

Executive MBA

YEARBOOK 2023/25

***Empower Yourself
Change the World***

ACCREDITATIONS, AFFILIATIONS AND RANKINGS



INDEX

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



An unique program in the portuguese market, with over 20 editions



The first and only Executive MBA to be featured in the **QS EMBA Rankings 2024 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 international visit to La Fabrica in Seville



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



**Dulce
Mota**



**Pedro Fontes
Falcão**

Iscte Executive Education Executive MBA is designed for ambitious professionals ready to navigate today's fast-changing global business landscape. This program delivers cutting-edge **management insights and leadership skills, empowering participants to tackle complex challenges with confidence and vision.**

It aims to develop participants ability **to create value, inspire teams, and drive organizational change, which has led to a strong impact on career growth.**

It's a program with **real-world application**, where participants **gain practical, actionable insights that translate directly into workplace success.**

For these reasons, and many others, it is the **#93 Executive MBA in the World, Financial Times ranking.**

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
Managing Director



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



César Araújo
CEO



Elza Pais
Deputy to the
Assembly
of the of the Republic



Gonçalo Salazar Leite
Senior Consultant



Hélder Rosalino
Board Member



Jamila Madeira
Deputy to the
Assembly of the
Republic



João Dias
President



João Madeira
Country Manager



João Paulo Carvalho
Senior Partner



José Gomes
CEO



José Manuel Gomes
Business
Development Direct



Kiko Martins
Owner, CEO & Chef



Luís Onofre
President



Manuel Carlos
Chairman



Marta Mendes Pires
Member of the
Management Board



Miguel Maya
CEO



Miguel Salema Garção
Chief Marketing
& Sales Officer



Nuno Fernandes Thomaz
Senior Partner



Paulo Amorim
President



Ricardo Florêncio
CEO



Rudolf Gruner
General Manager



Rui Leão Martinho
Chairman



Sérgio Leal
Head of Marketing
& Communication

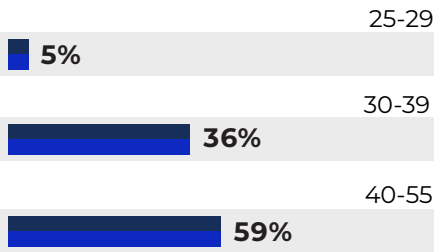
Participant Profile

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 to participants with different work experiences and personal backgrounds.

Gender

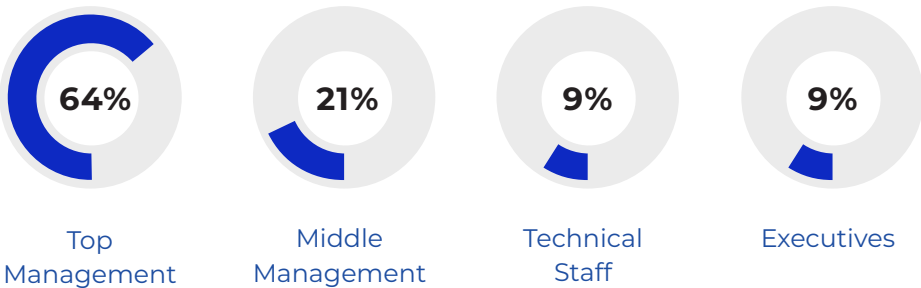


Age



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.

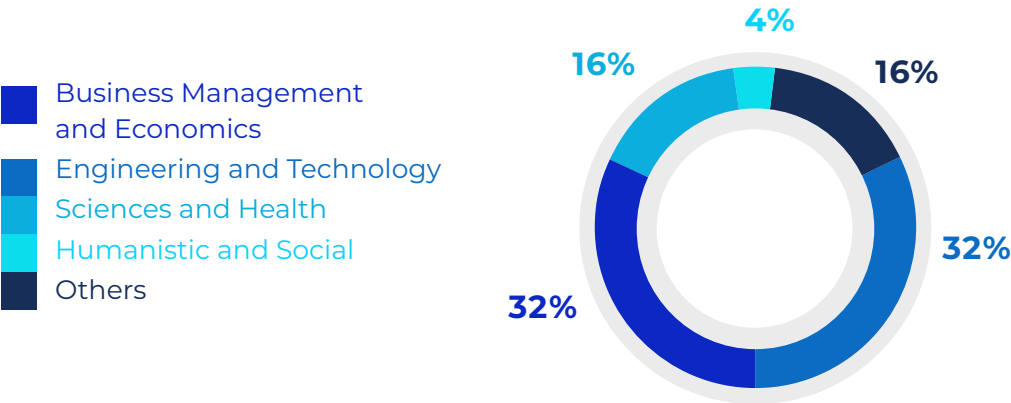
Roles



Sectors



Education



Professional Profile Executive MBA 2023/25





I am an education specialist with over 20 years of experience, dedicated to unlocking each student's human potential through an empathetic and personalised approach. Currently, as Executive Head of School, I apply a strategic and innovative vision to promote academic excellence.

