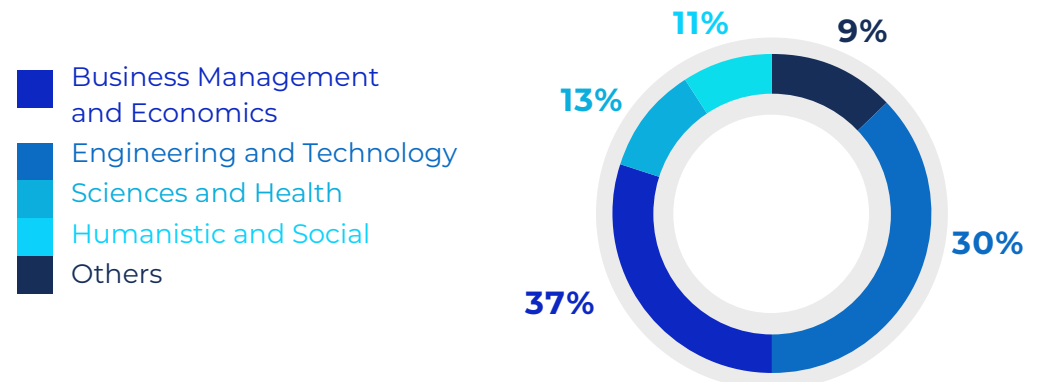
Roles



Sectors



Education



Professional Profile Executive MBA 2022/24





With more than two decades of experience in the banking sector, I like to lead and inspire teams, promoting creativity, innovation and value creation. By turning challenges into opportunities, I've been able to drive disruptive projects that increase team performance.

ANA MAGINA

Birthdate: 1975/07/15

+351961705871

ana.magina@cgd.pt

Portuguese

linkedin.com/in/anamagina

PROFESSIONAL EXPERIENCE

2020 | Risk Coordinator | Caixa Geral Depósitos, Lisbon, (Portugal)

- Responsible for leading a team of risk analysis and rating analysts
- Responsible for assigning financial and ESG internal ratings
- Development and implementation of internal financial and ESG rating models

2013-2020 | Risk Analyst | Caixa Geral Depósitos, Lisbon, (Portugal)

- Analysis and assignment of internal financial ratings to large companies and economic groups
- Development and implementation of internal rating models
- Analysis and credit opinions on corporate credit proposals

2005-2013 | Private Account Manager / Corporate Account Manager | Caixa Geral Depósitos, Lisbon, (Portugal)

- Regular monitoring of a clients portfolio. Negotiation and value-based selling. Prospecting new customers

1997-2005 | Assistant | Caixa Geral Depósitos, Algarve / Lisbon, (Portugal)

- Front-office. Opening or modifying bank accounts, responding to customers questions. Specialist in mortgage lending

EDUCATION

- 2022-20224 | Executive MBA | ISCTE Executive Education
- 2021 | Managing For The Future | ISEG - Executive Education
- 2013-2014 | Postgraduate Degree, Accounting and Financial Analysis | ISCAL
- 1993-1997 | Licenciata degree, Economics | Universidade do Algarve

LANGUAGES

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

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



With more than 20 years' experience in analysing and managing credit risk at Portugal's largest bank, I went from analyst to team leader. I currently lead an internal audit team, helping to improve processes and controls. I like challenges and working as part of a team.

ANA RAQUEL FIGUEIREDO

Birthdate: 1979/05/25

 raquelfigueiredo79@gmail.com

 Portuguese

 linkedin.com/in/raquel-figueiredo-746160172/

PROFESSIONAL EXPERIENCE

Since 2023 | Internal Audit Team Leader | Caixa Geral de Depósitos, Lisbon, (Portugal)

- Responsible for coordinating audits of CGD Group's business processes.
- Assessment of operational, compliance and reputational risks and their impact on the Bank.

2015-2023 | Credit Risk Team Leader | Caixa Geral de Depósitos, Lisbon, (Portugal)

- Responsible for developing, implementing and monitoring the credit decision process.
- Analysing and deciding on corporate credit.
- Review of internal regulations.
- Preparation of reports.

2001-2015 | Credit Risk Analyst | Caixa Geral de Depósitos, Lisbon, (Portugal)

- Responsible for analysing and issuing credit risk opinions (medium and large companies).

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education
- 2021-2021 | Managing for the Future | ISEG Executive Education
- 2002-2003 | Post-Graduation in Financial Analysis | IDEFE - ISEG
- 1997-2001 | Management Degree | ISEG - Instituto Superior de Economia e Gestão

LANGUAGES

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

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



With over 15 years in Pharma, I've developed expertise in generics and innovative products, blending technical and commercial skills. On my current role I lead a 9-member team. My management style is known for hands-on, results-driven approach. Focused on shaping company strategy and growth.

ANA RITA PEREIRA DAVID DA SILVA

Birthdate: 1980/10/20

+351912591315

ritadavidsilva@gmail.com

Portuguese

linkedin.com/in/anaritasilva80/

PROFESSIONAL EXPERIENCE

2017- | Director RA, Portfolio, BD & Governmental Affairs | Teva Pharmaceuticals, Oeiras, (Portugal)

- Drive financial planning, strategic oversight, and market access. Lead pricing, RA and launch execution

2017-2012 | Business Development and Portfolio Manager | Teva Pharmaceuticals, Oeiras, (Portugal)

- Business Development Manager. Chair for New Products Committee (evaluation of launch feasibility, RA and forecast)

2005-2012 | Regulatory Affairs Manager | ratiopharm Lda, Oeiras, (Portugal)

- Regulatory overview

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education in partnership with London Business School
- 2007-2008 | Executive master's in management with Specialization in Marketing | INDEG/ISCTE
- 1998-2003 | Degree in Pharmaceutical Sciences | Faculty of Pharmacy, University of Lisbon

LANGUAGES

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

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



The Executive MBA allowed me to refresh important knowledge and acquire new skills such as leadership and people management, as well as a strategic look at business. Today I can say that I feel prepared to take on new challenges that until now I thought I wasn't capable of.

BRUNO MIGUEL MARQUES VIOLANTE

Birthdate: 1984/05/15

+351918454744

violante.bruno@gmail.com

Portuguese

linkedin.com/in/bruno-violante-8a56a38a/

PROFESSIONAL EXPERIENCE

2007-2024 | Banking - Customer Manager | Caixa Geral de Depósitos, S.A., Lisbon, (Portugal)

- Management and monitoring of a portfolio of private clients

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education
- 2017-2018 | Postgraduate in Management Control and Corporate Finance | ISEG/DEFE
- 2002-2008 | Degree in Business Management - Business Finance | Santarém Higher School of Management



At TPF, I lead with empathy and resilience, encouraging teams to overcome challenges and pursue excellence. The Executive MBA enriched my approach, applying learnings to Together "Building a World, Better".

CARLA ALBUQUERQUE CASCAIS

Birthdate: 1974/12/06

+351 919472687

carla.cascais@tpf.pt

Portuguese

linkedin.com/in/carla-albuquerque-cascais-3936b818/

PROFESSIONAL EXPERIENCE

From 2015 to the present | CFO - Chief Financial Officer |

GROUP TPF - CONSULTORES DE ENGENHARIA E ARQUITETURA, SA, Lisbon, (Portugal)

- Executive Director of TPF Consultores and member of the board of its subsidiaries and branches.

2002-2014 | Financial and Personnel Director | TPF -

CONSULTORES DE ENGENHARIA E ARQUITETURA, SA, Lisbon, (Portugal)

- Responsible for coordinating and managing the entire administrative, financial, fiscal, and personnel areas.

1998-2014 | Certified Accountant | TPF - CONSULTORES DE

ENGENHARIA E ARQUITETURA, SA, Lisbon, (Portugal)

- Technical-financial, accounting, and fiscal responsibilities

EDUCATION

2022-2024 | Executive MBA | ISCTE Executive Education

2001-2002 | Postgraduate in Tax Management of Organizations | ISEG - Lisbon School of Economics and Management

1993-1998 | Degree in Accounting and Financial Management | ISCAL - Lisbon Accounting and Business School

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Keep learning, keep growing!



CARLOS FILIPE DA SILVA ALVES

Birthdate: 1977/11/23

+351926728457

carlosfilipetorcatoalves@gmail.com

Portuguese

linkedin.com/in/carlosfilipealves

PROFESSIONAL EXPERIENCE

Since 2019 | Commercial Director | DACSA Group, Lisbon, (Portugal)

- Sales Channels: Retail, Industrial, Brewery, Baby Food, Feeding, Export), Customer Service and Logistics.
- Iberia structure

2017-2019 | Sales Manager | Royal Canin, Lisbon, (Portugal)

- Field sales team and Key Accounts

2001-2017 | Key Account Manager | Nestlé Portugal, Lisbon, (Portugal)

- Management of the biggest accounts across several product Categories.