ANA CATARINA GUERREIRO FERNANDES CRUZ SIMAO

Birthdate: 1980/10/02

+351913174109

anacatarinasimao@sapo.pt

Portuguesa

linkedin.com/in/ana-catarina-sim%C3%A3o-774bb4108/

PROFESSIONAL EXPERIENCE

2020/2025 | CEO | Vidamed, ALMADA, (Portugal)

- Operational and strategic management of a paediatric healthcare clinic

2002/2014 | Pedagogical and operational leadership of an Early Years | St Peter's International School, Setúbal, (Portugal)

- Leadership

2014-2021 | Executive Administrator | St Peter's International School, Setúbal, (Portugal)

- Board Member and General Director of an International School

2024 | Executive Head of School | Beyond International School, Oeiras, (Portugal)

- Board Member and General Director of an International School

EDUCATION

- 2000/2005 | Law | Universidade Católica Portuguesa
- 2021/2023 | Postgraduate Degree in Educational Neuroscience | Instituto Português de Psicologia
- 2020 | Leadership and Management Programme | AESE Business School
- 2023/2025 | Executive MBA | ISCTE Executive Education

LANGUAGES

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

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



Dynamic and curious manager, focused on results, with international experience. I value cooperation and interpersonal sensitivity, and I promote a culture of continuous learning and innovation. I am committed to further developing in the areas of strategy and leadership.

ANA CLÁUDIA CORREIA CAROLAS SILVÉRIO

Birthdate: 1989/06/15

+351961662797

anaccarolas@gmail.com

Portuguese

linkedin.com/in/anacarolas/

PROFESSIONAL EXPERIENCE

2024-ongoing | Regional Manager Digital Solutions EMEA | Straumann, Basel, (Switzerland)

- Tailoring global strategy to EMEA, sales implementation, project management, new business models

2020-2024 | Area Sales Manager Orthodontics and Digital Solutions | Straumann, Lisbon, (Portugal)

- Managing a sales team of 8. Budget and KPIs definition. Operational strategy and target achievement

2015-2020 | Territory Manager | Straumann, Lisbon, (Portugal)

- Direct customer sales in implant and ortho business units. Implementation of new aligner brand in Portugal

2013-2015 | Territory Manager | Straumann, London, (UK)

- Direct Customer sales to Dental Laboratories. Digital transformation and new technologies implementation

2011-2013 | Dental Technician | Medimatch, London, (UK)

- Dental technician

EDUCATION

- 2007-2010 | Dental Technology | Faculty of Dental Medicine, Univ of Lisbon
- 2016-2017 | Global Mktg Strategy certification | Thunderbird School of Management, USA
- 2017-2018 | Pharmaceutical Marketing and Business Development Post-Graduation | ISEG, Lisbon
- 2023-2025 | Executive MBA | ISCTE Executive Education, Lisbon

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

- Interested in educational reading in the fields of neuroscience.
- I love to travel and meet new cultures.
- Worked on some volunteer projects - Refood



Birthdate: 1971/03/12

 +351919748804

 ana.coelho.damaso@gmail.com

Portuguese

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

PROFESSIONAL EXPERIENCE

2022 - to date | Manager | Manifesto da Razão, Lisboa, (Portugal)

- Independent consultant driving business growth, strategic partnerships, and financial sustainability.
- Supports SMEs with financial planning, forecasting, and investment, fostering solid and scalable growth.

2017-2023 | Board Member | Europe Active, Belgium, (Bruxelas)

- Board member at Europe Active, contributing to EU-level strategy and advocacy for the fitness and health sector.
- Vice-Chair & Treasurer; led budgeting, reporting & compliance for NGO board based in Brussels

2006-2023 | Board Member | Portugal Activo, Lisboa, (Portugal)

- Supervisory Board as Chairman for several years and in recent years part of the Board of Directors as Vice-Chairman
- This association aims to develop the fitness sector in Portugal by promoting healthier lifestyles

2000-2022 | Executive Director | Club 7, SA, Lisboa, (Portugal)

- Led finance & operations at Club 7; defined strategy, KPIs, and managed M&A and teams.
- Achieved key results: +33 yrs on surface rights, digital pivot in 2 weeks, NPS 73%, retention 3x market.

1992-2000 | Supervisor | EY, Lisboa, (Portugal)

- Led teams in planning and executing audits, ensuring quality and timely reporting.
- Managed projects for brands like Lego, Lidl, Bayer, Chicco, Hovione, Sonae, Marconi, among others

EDUCATION

- 2023-2025 | Executive MBA | ISCTE Executive Education
- 1993 | Especialização em Controlo Financeiro | Instituto superior de Contabilidade e Administração de Lisboa
- 1989-1992 | Curso Superior de Contabilidade e Administração | Instituto Militar dos Pupilos do Exército

LANGUAGES

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

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



I am currently a manager at CGD, where I have gained experience across multiple areas of the bank. I am passionate about continuous learning, connecting with people, traveling, photography, gastronomy, and maintaining an active lifestyle. I also value quality time with family and friends.

ANA LUÍSA MARTINS FERNANDES

Birthdate: 1977/11/08

+351916702770

almfernandes@gmail.com

Portuguese

linkedin.com/in/ana-martins-fernandes-377a5511

PROFESSIONAL EXPERIENCE

2001-2025 | Branch manager at Caixa Geral de Depósitos |
Caixa Geral de Depósitos, Lisboa, (Portugal)

- I am responsible for the management of the bank branch on Avenida da Liberdade.

EDUCATION

- 2023-2025 | Executive MBA | INDEG - ISCTE Executive Education
- 2021 | Programa executivo de desenvolvimento de gerentes bancários | Católica Lisbon School of Business and Economics
- 2012 - 2013 | IFB Curso de Especialização, Risco e Recuperação de Crédito | Instituto de Formação Bancária
- 2006-2007 | ISGB Pós-Graduação, Marketing e Gestão Comercial de Serviços Financeiros | Instituto Superior de Gestão Bancária
- 1996-2001 | Gestão | ISEG - Instituto Superior de Economia e Gestão

LANGUAGES

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

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

Birthdate: 1996/07/16

+351967562975

ana_galanducho@hotmail.com

Portuguese

linkedin.com/in/margaridagalanducho/

PROFESSIONAL EXPERIENCE

Since 2023 | Chief Operating Officer | LivinGroup - Pagani Capital SGPS, Lisbon, (Portugal)

- Daily supervision, team and process management, focus on efficiency and strategic business alignment.

2020-2022 | Accounting and Financial Analyst | BNP Paribas, Lisbon, (Portugal)

- Analysing and validating P&L, supporting reporting, controlling processes and improving operational efficiency.

2019-2020 | Associate | PwC - Tax Reporting & Strategy, Lisbon, (Portugal)

- Preparation of tax and accounting procedures, financial control and production of consolidated statements

2017-2019 | Financial Controller Assistant | Bomporto Hotels, Lisbon, (Portugal)

- Support for management control, analysing indicators, stock management and operational financial planning.

EDUCATION

- 2023-2025 | Executive MBA | ISCTE Executive Education
- 2018-2020 | Master in Business Economics and Competition | ISCTE Business School
- 2014-2017 | Accounting and Administration | ISCAL

LANGUAGES

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

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

 +351967562975

 ana_galanducho@hotmail.com

Portuguese

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

Since 2023 | Chief Operating Officer | LivinGroup - Pagani
Capital SGPS, Lisbon, (Portugal)

- Daily supervision, team and process management, focus on efficiency and strategic business alignment.

2020-2022 | Accounting and Financial Analyst | BNP Paribas,
Lisbon, (Portugal)

- Analysing and validating P&L, supporting reporting, controlling processes and improving operational efficiency.

2019-2020 | Associate | PwC - Tax Reporting & Strategy, Lisbon,
(Portugal)

- Preparation of tax and accounting procedures, financial control and production of consolidated statements

2017-2019 | Financial Controller Assistant | Bomporto Hotels,
Lisbon, (Portugal)

- Support for management control, analysing indicators, stock management and operational financial planning.