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education
- 5 | Business Administration | ISCTE

LANGUAGES

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

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



Responsible for commercial management in the services sector for 17y I have been building my career as a commercial and marketing director, actively contributing to the resolution of complex challenges, supported by the training that allowed me to successfully create and manage high-performing teams

CARLOS OLIVEIRA

✉ csamueloliveira@gmail.com

🇵🇹 Portuguesa

🌐 [linkedin.com/in/carlos-oliveira-790805207/](https://www.linkedin.com/in/carlos-oliveira-790805207/)

PROFESSIONAL EXPERIENCE

- 2024 | **Commercial & Marketing Director** | Otis Elevators Company, Sintra, (Portugal)
- 2023-2024 | **Region Branch manager** | Otis Elevators Company, Sintra, (Portugal)
- 2017-2023 | **Local Branch manager** | Otis Elevators Company, Sintra, (Portugal)
- 2015-2017 | **Superintendent of Customer Service** | Otis Elevators Company, Sintra, (Portugal)
- 2007-2015 | **Commercial Manager** | Otis Elevators Company, Setúbal, (Portugal)
- 1995-2007 | **Machine cutting and bending operator technician** | Edimetal - Edifer, Lisbon, (Portugal)

EDUCATION

- 2024 | **Transition to Board and C-Suite** | London Business School
- 2022-2024 | **Executive MBA** | ISCTE Executive Education
- 2010 | **Pós Graduação Higiene Segurança Trabalho** | Escola Superior Tecnologia
- 2007 | **Licenciatura Contabilidade e Finanças** | Escola Superior Ciências Empresariais
- 2003 | **Bacharelato Contabilidade e Finanças** | Escola Superior Ciências Empresariais

LANGUAGES

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

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



Currently, I am a Project Lead Jr. focused on Interventional Vascular Therapy, Neurosurgery and Power Systems at B. Braun Medical. I manage and work with the sales team creating marketing and sales strategies to achieve the proposed objectives.

CATARINA MARIA PEREIRA DA COSTA SÁ SILVA

Birthdate: 1992/02/10

+351935600273

catarina.silva@bbraun.com

Portuguese

linkedin.com/in/catarinasasilva

PROFESSIONAL EXPERIENCE

2024 | Project Lead Jr. | B. Braun Medical, Lisbon, (Portugal)

- Sales and Marketing Strategies; Manage and Implement strategic Marketing and Sales Plan; Manage Teams

2019-2023 | Product Manager | B. Braun Medical, Lisbon, (Portugal)

- Product Management

2018-2018 | Product Manager Jr. | B. Braun Medical, Lisbon, (Portugal)

- Product Management

2017-2018 | Marketing Advisor | B. Braun Medical, Lisbon, (Portugal)

- Marketing plan activities

2016-2017 | Application Development Associate | Accenture, Lisbon/Darmstadt/Ingolstadt, (Portugal/Germany)

- Member do SAP SuccessFactors Learning Management System Team

EDUCATION

- 2022-2024 | Executivo MBA | ISCTE Executive Education
- 2021 | Artificial Intelligence and Data Science Course for Healthcare Professionals | Instituto Superior Técnico
- 2011-2016 | MSc Biomedical Engineering | University of Coimbra

LANGUAGES

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

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



Manager and strategist, enthusiastic about marketing, technology, and human relations. As a leader, I highlight three pillars for success: focus on the customer, emotional connection with the teams, and a mission of positive social impact by companies.

CHETAL KANTILAL

Birthdate: 1977/05/14

+351914085268

chetal@tejobrinde.pt

Portuguese

linkedin.com/in/chetal-kantilal/

PROFESSIONAL EXPERIENCE

Since 2022 | Chief Growth Officer | Tejo Brinde, Lda, Lisbon, (Portugal)

- Definition of market, sales, and innovation strategies, ensuring the company's sustainable growth.
- Coordination of teams, optimization of processes, and partnerships to accelerate expansion and increase revenue.

2008-2022 | Sales & Marketing Director | Tejo Brinde, Lda, Lisbon, (Portugal)

- Design and implementation of sales and marketing strategies to boost growth and market share.
- Leadership of sales and marketing teams, setting goals, fostering innovation, and strengthening the brand.

2004-2007 | Account Manager | Tejo Brinde, Lda, Lisbon, (Portugal)

- Management of customer relationships, ensuring satisfaction and loyalty through personalized services.

2003-2004 | Account Manager | Henkel Ibérica, SA, Alverca, (Portugal)

- Expansion of customer relationships in the detergent division, boosting sales and loyalty.

2001-2003 | Brand Manager | Henkel Ibérica, SA, Alverca, (Portugal)

- Creation and execution of strategies for the Sonasol, Vernel, and Neutex brands with the goal of increasing market

2000-2001 | Trade Marketing Trainee | Henkel Ibérica, SA, Alverca, (Portugal)

- Support in the development and implementation of trade marketing strategies for Henkel detergents.

EDUCATION

- 2024 | Transitions to Boards and the C-Suite | London Business School
- 2022-2024 | Executive MBA | INDEG-ISCTE Executive Education
- 1995-2000 | Organização e Gestão de Empresas | ISCTE - Instituto Universitário de Lisboa

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Community work in support of the homeless.



I am a people person and an experienced professional with a rich and unique expertise in the health sector, both nationally and internationally. My 10 years journey spans various roles, from hands-on patient care, people leadership, managing healthcare units, to account management and sales.

DIOGO LUÍS SOARES MARCELINO

Birthdate: 1992/07/27

+351 963 852 932

diogols.marcelino@gmail.com

Portuguese

linkedin.com/in/dlsmarcelino/

PROFESSIONAL EXPERIENCE

2022-2024 | Service Sales Specialist | General Electric

HealthCare, Lisbon, (Portugal)

- Responsible for maintenance contracts and post-warranty sales of Ultrasound and PCS equipment in Portugal.
- Account management for direct medium and small size accounts.
- Ideation, preparation and negotiation of complex contacts offers for big & executive size accounts.

2021-2022 | Healthcare Sales Specialist | MyCareforce, Lisbon, (Portugal)

- Responsible for prospect research, client acquisition and sales for Portugal.

2020-2021 | Healthcare Coordinator | SCM Ourique e FCP

Santana da Serra, Ourique, (Portugal)

- Coordination of 3 nursing homes and healthcare management of 150 patients.

2016-2019 | Nurse Team Leader | NHS Professionals,

Southampton, (United Kingdom)

- Leading nursing care in hospital, managing teams & services, coordinating interdisciplinary efforts for patients.

EDUCATION

- 2022-2024 | Executive MBA | INDEG-ISCTE Executive Education
- 2024 | Oxford Artificial Intelligence Programme | Said Business School, University of Oxford
- 2022 | PG Executive Sales Management | INDEG-ISCTE Executive Education
- 2019-2021 | MSc in Health Care Services Management | University of Algarve, Faculty of Economics
- 2011-2015 | Nursing Degree | Polytechnic Institute of Beja

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

- Passioned about people leadership, management, sales & negotiation, and healthcare.
- AI enthusiast.



Graduated in Civil Engineering, and experienced Project manager in Construction Projects in Portugal and West Africa. Thrilled for planning and implementing problem-solving strategies to overcome challenges along his teams. The MBA brought a new set of skills and a holistic view of management.

DIOGO SILVA

Birthdate: 1987/01/09

+351 927504926

diogo.a.l.silva@gmail.com

Portuguese

linkedin.com/in/diogo-al-silva

PROFESSIONAL EXPERIENCE

2024-2017 | Project Manager | SETH, Lisbon, (Portugal)

- Engineering/Construction Project Management

2014-2016 | Deputy Project Manager | SETH, Lisbon, (Portugal)

- Engineering/Construction Project Management

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education
- 2018-2020 | Project Management | IMF Business School
- 2005-2012 | Msc Civil Engineering | Faculdade de Ciências e Tecnologias da Universidade de Coimbra

LANGUAGES

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

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



Manager with a global vision of the organisation
19 years' experience in various sectors: Banking/Insurance, Retail, Housing and Renewable Energies
Empathetic communicator, people-orientated, technology enthusiast
Committed to achieving the best results through Management, Engineering and People

EDUARDO FIGUEIREDO DE CARVALHO

Birthdate: 1980/01/13

+351 966 893 357

efcarv@gmail.com

Portuguese

linkedin.com/in/efcarvalho/

PROFESSIONAL EXPERIENCE

Since 2019 | Head of Project & Facility Management Unit for CGD properties | Caixa Geral de Depósitos, Lisbon, (Portugal)

- Management and Coordination of the technical team responsible for managing CGD branch network and headquarters
- Development of strategic plans linked to Board initiatives
- Definition of plans for CAPEX and OPEX optimisation associated with CGD's real estate assets
- Definition of employees' personal development plans

2009-2019 | Senior Project Manager | Caixa Geral de Depósitos, Lisbon, (Portugal)

- Management, Coordination and Supervision of the construction/refurbishment of CGD facilities

2007-2009 | Responsible for the Project Management team (South Portugal) | SOPSEC, Montijo, (Portugal)

- Managing and coordinating the team of Project Managers
- Technical and human support for PM teams
- Welcoming, training and incorporating trainee PMs

2005-2007 | Project Manager | SOPSEC, Montijo, (Portugal)

- Management, Coordination and Supervision of the construction of shopping centres and retail shops

2004-2005 | Supervisory Engineer | SGS Portugal, Lisbon, (Portugal)

- Management, Coordination and Supervision of Wind Farms and Residential Projects
- Support for the implementation of ISO 9001 and 14001 certifications

EDUCATION

- 2024 | BOARD & C-SUITE Awareness | London Business School
- 2022-2024 | Executive MBA | ISCTE Executive Education
- 2018 | Postgraduate in FACILITY MANAGEMENT | ISEL
- 2012 | Postgraduate in MANAGEMENT | ISEG
- 2004-2005 | Postgraduate in CONSTRUCTION WORK SAFETY COORDINATION | Univ. Lusófona
- 1999-2004 | CIVIL ENGINEERING (5 years) | Instituto Superior Técnico

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

- Founder of the Home Automation project "SmartHome4All"
- Volunteer at Assoc. Entrepajuda, Banco Alimentar Contra a Fome, Fundação Lar Cegos N.Sra. Saúde



Executive MBA
Engineering Degree
20 Years Experience
Engineering, Production, Plant management
Pharmaceutical and Environmental

FRANCISCO FLOR DA CRUZ FERREIRA

Birthdate: 1980/07/31

 ffc.ferreira@gmail.com

 Portuguese

 [linkedin.com/in/francisco-cruz-ferreira](https://www.linkedin.com/in/francisco-cruz-ferreira)

PROFESSIONAL EXPERIENCE

Since 2016 | Engineering and Maintenance Senior Manager | Hovione, Lisbon, (Portugal)

- Engineering Department Manager - Pharma Industry
- Areas of responsibility: Engineering Design, Construction, Qualification and Utilities

2014-2015 | Plant Manager | Olleco, Liverpool, (UK)

- Plant Manager UCO, Biodiesel and Biogas
- Responsible for: Delivering plant KPIs and PnL, Production, HSE, Quality, E&M and HR

2008-2014 | Technical Director | Enertagus, Lisbon, (Portugal)

- Engineering, Procurement and Construction, Production Optimization, Plant Commissioning
- Water Treatment, Biofuels and Microalgae Production

2005-2007 | Production Engineer | IBEROL, Alhandra, (Portugal)

- Vegetable oil refining and Biodiesel Production

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education
- 1998-2004 | Biological Engineering | IST

LANGUAGES

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

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



Broad and consolidated Management and Leadership experience, in multisectoral and multicultural contexts, highlighting more than 10 years of executive level in retail, FMCG, tech and lately startups. Complemented with experience in real estate development and construction.