EDUCATION

- 2023-2025 | Executive MBA | ISCTE Executive Education
- 2018-2020 | Master in Business Economics and Competition | ISCTE Business School
- 2014-2017 | Accounting and Administration | ISCAL

LANGUAGES

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

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



Executive with experience in B2B leadership in the financial and accounting sectors. Works in SMEs with a strategic focus, financial and people management. Engages with various sectors and develops skills in Coaching and NLP, promoting ethical and lasting relationships.

ANA MARIA ALINHO SOUSA LOURO

Birthdate: 1972/06/05

+351 966171290

ana.a.louro@gmail.com

Portuguese

linkedin.com/in/anaalouro

PROFESSIONAL EXPERIENCE

2020 to present | Business Unit Managing Partner | Moneris – Serviços de Gestão SA, Lisbon, (Portugal)

- Coordination of the Lisbon business unit | 63 employees | Revenue > €2.5M

Feb 2019 – Dec 2019 | Operations Director | Moneris – Serviços de Gestão SA, Lisbon, (Portugal)

- Managed a team of 3 managers (indirect reports – 63); prepared commercial proposals

2016 – Dec 2018 | Assistant Manager | Moneris – Serviços de Gestão SA, Lisbon, (Portugal)

- Managed a team of 6 supervisors; integrated into the Operational team, Coordinated team workflows

May 2012 – Sep 2016 | Operations Advisor | NUCASE – Accounting and Tax Services, Lisbon, (Portugal)

- Supported changes in the accounting department's workflows, Trainer, Process implementation

2011 – 2016 | Internal Audit Coordinator | NUCASE – Accounting and Tax Services, Lisbon, (Portugal)

- Coordination of the audit team | 4 auditors

2006 – 2015 | Supervisor – Accounting/Tax Consulting | NUCASE – Accounting and Tax Services, Lisbon, (Portugal)

- Defined and controlled the annual budget of the operational center, Monitored the profitability of services

2004 – 2013 | Financial Controller | Eurotaxglass's Portugal, Lisbon, (Portugal)

- Preparation and analysis of Forecast and Budget, Monthly IFRS reporting

2003 – 2005 | Senior Consultant and Coordinator of the Management Consulting Department | NUCASE – Accounting and Tax Services, Lisbon, (Portugal)

- Coordination and consulting

EDUCATION

- 2023–2025 | Executive MBA | ISCTE Executive Education
- 2018–2019 | Management and Leadership Program | AESE
- 2012–2013 | Bachelor's Degree in Accounting and Administration | ISCAL
- 1990–1993 | Associate Degree in Accounting and Administration | ISCAL

LANGUAGES

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

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



Excellence, Integrity and Respect are my main drivers to be a successful woman in my career. My greatest motivation is to learn, grow professionally and accept new challenges that keep me enthusiastic about my work. Curiosity, innovation and leadership are part of my DNA. Sky is never the limit.

ANA RITA MARQUES SOARES

Birthdate: 1976/12/06

+351962036639

anaritasoares7@gmail.com

Portuguese

linkedin.com/in/ana-rita-soares-52a34029/

PROFESSIONAL EXPERIENCE

Since 2024 | Medical Director - Cardiometabolic Health Global Medical Affairs | Eli Lilly, Lisbon- Indianapolis, (Portugal - USA)

- Development of medical strategies in order to launch new products and new indications in the different major market
- Monitoring of medical teams in EU, South America and Canada to ensure the implementation of the Global strategy

2020 - 2024 | Sr Global Advisor/Medical Director, Lilly Diabetes Obesity Global Medical Affairs, BI-LLY Alliance | Eli Lilly, Lisbon- Indianapolis, (Portugal - USA)

- Medical Strategy lead to launch new indications within an Alliance with other pharma company across globe, B2B/B2G

2012-2020 | Clinical Research Scientist / Senior Clinical Research Scientist | Lilly Portugal, Lisbon, (Portugal)

- Integration in Global Leadership Council as Med affiliate working in GBP, Mgmt/Own. of MedAffairs budget
- Scientific and creative support to design promotional/educational assets and tactics for new products launches

2008-2012 | Clinical Development Consultant | Lilly Portugal, Lisbon, (Portugal)

- Management of Study and site feasibilities and identification for implementation of clinical trials

2006-2008 | Real World Evidence and Epidemiological Studies Department Director | Eurotrials, Scientific Consultants, Lisbon, (Portugal)

- Mgmt/Sup/training of CRA Team / Coordination, planning, conduction of RWE and Epi studies.

2003-2006 | CRA/Sr. CRA/RWE and Epidemiological Studies Manager and Clinical Trials Project Manager | Eurotrials, Scientific Consultants, Lisbon, (Portugal)

- Management of Epi studies/implementation/management of CRA team/Implementation/monitoring of Clinical Trials

2001-2003 | Basic Researcher in Bacteriology | Instituto Nacional de Saúde Dr. Ricardo Jorge, Lisbon, (Portugal)

- Mgmt of research projects and team/Research in the field of Bacteriology (E. coli and Salmonella)

EDUCATION

- 2023-2025 | Executive MBA | INDEG-ISCTE Executive Education in partnership with London Business School
- 1995-2000 | Biotechnological Engineering | Universidade Lusófona de Humanidades e Tecnologias

LANGUAGES

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

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



Over 25 years' experience in Operations and People Management, leading with both high standards and empathy. Following my MBA, I am seeking new challenges where I can apply strategic vision, develop teams, and generate positive impact in purpose-driven business or social organisations.

ANABELA OLIVEIRA DA SILVA MARTINS MOURA

Birthdate: 1973/08/21

+351914000472

aosmm43@gmail.com

Portuguese

linkedin.com/in/anabela-silva-moura-515552125/

PROFESSIONAL EXPERIENCE

Since 2016 | Operations Director | SOGENAVE / SERDIAL, SA, Loures, (Portugal)

- National leadership in operations, focusing on team coordination, processes, and strategic performance.
- Client management and implementation of solutions aligned with the objectives and vision of SOGENAVE, part of the T

2011 – 2016 | Operations Manager | S MAIS – FACILITY SERVICES, Lda, Carnaxide, (Portugal)

- Management of multisectoral services. Team coordination, contract supervision, logistical planning,
- and development of operational efficiency strategies.

1999 - 2011 | Operations Manager | ITAU – Instituto Técnico Alimentação Humana, SA, Lisboa, (Portugal)

- Progressed from HR Technician to Area Operations Manager. Responsible for human resources management,
- team coordination, and achievement of operational targets in institutional food service environments.

1997 - 1999 | Administrative and IT Manager | SOLBEL – Sociedade de Bebidas e Produtos Alimentares, Lda, Lisboa, (Portugal)

- Personnel, accounting, and IT management. Support to the company's administrative structure and internal processes.

1995 - 1997 | Administrative and IT Assistant | FICACÉM – Comércio e Reparação de Automóveis, Lda, Cacém, (Portugal)

- In charge of IT systems, accounting, personnel management, and administrative support.

1993 - 1995 | Trainer / IT Technician | Visão Informática Profissional, SA, Lisboa, (Portugal)

- Trainer and installer of software solutions. Technical and pedagogical support for users.

EDUCATION

- 2023 – 2025 | Executive MBA | ISCTE Business School / London Business School
- 2013 | Curso PDE – Plano Direção de Empresas | AESE – Escola de Negócios
- 2009 | Programa Geral de Gestão | Universidade Católica Portuguesa
- 1994 – 1999 | Licenciatura em Recursos Humanos e Organização Estratégica | ISLA - Instituto Superior de Línguas e Administração
- 1992 | 12º ano Técnico Profissional Informática | Liceu Passos Manuel

LANGUAGES

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

ADDITIONAL INFORMATION

- Volunteer in food support for people experiencing homelessness. PADI Advanced certified diver. Passionate about travel, photography, and sports.



Financial Markets Back Office Specialist with over 10 years of experience, managing tax reclaims, QI compliance, corporate actions, custody accounts, and various projects. Passionate about life, challenges, and aviation.