HUGO SANTOS

Birthdate: 1981/01/23

+351919864662

hgcsantos@sapo.pt

Portuguese

linkedin.com/in/hugo-santos1981/

PROFESSIONAL EXPERIENCE

Since 2022 | Chief People Officer (CPO) & GRC | C-MORE

SUSTAINABILITY LDA, Lisbon, (Portugal)

- Startup, specialized in technology and consulting for sustainability (ESG) management.

2020-2022 | Owner | Owner, Lisbon, (Portugal)

- Investment and development of several real estate projects (housing).

2016-2020 | Managing Director | Teixeira Duarte Distribuição, Lisbon, (Portugal)

- Executive direction of all the Group's retail sector business units and all its support areas.

2015-2019 | General Manager | Teixeira Duarte Distribuição, Lisbon/Luanda, (Portugal/Angola)

- Managing direction of MAXI (food retail) e DAKAZA (specialized retail – home & decor)

2012-2015 | Operations Director (COO) | Teixeira Duarte Distribuição, Lisbon/Luanda, (Portugal/Angola)

- Sales & operations, commercial & procurement, marketing & sales and supply chain, in the retail chains
- MAXI (food retail) and DAKAZA (Home&Decor)

2011-2012 | Commercial Director (CCO) | Teixeira Duarte Distribuição, Lisbon/Luanda, (Portugal/Angola)

- Worldwide procurement, development of products and commercial management, for the Group's retail operations.

2006-2010 | Project Manager | Teixeira Duarte, Lisbon, (Portugal)

- Real Estate development of multiple segments (housing, services and logistics)

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education
- 1999-2004 | Civil Engineering | Instituto Superior Técnico

LANGUAGES

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

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



With more than 15 years' experience in retail, the last 10 of which have been in Grocery Retail, I have developed my skills to drive operational success and achieve organizational goals.

INÊS SOUZA

Birthdate: 1980/07/23

ines.couceiro.souza@gmail.com

Portuguese

linkedin.com/in/ines-souza/

PROFESSIONAL EXPERIENCE

2019-Present | Category Director | ALDI Retail, Lisbon, (Portugal)

- Management of the Dairy category and responsible for negotiating the entire assortment with national and international suppliers, logistical conditions and promotional activity. Private label development .
- Analysing the performance of the entire range of Dairy sub-categories.

2014-2018 | Regional Sales Manager | ALDI Retail, Lisbon, (Portugal)

- Responsible for coordinating and managing stores and teams. Analysing and managing sales, costs and productivity.
- Carrying out and controlling inventories. Implementation of various actions to increase sales and store promotion.

2008-2012 | Country Manager | Salvador Bachiller, Lisbon, (Portugal)

- Stores coordination and management. Responsible for buying collections and determining weekly stock rotations.
- Implementation of promotions and stock control. Application of brand guidelines in terms of visual merchandising.

EDUCATION

- 2024 | Transitions to Boards and the C-Suite | LBS-London Business School
- 2022-2024 | Executive MBA | ISCTE Executive Education/LBS-London Business School
- 2020-2021 | Certified GS1 - Category Manager | GS1 Germany
- 1998-2002 | Journalism | ESCS

LANGUAGES

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

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



Experienced finance professional, licensed in management, with large experience in the banking sector. Strong interest for business and interpersonal relationships. Continuous search for updating knowledge, in order to contribute to a relevant academic and professional evolution.

IVAN MANUEL RODRIGUES DE SOUSA

Birthdate: 1986/12/30

+351962247161

ivansousa10@gmail.com

Portuguese

linkedin.com/in/ivansousa10/

PROFESSIONAL EXPERIENCE

2011-2016 | Account Manager (Private Clients) | Caixa Geral

Depósitos, Santarém, (Portugal)

- Management of clients investment decisions;
- Daily exposure to financial instruments (shares, bonds and investment funds);
- Daily contact and support to clients concerning;
- Establish and maintain current client and potential client relationships (CRM Salesforce)

2016-2024 | Business Account Manager | Caixa Geral Depósitos, Cartaxo, (Portugal)

- Prepare action plans and schedules to identify and develop new clients
- Follow up on new leads and referrals resulting from field activity
- Present and sell bank products and services to current and potential clients
- Analyze financial statements, cash flow management and working capital
- Establish credit conditions, covenants, financing structures
- Perform fundamental credit analysis to detect and mitigate key risks
- Establish and maintain current client and potential client relationships (CRM Siebel)

EDUCATION

- 2022-2024 | Executive MBA | ISCTE
- 2017-2018 | Postgraduate Management Control and Business Finances | ISEG
- 2015-2016 | Postgraduate Portfolio Management | ISCTE
- 2008-2013 | Graduation Bank Management | ISGB

LANGUAGES

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

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

ADDITIONAL INFORMATION

- - dynamic;
- - proactive;
- - resiliente;
- - interpersonal relationship;
- - teamwork;
- - decision making ability.



Lawyer, with accumulated experience in different areas of law and in diverse sectors of activity. Focused on complying with applicable regulations, always bearing in mind the need for balance between its role and business development.

JERÓNIMO KOPKE TÚLIO

Birthdate: 1986/12/15

+351 918341045

jeronimokopketulio@gmail.com

Portuguese

linkedin.com/in/jeronimokopketulio/

PROFESSIONAL EXPERIENCE

Since 2013 | Head of Legal | Sonae Capital - Fitness, Lisbon/Maia, (Portugal)

- Responsible for the Legal Department at SC Fitness and Legal at Sonae Capital Investments
- Chairman of the Board of the General Assembly and Secretary of several companies in the Sonae Capital Group
- Member of the SC Fitness top management team
- Coordination of teams and various external service providers

2018-2023 | Lawyer | Sonae Sierra, Lisbon, (Portugal)

- Responsible for negotiating and drafting all service provision contracts for Shopping Centers
- Monitoring companies within and outside the Group, advising on real estate development projects

2014-2017 | Lawyer | BSG Law Firm, Lisbon, (Portugal)

- Lawyer in general practice defining defense strategy and monitoring day-to-day business

2011-2014 | Trainee Lawyer | BSG Law Firm, Lisbon, (Portugal)

- Law internship in generalist practice working with a range of private clients and companies

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education in collaboration with London business School
- 2022 | Posgraduation - Urban Planning Law | Law Faculty | Lisbon University
- 2011-2014 | Master's degree in Law | Law Faculty | Lisbon University
- 2011 | Posgraduation - Intellectual Law | Law Faculty | Lisbon University
- 2006-2011 | Law Degree | Law Faculty | Lisbon University
- 2009 | Student Exchange - Degree in Law (1st semester of 3rd year) | FA7 Faculty | Fortaleza, Brazil

LANGUAGES

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

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



Career marked by commercial management and business unit management roles. Business development in an international context and team leadership have been the main challenges of my professional career, achieving goals and transforming organizations.

JOÃO MIGUEL SACRAMENTO FERREIRA

Birthdate: 1984/01/13

+351927736018

joaoferreira_84@hotmail.com

Portuguese

linkedin.com/in/jo%C3%A3o-ferreira84/

PROFESSIONAL EXPERIENCE

2024 | Business Unit Manager | Sameca PQ, Porto, (Portugal)

- Business Unit Management - Chemicals for Paints and Civil Construction Sector

2016-2024 | Sales Manager | Bstone, Estremoz, (Portugal)

- Management and commercial direction to expanding the business in an international context - Natural Stone

2014 | Sales Department | Securitas Direct, Évora, (Portugal)

- Sales of security equipment contracts

2012-2013 | Sales Department | ES Viagens - Top Atlântico, Évora, (Portugal)

- Key Account

2009 | Business Sales Executive | Alico, Lisboa, (Portugal)

- Insurance - Life

2008-2009 | Sales Department | Geostar, Lisboa, (Portugal)

- Sales to the general public

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education
- 2022 | PostGraduate - Sales Management | ISCTE Executive Education
- 2021 | Sales Strategy & Business Development | Nova School of Business and Economics
- 2004-2008 | Tourism | Évora University

LANGUAGES

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

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



Over the years my career has been linked to a wide range of themes such as strategy, people management, sales and marketing among others. It was with great satisfaction that I was able to update all these themes and once again conclude how much i love what i do!

JOSÉ MANUEL DA CRUZ ADRÊGO

Birthdate: 1974/07/15

+351927544885

adrego.jm@gmail.com

Portuguese

linkedin.com/in/josé-adrêgo

PROFESSIONAL EXPERIENCE

2008-2024 | Country Manager | Brabantia International, Carcavelos, (PT)

- Gestão da Unidade de Negócio

2003-2008 | Key Account Manager | Arc International, Lisbon, (Portugal)

- Responsible to lead the portuguese market in sales and marketing

EDUCATION

- 2022-2024 | Executive MBA | Iscte Executive Education
- 2000-2003 | Business Administration | Universidade Lusíada

LANGUAGES

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

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



Dentist since 2009 with pos graduation in Orthodontics since 2011. I worked in several clinics and hospitals in Portugal and Angola. I was a lecturer and coordinator of the Dental Medicine course at a university in Angola.

LARA FILIPA MADEIRA ROSA

✉ lararosa_md@hotmail.com

🇵🇹 Portuguese

🌐 [linkedin.com/in/lara-madeira-rosa-347582b8/](https://www.linkedin.com/in/lara-madeira-rosa-347582b8/)

PROFESSIONAL EXPERIENCE

2019-2022 | Dentist | Hospital Trofa Loures, Loures, (Portugal)

- Dentist

2016-2017 | Dentist | Clínica Dentária Santa Luzia, Luanda, (Angola)

- Dentist

2014-2016 | Dentist | Luanda Medical Center, Luanda, (Angola)

- Dentist

2012-2014 | Lecturer and coordinator of the Dental Medicine course | Universidade de de Belas, Luanda, (Angola)

- "I coordinated teachers and students, as well as coordinated the construction project of pre-c

2009-2012 | Dentist | Hospital Cuf Torres Vedras, Torres Vedras, (Portugal)

- Dentist

EDUCATION

■ 2022-2024 | Executive MBA | ISCTE Executive Education

■ 2003 - 2009 | Dental Medicine | Faculdade Medicina Dentária de Lisboa

LANGUAGES

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

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



I am an experienced C-level Executive since 2017, having worked for 20 years in leading international groups and across multiple contexts - growth, M&A integration and turnaround.

Passionate about corporate strategy, I love inspiring and mobilizing people and create business and customer value.

LICÍNIO SANTOS

Birthdate: 1981/10/16

+351910164547

licinio.gsantos@gmail.com

Portuguesa

linkedin.com/in/liciniosantos/

PROFESSIONAL EXPERIENCE

2024 | CEO | Chairman of the Executive Committee | Montepio Crédito, Porto, (Portugal)

2020 - 2024 | Executive Board Member | Chief Commercial Officer | Cofidis Portugal, Lisbon, (Portugal)

- Executive board member role - 100+ people management - P&L responsibility for all B2B2C businesses (+€750M /year)

2017 - 2020 | Executive Board Member | Partnerships & Payment Solutions Senior Director | Cofidis Portugal, Lisbon, (Portugal)

- Executive board member role - 40+ people management - P&L responsibility Retail/ Brokers B2B2C businesses(+€300M/Y)

2013 - 2016 | Nacional Head of Sales and Business Development | Cofidis Portugal, Lisbon, (Portugal)

- Definition and execution of commercial strategy - Strategic Negotiation - Development of new lines of business

EDUCATION

- 2022 - 2024 | Executive MBA | ISCTE Executive Education
- 2018 - 2019 | Senior Executive Program - Management | EDHEC Business School
- 2011 - 2013 | Master in Science - Commercial Management | FEP - Faculdade Economia do Porto

LANGUAGES

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

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



Marketing and Digital Business Development professional with a career spanning 20+ years in the videogames industry, working at PlayStation with continuously evolving responsibilities. Currently leads the company's Esports and Competitive Gaming business in the EMEA region.

LUIS BENTO

✉ luisfbento@gmail.com

🇵🇹 Portuguese

🌐 [linkedin.com/in/luis-bento/](https://www.linkedin.com/in/luis-bento/)

PROFESSIONAL EXPERIENCE

Since 2018 | Sr Product Manager, Esports and Competitive Gaming EMEA | PlayStation, Lisbon, (Portugal)

- Leads the ESCG business, directing strategy and managing budget and activations in the EMEA region.

2014-2018 | Senior Digital Services Marketing Manager | PlayStation, Madrid, (Spain)

- Business development and strategy for Spain and Portugal, including PS online store and the subscription service.

2011-2014 | Interactive Media Manager Iberia | PlayStation, Madrid, (Spain)

- Online content strategy and digital channel management for Spain and Portugal.

2005-2011 | Product Manager | PlayStation, Lisbon, (Portugal)

- In charge of Hardware and Software product lifecycle at their various stages. Launched consoles like PS3 and games.

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education
- 2016-2017 | LEAD Certificate | Stanford University Graduate School of Business
- 2001-2003 | Anthropology | FCSH - UNL
- 2001 | Certificate of Proficiency in English | British Council

LANGUAGES

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

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



I aspire to be the most reliable person to all that surround me. Background in Statistics and Information Management with a MSc in Computer Science. Continued my education in management and now the Executive MBA. Worked in Research, Product Development and more recently Pricing and Strategy

MANUEL MARIA SANTIAGO NEVES MORGADO

Birthdate: 1994/08/19

+351916200930

manuelmorgado94@gmail.com

Portuguese

linkedin.com/in/manuel-morgado-715288bb/

PROFESSIONAL EXPERIENCE

Oct 2022- | Senior Business Analyst | NetJets, Lisbon, (Portugal)

- Product, Pricing and Strategy
- Working on Products, Pricing and Strategy across Europe

Oct 2021 | Customer and Sales Business Analyst | NetJets, Lisbon, (Portugal)

- Responsible for Customer insights, supporting various teams from Sales to Owner Services

Dec 2019- Oct 2021 | Lead Product Analyst | Sky UK, London, (United Kingdom)

- Working alongside the Product Manager, responsible for improving Sky Q software
- Analysis of user behaviour to improve, product usage.

Mar 2017- Dec 2019 | Lead Research Analyst | Sky UK, London, (United Kingdom)

- Leading various Ad-hoc projects from segmentations to campaign analysis
- Responsible for analytics on in-house market and campaign trackers

Jan 2016- Jun 2016 | Research Analyst | Sky UK, London, (United Kingdom)

- Part of the Internal Market Research Team, handling all Data Science projects

Jan 2016- Jun 2016 | Intern | LITS eBusiness, Mexico, (Mexico)

- Internship working from Lisbon where I was tasked with solving multiple problems for various clients.
- Walmart, Interjet, Steren, NEXT, Turismo de Lisboa

EDUCATION

Sep 2022- Mar 2024 | Executive MBA | ISCTE Executive Education

Jan 2022- Dec 2022 | Postgraduate, Business Administration and Management | Universidade Católica

2017- 2019 | Master Advanced Computing Technologies | University of London, Birkbeck

2012-2016 | Bachelor, Information Management | Nova Information Management School

LANGUAGES

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


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



I have experience in the petrochemical and oil industry, focusing on the management of Oil Terminals. I am committed to the sector's safety regulations and always strive for the development of the facilities I oversee in accordance with industry standards.

MARCO ALEXANDRE BATISTA MAIA

Birthdate: 1981/07/29

 marcoalexmaia@sapo.pt

 Portuguesa

 linkedin.com/in/marcoalexmaia/

PROFESSIONAL EXPERIENCE

Since 2022 | Marine Terminal and Tank Farm Manager | ETC - Terminais Marítimos (Porto Brandão Terminal), Almada, (Portugal)

- Storage and commercialization of petroleum derivatives

2018 - 2022 | Operacionons and Logitics Manager | Alkion (Lisbon Terminal), Barreiro, (Portugal)

- Storage and commercialization of petroleum derivatives

2010 - 2018 | Operations and Maintenance Manager | OZ Energia Gás, S.A., Lisboa/Almada, (Portugal)

- Storage and commercialization of petroleum derivatives

2008 - 2010 | Maintenance Engineer | ECODEAL, Chamusca, (Portugal)

- Management and Treatment of Hazardous Waste

2006 - 2008 | Inspector Engineer (Junior) | Hidroprojeto, Lisboa, (Portugal)

- Project Development and Construction Supervision

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EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education
- 2022 | AMEG: Advanced Management in Energy | AESE Business School
- 2017-2028 | Postgraduate Degree: Project Management | ISG: Instituto Superio de Gestão
- 2009-2010 | Postgraduate Degree: Maintenance Management | ISQ: Instituto da Soldadura e Qualidade
- 1999-2005 | Mechanical Engineering: Licentiate degree | IPT - ESTA: Instituto Politécnico de Tomar, Escola Superior de Tecnologia de Abrantes

LANGUAGES

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

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



I have been a member of France Air Portugal since 2000, dedicated to contributing to the company's growth and people development. I lead a high-performance team, aiming for the development of the company's future leaders, as well as employee well-being. Ensuring customer satisfaction.

MARCO DIAS

Birthdate: 1976/09/26

+351 916927627

marco1332@gmail.com

Portuguese

linkedin.com/in/marco--dias/

PROFESSIONAL EXPERIENCE

2017 - Present | Business Unit Director - Sales engineering | France Air Portugal, Póvoa de Santa Iria (Lisbon), (Portugal)

- Management Team 6 employees, Lisbon, Porto, Faro; average turnover 87m
- Strategic implementation of new business areas in the HVAC market. Financial liaison between company and client.

2010 - 2017 | Key-account Team Manager | France Air Portugal, Póvoa de Santa Iria (Lisbon), (Portugal)

- Management Team 2 employees; average turnover 85m. Responsible for developing the Cape Verde market
- Management and implementation of HVAC projects in the HVAC business area

2006 - 2009 | Key-account | France Air Portugal, Póvoa de Santa Iria (Lisbon), (Portugal)

- Client and Project Management, Identification, development and implementation of HVAC solutions

2000 - 2005 | Technical-sales | France Air Portugal, Póvoa de Santa Iria (Lisbon), (Portugal)

- Client and Project Management, Identification, development and implementation of HVAC solutions

EDUCATION

- 2022 - 2024 | Executive MBA | ISCTE Executive Education & London Business School
- 2024 | Transitions to Boards and the C-Suite | LBS - London Business School
- 2021 | PAGE – Executive Program in Advance Management | UCP – Católica Lisbon School of Business & Economics
- 2008 - 2009 | Master in Energy | IPS – Polytechnic Institute of Setubal
- 1996 - 1999 | Bachelor's Degree in Mechanical Engineering | IMPE – Instituto Militar dos Pupilos do Exército

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

- Mountaineering, diving, mindfulness, athletics, swimming, renewable energy, sales, negotiation, first aid. I practised Kendo for 4 years.