ANNA BONDARENKO

Birthdate: 1989/06/10

+351967105297

bondarenko.anna.evg@gmail.com

Portuguese

linkedin.com/in/anna-bondarenko-5a045960/

PROFESSIONAL EXPERIENCE

Since 2014 | Technician | Caixa Geral de Depósitos, Lisbon, (Portugal)

- Financial Markets Back Office: Financial Operations | Corporate Actions | Tax | Qualified Intermediary | Projects

2013-2014 | Technical and Finance Assistant | Viagens Abreu, Lisbon, (Portugal)

- Technical and Finance Assistant

2012-2012 | Summer intern | Nautel - Sistemas Electrónicos, Lisbon, (Portugal)

- Summer internship

2009-2009 | Member | AIESEC - Lisboa ISEG, Lisbon, (Portugal)

- Member of international student association

EDUCATION

- Since 2023 | Pilot Course | AWA
- 2023-2025 | Executive MBA | ISCTE Executive Education
- 2022-2023 | High Flyers Management Program: Dare to Fly | IDEFE/ISEG
- 2017-2018 | Post-Graduate in Banking and Insurance Management | IDEFE/ISEG
- 2008-2013 | Bachelor degree in Management | ISEG

LANGUAGES

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

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



Manager with experience in the renewable energy sector, specialized in asset management, energy markets, and civil engineering. Executive MBA (ISCTE/LBS), with strong focus on leadership, innovation, and digital transformation. Strategic profile, results-driven and growth-oriented.

BRUNO LAMEZ

Birthdate: 1979/09/01

+351964495312

bruno.lamez@totalenergies.com

Portugal

linkedin.com/in/bruno-lamez/

PROFESSIONAL EXPERIENCE

Since 2025 | Business Continuity Coordinator | TotalEnergies, Lisbon, (Portugal)

- Leads the development of BCP to safeguard critical operations and minimize downtime during crises

Since 2024 | Construction Coordinator | TotalEnergies, Lisbon, (Portugal)

- Responsible for coordinating site supervision teams for the construction of renewable energy power plants

Since 2024 | Assets Performance Analyst | TotalEnergies, Lisbon, (Portugal)

- Consults on strategy implementation at the dispatch center to optimize assets performance and market integration

Since 2014 | Civil Engineer | TotalEnergies, Lisbon, (Portugal)

- Civil Engineer overseeing project design, technical compliance, and construction support for energy infrastructure

2008-2019 | Renewable Energy Site Assessment Engineer | TotalEnergies, Lisbon, (Portugal)

- Leads energy yield assessments and site prospecting to identify new locations for renewable energy development

EDUCATION

- 2023-2025 | Executive MBA | ISCTE-IUL
- 2012-2014 | Civil Engineering | ISEL - Instituto Superior de Engenharia de Lisboa
- 1998-2003 | Mining and Petroleum Engineering | IST - 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

ADDITIONAL INFORMATION

- Enjoy playing football, spending time with family, traveling, and acting responsibly towards nature and environmental sustainability.



in

EDUCATION

- R&D of SMD electronic systems, Integrated Circuit Design, CAD Layout.

- 1998-2004 | DipEng., Electrical and Computer Engineering | NOVA
School of Science & Technology

A1 A2 B1 B2 C1 C2


★★★★★

★★★★★


INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY



CLÁUDIA ALEXANDRA MARTINS RODRIGUES

 claudiamr1993@gmail.com

 Portuguese

 linkedin.com/in/cl%C3%A1udia-martins-83373b152/

PROFESSIONAL EXPERIENCE

Since 2025 | Broker Manager | Allianz Trade, Lisbon, (Portugal)

- Currently working in the International Department at COSEC.

2020-2025 | Contract Management | Allianz Trade, Lisbon, (Portugal)

- Contract management for Portuguese companies.
- Responsible for functions such as reporting, dynamisation, client management, documentation and constant updating.

2015-2020 | Dental prosthesis technician | GSD Dental Clinics, Lisbon, (Portugal)

- Responsible for the fixed prosthesis technical area in the laboratory.
- Carrying out removable prosthesis work.
- Attending prosthetic appointments relating to the work carried out.
- Invoicing and administrative activities inherent in the day-to-day running of the laboratory.

EDUCATION

- 2023-2025 | Executive MBA | Iscte Executive Education
- 2017-2020 | Licentiate degree Management | ISCAL

LANGUAGES

Portuguese

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

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



I am an experienced professional in the life sciences and pharmaceutical sectors, specializing in business development, consultancy and market research. Solid leadership, cross-functional and intercultural collaboration driving operational success and strategic planning.