With a solid experience in the pharmaceutical industry, my mission is to establish impactful and strategic partnerships both internally within the company and externally with the healthcare community to improve patient outcomes and their well-being.

MARIA INÊS IGLÉSIAS

Birthdate: 1978/07/27

+351 918 787 543

m.ines.iglesias@gmail.com

Portuguese

linkedin.com/in/mariainesiglesias

PROFESSIONAL EXPERIENCE

Desde 2024 | Associate Director Country Medical Affairs | Teva Pharma, Oeiras, (Portugal)

- Responsible for Medical Department in Portugal

2015 - 2023 | Medical Affairs Manager (CNS, Innovative Medicines & Hospital Diversified Brands) | Teva Pharma, Oeiras, (Portugal)

- Local implementation of 1 EU Observational Study (RWE) involving 11 EU countries, +85 centers, and +1100 patients
- Speaker at +75 Scientific Meetings for Healthcare Professionals
- Organization of +8 Ad Boards and several medical education initiatives (e.g. Perceptorships, Meet the Expert)

2014 - 2015 | Scientific Consultant | Freelancer, Oeiras, (Portugal)

- Collaboration with several Scientific Consulting Companies with services focused on the Pharmaceutical Industry
- Preparation of scientific materials (clinical presentations, clinical study materials, value dossiers)

2011 - 2014 | Medical Science Liaison (Women's Health & CNS) | Merck Sharp & Dohme, Oeiras, (Portugal)

- Implementation of 1 local observational study involving +75 investigators and +1000 patients
- Coordination of +12 Expert Input Forums and several medical education initiatives (Symposiums, hands-on Workshops)
- Local representative in the International Working Group "MSD Risk Management Plans"

2005 - 2011 | Regulatory Affairs Specialist | Merck Sharp & Dohme (Schering Plough/Organon), Oeiras, (Portugal)

- Responsible for Regulatory Management of the following areas: Specialities, Immunology/Biologics and CNS
- Regulatory support to the national manufacturing site concerning both the domestic and export markets

EDUCATION

- 2022 - 2024 | Executive MBA | ISCTE Executive Education
- 2011 - 2012 | Post-Graduate Course in Epidemiology | Faculdade de Medicina da Universidade de Lisboa
- 2007 - 2008 | Post-Graduate Course in Economic Evaluation of Medicines | ISEG - Instituto Superior de Economia e Gestão
- 1998 - 2004 | Master Degree in Pharmaceutical Sciences | Faculdade de Farmácia 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

ADDITIONAL INFORMATION

- Communication | Active Listening | Cross Function Collaboration | Flexibility | Critical Thinking | Problem Solver



28 years of national and international experience in the construction sector in the leadership, management, control and execution of public works projects. Currently working in Operations and Management at DYWIDAG EMEA. Degree in Civil Engineering, PMP-PMI Certification, Executive MBA - ISCTE.

MÁRIO MARQUES

Birthdate: 1974/02/05

mario.marques74@gmail.com

Portuguese

linkedin.com/in/mariocarques

PROFESSIONAL EXPERIENCE

2021-2024 | Director Eq. EMEA - OP | DYWIDAG, Ruda + Lisboa + Munich, (POLAND + PORTUGAL + GERMANY)

- Equipment Manager all projects in EMEA zone. Management with other regions (AMERICAS + APAC) and Stakeholders

2018-2020 | Senior Project Manager | DYWIDAG, Lisbon - Madrid, (PORTUGAL + SPAIN)

- Complete replacement of stay cables system - INTERNATIONAL GUADIANA BRIDGE

2013-2018 | COO / BU Manager | MCM - Cenotec - Martifer - Construgomes, DUBAI - MANAUS - GLASGOW, (UNITED ARAB EMIRATES - BRAZIL - SCOTLAND)

- DUBAI EYE ARTIFITIAL ISLAND | FIFA BRAZIL WORLDCUP 2014 FOOTBAL STADIUM | GLASGOW - EDINBURG M8 BRIDGE REHAB

2011-2013 | Portugal CDO - Chief Deputy Officer | EMMSA, BARCELONA - LISBOA, (SPAIN + PORTUGAL)

- Responsible for Portugal businesses - Main clients - AUTOEUROPA + PORTO DE SINES

2004-2011 | Senio Project Manager 2004-2008 | COO (Portugal + Spain) 2009-2011 | ICQ (Iberica), Lisboa + La Coruña, (PORTUGAL + SPAIN)

- Liderança em projetos de obras publicas. Gestão de contratos e Stakeholders
- Rede de Alta Velocidad Espanha

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education
- 2021 | Project Manager Professional | Project Management Institute (PMI)
- 2012-2013 | Licenciatura Engenharia Civil | Universidade de Lisboa
- 2007-2009 | ATPL - Piloto de Linha Aerea | SevenAir academy - INAC
- 1992 - 1995 | Engenharia Civil | ISEL

LANGUAGES

	A1	A2	B1	B2	C1	C2
Portuguese	★	★	★	★	★	★
English (British Council)	★	★	★	★	★	★
Spanish	★	★	★	★	★	★
French	★	★	★	★	★	★

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



Founder and CEO of an Engineering Multinational Modular Construction Company. Civil Engineer with over 15 years of national and international experience in Project Management, having been responsible for leading and managing companies in the Construction Industry.

MÁRIO NOBRE FERNANDES

Birthdate: 1984/02/01

+351913013672

marionobrefernandes@gmail.com

Portuguese

linkedin.com/in/mário-nobre-fernandes-22835398/

PROFESSIONAL EXPERIENCE

since 2019 | Founder | CEO | MBW - Modular Builders

Worldwide, Lisbon, (Portugal)

- Leadership and Executive Company Management
- Definition and Implementation of the Company Vision and Strategy
- Management of the Company Innovation Projects

2014-2018 | General Manager | Normetal Group, Lisbon |

Luanda, (Portugal | Angola)

- Board Member
- Leadership and Management of Company Departments
- Responsible for Strategic International Operations

2008-2014 | Site Manager | Contract Manager | Edifer

Construções SA, Lisbon | Luanda, (Portugal | Angola)

- Technical Management
- Project Coordination

EDUCATION

- 2022-2024 | Executive MBA | ISCTE - Executive Education
- 2017-2018 | Business Administration and Management | Católica Lisbon School of Business and Economics
- 2003-2008 | Master's in Civil Engineering | Instituto Superior Técnico, da Universidade Técnica 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



Satellite Telecommunications engineer, with over 14 years of expertise spanning the satellite ground and space segments. Proven track record in contractual negotiations, service optimization, cost-effective solution implementation, and the cultivation of robust customer and vendor relationships.

MIGUEL BOAVIDA

Birthdate: 1985/11/11

+351 000 000 000

miguelboavida3@gmail.com

Portuguese

linkedin.com/in/miguelboavida

PROFESSIONAL EXPERIENCE

2022-ongoing | Strategic Teleport Partners Regional Manager - Europe and Africa | SES Satellites, Lisbon, (Portugal)

- Strategic decisions and service implementation for third-party ground satellite service provision

2020-2022 | Strategic Teleport Partners Regional Manager - Asia and Pacific | SES Satellites, Lisbon, (Portugal)

- Strategic decisions and service implementation for third-party ground satellite service provision

2018-2020 | Bid & Project Manager | Thales Portugal, Lisbon, (Portugal)

- Responsible for business development and team management for the ground satellite services

2016-2018 | Ground Segment Technical Manager | Thales Portugal, Lisbon, (Portugal)

- Technical Management of Teleport infrastructure and team

2010-2016 | RF&IOT Engineer | Inmarsat, London, (United Kingdom)

- Engineer for the Ground Segment Group

EDUCATION

- 2024 | Executive MBA | ISCTE Executive Education
- 2018 | IPMA Level D – Certified Project Management Associate | APOGEP
- 2010 | Electronics and Telecommunications Engineering and Computer | Instituto Superior de Engenharia de Lisboa (ISEL)

LANGUAGES

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

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

ADDITIONAL INFORMATION

- With an international career I'm used to multicultural environments and to collaborate and manage people from diverse cultures and backgrounds.



Executive Manager with more than 20 years of professional experience in the express delivery and iTech industries, serving multinational companies. Skilled in Management, Business Development, Strategy, Governance, M&A and People Development. Advisory position on the board of various companies.

MÓNICA FERREIRA RUFINO

Birthdate: 1974/11/20

monicarufino@msn.com

Portuguese

linkedin.com/in/mónicarufino

PROFESSIONAL EXPERIENCE

Since 2023 | Strategic Development Manager | Remax Latina Group, Lisbon, (Portugal)

- In charge of the expansion management team (9 persons) in Portugal (8 offices).
- Business development and support to the CEO on overall management of the company (16 Million of revenue).

2020-2022 | General Manager | Hope Care, Óbidos, (Portugal)

- Hope Care is a SaaS portuguese company with an innovative digital health solution for chronic deases.
- Main achievements: company revenue and profitability hugh increase due to strategic plan and joint ventures.
- Certification process (ISO13485/ ISO 9001) and regulatory affairs coordination.