CLÁUDIA MARIA FIGUEIREDO PATRÍCIO

Birthdate: 1978/11/25

+351933960083

claudiamfp@gmail.com

Portugal

linkedin.com/in/claudia-patricio-52613814/

PROFESSIONAL EXPERIENCE

Since 2024 | **Strategic Business Development and Information Management Director** | **Unidade Local Saúde São José, Lisboa, (Portugal)**

- Contracts management with the pharmaceutical industry/ Business development and management of strategic information

2023-2024 | **Lecturer** | **Universidade Europeia, Lisboa, (Portugal)**

- Business Intelligence

2021-2022 | **Senior Consultant (NSH PT - Germany)** | **IQVIA, Lisboa, (Portugal)**

- Team management / Business development / Project management & implementation of multi-Country projects

2017-2021 | **Quality Control Director (Portugal, Spain, Ireland, Germany)** | **HMR, Lisboa, (Portugal)**

- Team management/ Market research studies / Information Quality assurance / Generation of new insights

2015-2017 | **Market Research Director** | **QMETRICS, Lisboa, (Portugal)**

- Team management/ Negotiation and prospecting new clients and suppliers & develop new business opportunities

2010-2015 | **International Senior Consultant** | **CEGEDIM, Lisboa, (Portugal)**

- Team coordination/ Business development/ Implementation of consultancy projects EMEA, LATAM, APAC pharma industry

2007-2010 | **Data Analyst** | **IQVIA (IMS HEALTH), Lisboa, (Portugal)**

- Market Research studies/ Statistical analysis about the pharmaceutical and healthcare markets

EDUCATION

- 2023-2025 | Executive MBA | ISCTE
- 2017 | Digital Marketing | Universidade Católica
- 2009-2010 | Marketing and Sales Management - Pharmaceutical Industry | ISCTE
- 2005-2007 | Statistics and Information Management | Universidade Nova de Lisboa - NOVA IMS
- 1996-2002 | Applied Mathematics | Universidade de Évora

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

- Passionate about Swimming, Pilates and Guitar
- Attended Theater workshops and practiced contemporary dance for several years



[linkedin.com/in/duarte-santos-nunes/](https://www.linkedin.com/in/duarte-santos-nunes/)

- 2023-2025 | Executive MBA | ISCTE Executive Education
- 2012-2013 | Postgraduate in Business Administration and Insolvency Recovery | Universidade Lusíada de Lisboa
- 2011-2014 | Business Management | ISLA - Leiria
- 2005-2010 | Law | Universidade Lusíada de Lisboa

- Responsible for the credit risk team, strategic decisions and commercial support for clients and partners.

- Trainee Lawyer during this period, finalising the same successfully, finalising the same successfully.

English

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



Extensive experience in the financial sector, gained through roles in both private banks such as Banco BPI and Santander, as well as in supervisory functions at the Bank of Portugal, with a particular focus on IRRBB, liquidity, and market risk.

FÁBIO MIGUEL DA SILVA PASSOS

Birthdate: 1986/08/08

+351913551996

fabiodasilvapassos@gmail.com

Portuguese

linkedin.com/in/fabiodasilvapassos/

PROFESSIONAL EXPERIENCE

2024-now | Analyst | Banco BPI, Lisbon, (Portugal)

- IRRBB and liquidity risk control, performed risk measurement, reporting, compliance, and mitigation actions.

2016-2024 | Supervisor | Banco de Portugal, Lisbon, (Lisbon)

- Supervision of IRRBB, market & liquidity risks, stress tests, ICAAP, and ITS implementation in banks

2008-2016 | Financial Risk Analyst | Santander, Lisbon, (Portugal)

- Trading, FX & fixed income mgmt, IRRBB, ITS reporting, model risk (VaR, backtesting), ECB & BdP compliance.

EDUCATION

- 2 | Executive MBA | ISCTE Executive Education
- 2 | Mathematical finance | ISCTE
- 2 | Economics | ISCTE

LANGUAGES

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

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



Executive with over 12 years of experience in senior leadership roles and more than 20 years in team management. As General Manager and CEO, I have led restructurings at board level, with a focus on operational excellence and team development. Strategic approach centred on mentoring and purpose.

FIDÉLIO ALEGRIA

Birthdate: 1975/09/30

+351 926 678 508

fidelioalegria@hotmail.com

Portuguese

linkedin.com/in/fidelio-alegria/

PROFESSIONAL EXPERIENCE

2024 | CEO | Sjaak van Schie BV, Maasdijk, (The Netherlands)

- Chairman of the Board of Directors of Sjaak van Schie BV Group
- Managing director the Group for the implementation of policies, mission, vision, values, and business strategy.
- Directly responsible for the Finance, HR, and IT departments.
- Representative and ambassador of the group before all stakeholders.