2009-2019 | General Manager | SEUR - Geopost Group, Lisbon, (Portugal)

- Seur is a multinational company in the delivery express industry hold by Geopost Group.
- In charge of the global management of the company in Portugal: 25 millions revenue , 10 depots and 2 hubs.
- Provide management of 10 direct reports: Sales, Operations, Customer Service, Quality, Technology, HR and F&A.
- Lead the M&A process in Portugal (2018 - 2019): DPD Portugal .

2008-2009 | Head of Human Resources | Tim We -Tech, Lisbon, (Portugal)

- Deploy the human resources strategy and the best practices in 80 countries through 30 offices.

2000-2008 | Human Resources Manager | SEUR, Lisbon, (Portugal)

- Set-up of HR department in Portugal and define corporate strategy and practices in headquarters (HR committee).

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education / LBS - London Business School
- 2024-2024 | Transitions to Boards and the C-Suite. | LBS - London Business School
- 2021-2021 | Advanced Management Program for Healthcare Organizations | AESE/IESE
- 2007-2008 | Management Executive Program | Católica Lisbon School of Business and Economics
- 2001-2002 | Post-Graduation: Human Resources Management | ISG - Lisbon
- 1992-1996 | Degree: Sociology of Organizations | ISCSP- Lisbon University

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Corporate social responsibility activities as Ambassador of Seur Foundation in Portugal.
- Invited as keynote speaker on topics such as leadership.



I am a focused professional and committed to the projects in which I am involved. With a background in Engineering and Management, I developed solid skills in coordinating multidisciplinary teams, adapting to change and motivation, in pursuit of ambitious goals and consistent results.

PAULO LOPES

Birthdate: 1973/03/28

+351962107816

palepaulo1973@hotmail.com

Portuguese

linkedin.com/in/paulolopes73

PROFESSIONAL EXPERIENCE

Since 2023 | CEO | Arentia S.A, Leiria, (Portugal)

- Management Software and Information Technology Consulting Company

2012-2023 | General Director | Diamantino Perpétua e Filhos, Leiria, (Portugal)

- Heavy Vehicle Recycling and Auto Parts Trading Company
- Portugal, France and Paraguay

1998-2012 | Maintenance, Equipment and Metalworking Director | Lena Construções/Equimetra, Leiria, (Portugal)

- Civil Construction and Public Works Company
- Various Locations Nationally and Internationally

EDUCATION

- 2022-2024 | Executive MBA | ISCTE - Executive Education
- 1992-1998 | Mechanical Engineering | University of Coimbra
- 2017-2018 | Project management | Leiria Polytechnic Institute
- 2014 | Senior Hygiene and Safety Technician | Institute of Languages and Administration-Leiria

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

- Federated PADEL player
- MTB Tours
- Cinema / Theater
- Cooking



I started my career as an engineer for high-tech medical devices, worked in sales-oriented positions and accounts management. Today I'm service healthcare director for Portugal at the company that took me on as a trainee. I lead the business and a fantastic team that I'm very proud of.

PEDRO DIAS

Birthdate: 1982/10/02

+351912916348

pedropintodias@gmail.com

Portuguese

linkedin.com/in/pedrompdias/

PROFESSIONAL EXPERIENCE

2022 | Service Operations Manager HealthCare Portugal | Philips Portuguesa, Lisbon, (Portugal)

- National operations leader in the medical equipment sector
- Team management and business-driving KPIs

2016-2022 | Regional Sales Manager | Philips Portuguesa, Lisbon, (Portugal)

- Regional sales manager for the Sleep & Respiratory Care cluster (ventilation, sleep apnea, O2 and diagnostics)
- National/Iberian KeyAccounts direct/indirect channel manager

2010-2016 | Account Manager | Philips Portuguesa, Lisbon, (Portugal)

- Sales manager for the Resprionics/Philips business for noninvasive ventilation in the acute patient
- Business promoter and management of hospital and indirect channel clients

2007-2009 | Field Service Engineer | Philips Portuguesa, Lisbon, (Portugal)

- Field Service Engineer for X-ray and MRI medical devices
- Maintaining regulatory compliance and patient safety

EDUCATION

- 2024 | Boards and C-Suite | London Business School
- 2022-2024 | Executive MBA | ISCTE Executive Education
- 2002-2007 | Electrical Engineering Automation and Power Systems | Lisbon Institute of Engineering

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

- Interests: Family | Travel | SnowBoard | Sports | Music
- Values : Respect, Honesty and Loyalty
- I never say no to a good challenge.



Working for more than 20 years in the energy sector, building on my engineering academic formation, I've been working as a manager in the commercial area for more than 12 years now.

PEDRO HENRIQUES

Birthdate: 1975/02/16

+351961512403

PEDRO.HENRIQUES@EDP.COM

Portuguese

linkedin.com/in/pedro-henriques-87630625/

PROFESSIONAL EXPERIENCE

2022-present | Commercial director | EDP COMERCIAL, Lisbon, (Portugal)

- Head of the commercial (sales & client segment management) B2B Large Accounts & Public entities team @EDP Comercial

2016-2022 | Deputy director | EDP COMERCIAL, Lisbon, (Portugal)

- Deputy director of the Large Accounts South commercial team @EDP comercial

2013-2016 | Deputy Director | EDP COMERCIAL, Lisbon, (Portugal)

- Deputy Director for the B2B engineering Team @EDP Comercial

2007-2013 | Engineer at the Energy services Business development Team | EDP COMERCIAL, Porto, (Portugal)

- @edp comercial

2005-2007 | Sales director | A.Couto, Viseu, (Portugal)

- Head of the sales team @A.Couto, an energy networks builder

2002-2005 | Engineer | Visabeira, Viseu, (Portugal)

- Engineer, member of the Eletric technical department @Visabeira

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education
- 1993-2002 | Engenharia eletrónica e Telecomunicações | Universidade de Aveiro

LANGUAGES

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

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



Pedro Vieira, born in 1974, in Lisbon, with a PhD from IST/UL and a Executive MBA in ISCTE Executive Education. He is a Coordinating Professor in ISEL, and a Senior Researcher at Instituto de Telecomunicações, researching aspects of Mobile Communications, and authoring over 200 scientific papers.

PEDRO MANUEL DE ALMEIDA CARVALHO VIEIRA

Birthdate: 1974/04/07

+351916801831

pmacvieira@gmail.com

Portuguese

linkedin.com/in/pedro-manuel-vieira/

PROFESSIONAL EXPERIENCE

Since 2024 | Coordinating Professor | Instituto Superior de Engenharia de Lisboa (ISEL), Lisbon, (Portugal)

- Lecturing courses in Wireless Communications and Radio Network Planning and Optimization.
- Coordinator of Computer, Networks and Telecommunications Engineering (BSc degree).

1997-2024 | Assistant Professor | Instituto Superior de Engenharia de Lisboa (ISEL), Lisbon, (Portugal)

- Lecturing courses in Wireless Communications and Radio Network Planning and Optimization.

2000-2002 | Senior Radio Engineer | Optimus (Mobile Network Operator), Lisbon, (Portugal)

- Telecom Engineering, Radio Network Planning and Optimization.

1997-2000 | Radio Engineer | Vodafone (Mobile Network Operator), Lisbon, (Portugal)

- Telecom Engineering, Radio Network Planning and Optimization.

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education
- 2004-2008 | Electrical and Computer Engineering (PhD) | Instituto Superior Técnico
- 2002-2003 | Electrical and Computer Engineering (MSc) | Instituto Superior Técnico
- 1992-1997 | Electrical and Computer Engineering (Pre-Bologna BSc) | Instituto Superior Técnico

LANGUAGES

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

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



Experienced senior executive, project and people manager with extensive experience in auditing, consulting, and corporate finance in an international and multicultural environment. Holds expertise across various industries, both in the public and private sectors, in Portugal and internationally.

PEDRO SANTOS ROSA

Birthdate: 1975/05/04

+351962103497

pedro.gs.rosa@gmail.com

Portuguese

linkedin.com/in/pedro-gs-rosa/

PROFESSIONAL EXPERIENCE

Since 2022 | Board Member & CFO | SPI, S.A./ SP Televisão, S.A./ SP Entertainment Lda. · Grupo MADRE, Lisbon, (Portugal)

- Responsible for overseeing general management, process optimization and human resources.
- Responsible for financial strategy, budget control and cost/revenue management.

2020-2022 | Chief of Staff/ Economic Adviser | XXII Portuguese Government, Lisbon, (Portugal)

- Responsible for overall ministerial cabinet administration and economic analysis.
- Support for the Portuguese Presidency of the Council of the European Union (PPUE21).
- Interim member of the Board of Directors at INIAV, IP.

1998-2020 | Senior Manager Financial Advisory / Corporate Finance | Deloitte, Lisbon, (Portugal)

- Strategy and management consulting.
- Economic and financial advisory.
- International and complex projects management.

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education in collaboration with the London Business School
- 2016-2016 | Advanced Negotiation | Nova School of Business and Economics
- 2015-2015 | Project Management | Deloitte/ PMI
- 2009-2009 | Leadership Essentials | Harvard Business School Publishing Education
- 2008-2009 | Executive Master of Hospitality Management, Hotel Revenue Management and Hospitality Marketing | School of Hotel Administration at Cornell University/ eCornell
- 199-1999 | New Consultants Program | Arthur Andersen
- 1998-1998 | Audit Immersion Program | Arthur Andersen
- 1993-1998 | Business Management and Computer Science (with distinction) | Universidade Europeia | ISLA Lisbon Campus

LANGUAGES

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

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



I dedicated my entire professional career to the Pharmaceutical Industry in areas such as Production and Quality Assurance. As a Qualified Person, I ensure compliance with Good Practices that allow obtaining a product with the desired quality, always guaranteeing safety for the final patient.

RITA TAVARES DE ALMEIDA CARNEIRO

Birthdate: 1979/06/12

+351934554056

rtacarneiro@gmail.com

Portuguese

linkedin.com/in/ritatacarneiro

PROFESSIONAL EXPERIENCE

Since 2023 | Head of Quality & Qualified Person | Curaleaf International, Lisboa, (Portugal)

- Release of pharmaceutical products to the market (Active Pharmaceutical Ingredient and finish product)
- Granted that batches are manufactured and analysed complying with the requirements of Good Manufacturing Practices
- Implementation and maintenance of the Quality Management System (GACP e GMP)
- Licensing of a GMP I and II Unit for the post-harvest processing (API and finish product) of medical Cannabis.

2020 - 2023 | Quality Assurance Manager & Qualified Person | Clever Leaves Portugal, Lisboa, (Portugal)

- Licensing of a GMP I and II Unit for the post-harvest processing (API and finish product) of medical Cannabis.
- Assurance that batches are manufactured and analysed complying with the requirements of Good Manufacturing Practices
- Implementation and maintenance of the Quality Management System (GACP e GMP)
- Licensing of a Unit for cultivation, manufacture, import and export of medical Cannabis (GACP)

2006-2019 | Production Manager & Qualified Person | Laboratório Edol, Produtos Farmacêuticos SA, Lisboa, (Portugal)

- Production planning | Team Management
- Release of medical products (sterile and non-sterile), medical devices and dermocosmetic products
- Auditor | Batch documentation | Procedures | Training

2005 | Trainee in Regulatory Affairs and Pharmacovigilance | Pfizer, Lisboa, (Portugal)

- Marketing applications , notification and follow up of drug adverse reactions

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education
- 2013 | Specialist in Pharmaceutical Industry | Portuguese Pharmaceutical Society
- 2010 | Master of Sciences in Advanced Pharmaceutical Technology | Faculty of Pharmacy UL
- 1998 – 2004 | Pharmaceutical Sciences | Instituto Superior Egas Moniz

LANGUAGES

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

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



Electrical Engineer with over 18 years of IT experience. I started as a junior developer and advanced to specialist developer. For the past 5 years, I have focused on project management using Agile methodologies/frameworks. I am currently leading 11 teams in Product Operations.

RODRIGO FONSECA DE CAMPOS

Birthdate: 1979/03/15

+351966018233

rfdcamos@gmail.com

Portuguese

linkedin.com/in/rfdcamos/

PROFESSIONAL EXPERIENCE

Since 2022 | Agile Coach | Feedzai, Lisbon, (Portugal)

- I work in project management using Agile methodologies/frameworks with 11 teams.

2021-2022 | Agile Coach | Talkdesk, Lisbon, (Portugal)

- I work in project management using Agile methodologies/frameworks with 7 teams.

2014-2021 | Specialist Full Stack Web Developer, BI Developer, Scrum Master, Engineering Manager, Scrum Master | Aubay, Lisbon, (Portugal)

- As Engineering Manager, I led 3 teams to business goals, while as Scrum Master, I ensured agile effectiveness.
- As Full Stack Web Developer, built different web solutions for Portugal, Spain.

2008-2014 | Software Developer, Incident Manager | Novabase, Lisbon, (Portugal)

- I have developed and maintained several web solutions for clients and managed incidents.

2009-2011 | Co-Founder and Director | BidClic, Lisbon, (Portugal)

- As Co-Founder, led company strategy and growth, ensuring organizational success.

2006-2008 | Junior Software Developer | Critical Software, Coimbra, (Portugal)

- At Critical Software, I worked on a case study project for the European Space Agency, including the GOCE satellite

2005-2006 | Junior Software Developer | Brisa (via Coimbra Institute for Systems and Robotics), Coimbra, (Portugal)

- Software development to determine car segments using computer vision.

EDUCATION

- 2024-2024 | Transitions to Boards and the C-Suite | London Business School
- 2022-2024 | Executive MBA | ISCTE Executive Education (17/20)
- 2011-2012 | BEC Vantage | Cambridge School
- 2015-2015 | Espanhol A1.1+A1.2 | ISCTE
- 2006 | Master's degree Electronic & Computer Engineering | Universidade de Coimbra

LANGUAGES

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

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



A multidisciplinary academic career, which allowed me to work in 3 different industries in the first years of my career, always with a lot of curiosity and dynamism.
The IT sector challenged me a few years ago and since then I've been able to accomplish various objectives and challenges

RÚBEN MACHADO ASSIS

Birthdate: 1992/11/29

+351 913378881

ruben.assis@vortal.biz

Português

linkedin.com/in/r%C3%BAben-machado-assis/

PROFESSIONAL EXPERIENCE

2014-2016 | Office Manager | UNPAC, Lisboa, (Portugal)

- operation management

2016-2017 | Commercial Advisor | Santander, Lisboa, (Portugal)

- Client portfolio management; Development of commercial strategies; New business development

2018-2024 | Head of Buyers Gov&Health Portugal | VORTAL

Connecting Business, Lisboa, (Portugal)

- Manage sales & implementation team for Portugal Buyers; Implement new streams of revenue with innovation

EDUCATION

- 2024-2024 | Transitions to Boards and the C-Suite | LBS - London Business School
- 2022-2024 | EMBA - Executive MBA | ISCTE - Executive Education
- 2020-2021 | Advanced Leadership Program | ISCTE - Executive Education
- 2019-2019 | Success in Business Program | Universidad Tecnológica La Salle (ULSA)
- 2015-2017 | Master's degree in Law and Financial Markets | NOVA School of Law & NOVA IMS - Information Management School
- 2011-2014 | Degree in Political Science | ISCSP-ULisboa / Instituto Superior de Ciências Sociais e Políticas - Universidade de Lisboa

LANGUAGES

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

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



Innovator with experience in several international projects, finds joy in leading and inspiring change. His enthusiasm lies in driving innovation and spearheading impactful projects aimed at bettering society, by seeking out new approaches and turning ideas into reality.

RUBEN PASTILHA

Birthdate: 1993/07/26

 ruben.pastilha@gmail.com

 Portuguese

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

PROFESSIONAL EXPERIENCE

Since 2022 | Interim Managing Director | Macrostico, Leiria, (Portugal)

- Executive crisis management and change management at real estate family-run SME.

2018-2022 | Visual Neuroscientist | Biosciences Institute, Newcastle Upon Tyne, (United Kingdom)

- Innovation, technical consulting, and problem solving in Vision Sciences for european and world wide organizations.

2016-2018 | R&D Scientist | University of Minho, Braga, (Portugal)

- Applied research and development of visual aids. Engineered lenses for Colour Blindness

2015 | Clinical Optometrist | GrandVision, Albufeira, (Portugal)

- Clinical practice, visual therapy, and sales duties as interim substituting for the head optometrist.

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education in partnership with London Business School
- Since 2018 | PhD in Neuroscience | Newcastle University
- 2015-2018 | MSc Advanced Optometry | University of Minho
- 2012-2015 | BSc Optometry and Vision Sciences | University of Minho

LANGUAGES

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

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



More than 20 years on pharmaceutical industry among sales and marketing roles. Nowadays as Brand Manager on diabetes. People are my priority and are always the focus in what decision makes concern.

RUI JORGE CARDOSO PINHEIRO

Birthdate: 1980/10/08

+351962271863

rui14.pinheiro@gmail.com

Portuguese

linkedin.com/in/rui14pinheiro

PROFESSIONAL EXPERIENCE

2022 | BRAND MANAGER | LILLY PORTUGAL, LISBOA, (PORTUGAL)

- MANAGE & DEVELOP BRAND STRATEGIES; KEY ACTIVITIES; RELATIONSHIPS WITH KEY OPINION LEADERS AND SCIENTIFIC SOCIETIES

2011-2022 | HOSPITAL SALES REPRESENTATIVE | LILLY PORTUGAL, LISBOA, (PORTUGAL)

- TERRITORY SALES MANAGEMENT

2003-2011 | SALES REPRESENTATIVE | BIAL, LISBOA, (PORTUGAL)

- TERRITORY SALES MANAGEMENT

2002-2003 | SALES REPRESENTATIVE | MENARINI PORTUGAL, LISBOA, (PORTUGAL)

- TERRITORY SALES MANAGEMENT

EDUCATION

- 2022-2024 | Executive MBA | ISCTE EXECUTIVE EDUCATION
- 2011-2013 | MARKETING E PUBLICIDADE | ESCOLA SUPERIOR DE GESTÃO E TECNOLOGIAS DE SANTARÉM

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

- I use my free time to be with my family and to practice sport, they are my top priorities and what makes me happy and fulfilled.



I started my career as an intern in the Accounting field and progressed to the position of Financial Controller. Since then, I have been developing my career as a Finance Manager/Financial Controller in several companies in Portugal.

RUI MIGUEL CARVALHO SERRANO

Birthdate: 1980/03/31

+351929120335

rmcserrano@gmail.com

Portuguese

<https://www.linkedin.com/in/rui-serrano>

PROFESSIONAL EXPERIENCE

2022-2024 | Finance Manager | ACE Supply, Lisbon, (Portugal)

2021-2022 | Finance Manager/Financial Controller | S+A, Lisbon, (Portugal)

2018-2021 | Head of Controlling/Financial Controller | Grupo Sodosa/Tractus, Lisbon, (Portugal)

2016-2017 | Associate Director/Controller | Lisclean, Lisbon, (Portugal)

2014-2016 | Financial Controller/Business Consultant/Trainer | Areagest/Lusospace/Totalmídia, Lisbon, (Portugal)

2010-2012 | Financial Controller | Primedrinks/Esporão, Lisbon, (Portugal)

2008-2010 | Financial Controller/Financial Analyst | Factorcap/Locarent/Fga Capital, Lisbon, (Portugal)

2007-2007 | Accountant | 3S - Solvay Shared Services, Lisbon, (Portugal)

EDUCATION

2022-2024 | Executive MBA | ISCTE Executive Education

2001-2005 | Degree Business Administration | Lusitana university

LANGUAGES

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

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



With a career spanning over a decade, I have deepened my skills in supply chain management, logistics, and management control. At ISCTE, I expanded my strategic and leadership abilities, contributing to my current position as Chief Supply Chain Officer at GoldNutrition.

SAMUEL ALBERTO SILVA

Birthdate: 1990/10/10

+351961091155

samuelalbertosilva@gmail.com

Portuguese

linkedin.com/in/samuel-alberto-da-silva

PROFESSIONAL EXPERIENCE

2023-Present | Chief Supply Chain Officer | GOLDNUTRITION, Cascais - Lisbon, (Portugal)

- As the Chief Supply Chain Officer at GoldNutrition, I am responsible for overseeing
- all logistical and supply chain operations of the company. This role includes
- managing procurement, production, distribution, and storage, ensuring efficiency
- and quality at every stage. I work closely with other departments to align strategies
- and improve overall supply chain performance.

2020-2023 | In-store Logistics Manager | LEROY MERLIN, Lisbon, (Portugal)

- As the In-store Logistics Manager at Leroy Merlin, I was responsible for
- coordinating and optimizing all in-store logistical operations. My duties included
- stock management, overseeing replenishment teams, and ensuring products were
- always available and accessible to customers. I worked closely with other
- departments to ensure an efficient and satisfactory shopping experience.

2017-2020 | In-store Management controller | LEROY MERLIN, Almada, (Portugal)

- Responsible for monitoring and analyzing the store's financial and operational performance. My
- duties included preparing financial reports, analyzing performance indicators, and
- implementing strategies to optimize profitability.

EDUCATION

- 2022-2024 | Executive MBA | ISCTE EXECUTIVE EDUCATION
- 2010-2020 | Supply Chain Management | NOVA SCHOOL OF BUSINESS AND ECONOMICS
- 2011-2015 | Management | ESGHT - UALG

LANGUAGES

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

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

ADDITIONAL INFORMATION

- My life blends team and individual sports with roles in community groups, serving as both participant and coordinator.



CFO of Private Equity Funds (AUM >180M), having started her career in financial audits and assurance projects, overseeing projects in different sectors including Telecom, Media, Construction, Real Estate, Logistics, among others.

SUSANA QUERIDO

Birthdate: 1994/12/31

+351 930 544 204

queridosf@gmail.com

Portuguese

linkedin.com/in/susana-querido/

PROFESSIONAL EXPERIENCE

Since 2023 | CFO | Crest Capital Partners (PE Funds), Lisbon, (Portugal)

- Responsible for coordinating the accounting, financial reporting, regulatory and tax areas

2015-2023 | Analyst to Manager in Audit & Assurance | Deloitte, Lisbon, (Port)

- Coordination and execution of financial audits
- Coordination and execution of assurance projects, namely internal control review and contractual compliance

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education
- 2012-2015 | Applied Mathematics for Economics and Management | ISEG - School of Economics & Management

LANGUAGES

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

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



Senior Industrial and Management Engineer with +19 years of experience in solar energy in Portugal and Europe, in the development, management and maintenance of solar plants connected to the grid. For the recent years I have improved the leadership and team management as Solar Department Manager.

TIAGO BARATA

Birthdate: 1981/04/23

+351961708111

tmarata@gmail.com

Portuguese

linkedin.com/in/tiagobarata

PROFESSIONAL EXPERIENCE

Since 2023 | Solar Department Manager | Total Energies Renewables Portugal, Lisbon, (Portugal)

- Solar Department Manager of Total Energies Renewables Portugal leading a team of Asset Managers and Operators.
- Business Development of solar hybridization projects (PV + Wind plants) in Portugal.
- Project Manager of under construction Greenfield PV projects in Portugal.

2018-2023 | Solar Department Manager | Generg, Lisbon, (Portugal)

- Solar Department Manager responsible for Asset Management of PV plants in Portugal, Italy, Spain, France, Bulgaria.
- Business Development of Greenfield PV projects in Portugal in market tariff remuneration.
- Business Development of PV projects in EU countries (fixed, trackers, greenhouses).

2011-2017 | Asset Manager - Solar PV Plants | Generg, Lisbon, (Portugal)

- Asset Manager of PV Plants in Portugal.
- Negotiation of PV modules and EPC contracts.
- Technical Support for the Procurement of PV Plants in Romania.

2008-2011 | Project Manager – Solar PV Plants | Generg, Lisbon, (Portugal)

- Project manager of Ferreira do Alentejo (12 MW) and Porteirinhos (6 MW) PV Plants.

2005-2007 | Renewable Energy Engineer | Generg, Lisbon, (Portugal)

- Solar technologies assessments, including PV and CSP. Technical support for business development.

EDUCATION

- 2024 | Transitions to Boards and the C-Suite | London Business School
- 2022-2024 | Executive MBA | ISCTE Executive Education
- 2013 | Executive Program in Advanced Management (PAGE) | Universidade Católica Portuguesa
- 1999-2005 | Industrial Engineering and Management | Instituto Superior Técnico

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

- Personal Website: www.tiagobarata.com
- Hobbies: Photography, Travelling and Swimming



Dynamic healthcare professional, with extensive experience in various roles in the medical devices business area. Proactive and solution focused, I seek to create impact and ensure that each interaction in an opportunity to increase satisfaction, team and customer success.

TIAGO NUNO FELÍCIO MONTEZO

Birthdate: 1983/05/30

+351939711847

tiago.montezo@gmail.com

portuguese

linkedin.com/in/tiago-montezo-1980274/

PROFESSIONAL EXPERIENCE

Since 2019 | Account Manager | Boston Scientific, Lisbon, (Portugal)

- Technical support in cardiac rhythm management devices and follow-ups.
- Presentation of new tools and therapies to the market.
- Product launch, marketing and sales strategies.

2010-2019 | Sales Representative | Medtronic, Lisbon, (Portugal)

- Technical support in cardiac rhythm management devices and follow-ups.
- Presentation of new tools and therapies to the market.
- Product launch, marketing and sales strategies.

2004-2010 | Field Clinical Research Specialist | Medtronic, Lisbon, (Portugal)

- Development of processes of introduction and authorization for clinical trials.
- Technical support in cardiac rhythm management devices and follow-ups.
- Principal and co-trainer for physicians and cardiac technicians

EDUCATION

- 2024 | Transition to Boards and the C-Suite | London Business School
- 2022-2024 | Executive MBA | ISCTE Executive Education
- 2004-2005 | Graduation as Cardiac and Respiratory Technician | Escola Superior de Saúde Egas Moniz
- 2001-2004 | Bachelor as Cardiac and Respiratory Technician | Escola Superior de Saúde Egas Moniz

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

- Love spending time with family in the open air.
- Passionate about music (Conservatory of music).
- Curious about gadgets and technology.



Passionate about building successful businesses, cultivating high-performing teams, fostering workplace happiness. Expertise in eBusiness, Digital Sales, Cash Management & Financial Crime. Driven by strategy development, business transformation, innovation, empowering people & client relations.

VÂNIA FERNANDES

Birthdate: 1981/06/09

+351927466761

vctfernandez@gmail.com

Portuguese

linkedin.com/in/vania-fernandes-07134b10/

PROFESSIONAL EXPERIENCE

Since 2016 | Head of eBusiness and Digital Sales | BNP PARIBAS, LISBON, (PORTUGAL)

- Responsible for eBusiness and Digital distribution of Trading & Research platforms

2010-2016 | UK Cash Account Manager Supervisor and Hub Cash processing | BNP PARIBAS, LISBON, (PORTUGAL)

- Manage Global & Local clients' portfolios operating in UK, monitoring cash flows, back-up of GBP treasury desk

2009-2010 | Financial Crime Operations Analyst | Santander UK, LISBON, (Portugal)

- Detect, investigate, & prevent financial crimes at Santander UK. Analyze transactions, ensure regulatory compliance

2005-2009 | Personal Financial Advisor | Banco Best, Lisboa, (Portugal)

- Provide personalized financial guidance. Customize strategies, manage portfolios, foster financial well-being

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education
- 1999 | Physics | Universidade de Coimbra - FCUL

LANGUAGES

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

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



I'm a dedicated professional, with a strong background, with more than 15 years of professional experience in the Banking sector. Currently, I have completed my training, Executive MBA, at ISCTE Executive Education, in partnership with London Business School. Looking for new knowledge and challenge

YURI JOSÉ ALEXANDRE GASPAR

Birthdate: 1982/05/01

+351938993926

yurialexandregaspar1901@gmail.com

Angolano

linkedin.com/in/yurijagaspar

PROFESSIONAL EXPERIENCE

Since 2023 | Manager | Banco Caixa Geral Angola, Luanda, (Angola)

- Customer and portfolio management

2010-2022 | Manager | Banco Caixa Geral Angola, Luanda, (Angola)

- Customer and portfolio management

Operations technician | Senior Technician | Banco Privado Atlantico, Luanda, (Angola)

- Management and Operations

EDUCATION

- 2022-2024 | Executive MBA | ISCTE Executive Education
- 2012-2013 | Post-Graduate | NOVA Business School
- 2003-2007 | International Relations | Universidade Privada de Angola

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Leadership activities, volunteering, engagement with nonprofit or community, speaking engagement, creative activities and hobbies, creative thinking.

Programs Iscte Executive Education



- Executive MBA
- MBA in Sustainable Management
- Master in Digital Technologies for Business
- Master (Msc) in Applied Management
- Master in Applied Management in Healthcare
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1600-189 Lisboa

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