2019-2024 | General Manager | Jacobus van Schie Unip. Lda, Montijo, (Portugal)

- Chairman of the Management Team and Board Member of the Sjaak van Schie BV Group.
- Accountable for driving the organisation's development and professionalisation.

2012-2020 | Founder and Managing Director | DefiroValor Unip. Lda, Vendas Novas, (Portugal)

- Specialised consultant in reverse logistics services
- Managing external and international teams in a hybrid work environment.

EDUCATION

- 2023-2025 | Executive MBA | ISCTE - Executive Education

LANGUAGES

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

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



GONALO MIGUEL PINTO XAREZ

Birthdate: 1983/03/13

+351963225901

goxarez@gmail.com

Portuguese

linkedin.com/in/goncaloxarez/

PROFESSIONAL EXPERIENCE

Since 2018 | Area Sales Manager | Straumann Group PT, 2790-072 Carnaxide, (Portugal)

2017 - 2018 | Territory Manager | Straumann Group PT, 2790-072 Carnaxide, (Portugal)

2010 - 2017 | Territory Manager | Same Day Solutions, Carnaxide, (Portugal)

I started as ASM in September 2016 and in December 2016 the company was acquired by the Straumann Group.

2009 - 2010 | Gestor de Clientes | Cocktail Team, Massamá, (Portugal)

EDUCATION

- 2023 - 2025 | Executive MBA | ISCTE Executive Education
- 2018 - 2018 | Sales and Commercial Management Programme | Universidade Catlica Portuguesa
- 2006 - 2009 | Degree in Marketing Management | IPAM - Lisboa

LANGUAGES

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

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



Experienced project manager with a proven track record in various sectors, including manufacturing, construction, logistics, industrial maintenance, healthcare, automotive after-sales and consultancy, in national and multinational environments.

GONALO VIEIRA

Birthdate: 1980/10/28

+351963548257

goncalo.vieira@hotmail.com

Portuguese

linkedin.com/in/vieiragoncalo/

PROFESSIONAL EXPERIENCE

Since 2023 | Project Manager | Inova+, Marinha Grande, (Portugal)

- Project manager for the 'Packaging for the Future' Mobilising Agenda 19 projects, 79 entities and an investment

2016-2023 | QSA & Innovation Manager | Grupo DP, Leiria, (Portugal)

- Responsible for Licensing and QSA management in the DP Group (with branches in France and Paraguay)

2016-2016 | Senior Technician | Centro Hospitalar de Leiria, Leiria, (Portugal)

- Responsible for managing Works, Transport, Medical Gases, etc. in the Facilities and Equipment Department

2014-2016 | Warehouse Manager | Grupo Lena SGPS, Leiria, (Portugal)

- Responsible for managing the Lena Group's warehouses (Construction, Maintenance and Export)

2012-2014 | QSA Country Manager | Grupo Lena Venezuela, Caracas, (Venezuela)

- Responsible for the QSA area in the country in the construction of 50000 houses and 2 prefabricated factories
- 3rd party audits in the manufacture of metal structures (EN1090) to be exported to Venezuela

EDUCATION

- 2023-2025 | Executive MBA | Iscte Executive Education
- 2020-2021 | Postgraduate Project Management | Polit cnico de Leiria
- 1998-2004 | Industrial Engineering and Management | Universidade de Aveiro

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

- "Do or do not, there is no try"



Dynamic manager with proven leadership in operations, procurement, and logistics. Skilled in managing cross-functional teams, driving strategic initiatives, and implementing data-driven solutions to optimize performance and deliver business growth.

HENRIQUE PIRES

Birthdate: 1982/04/08

+351934787656

pires.h@gmail.com

Portuguese

linkedin.com/in/henrique-pires-82927261/

PROFESSIONAL EXPERIENCE

Since 2025 | Supply Chain Manager | Puratos, Sintra, (Portugal)

- Currently managing the Demand Planning, Production Planning, Provisioning and Logistics teams.

2022-2025 | Supply Chain Manager | LAUAK Portugal, Setúbal, (Portugal)

- Supply Chain Management of the two LAUAK Group factories in Portugal (Setúbal and Grândola).

2020-2021 | Operations Manager | Maclaren, Setúbal, (Portugal)

- Managed Operations, Supply Chain, Manufacturing and full Assembly for Maclaren products.

2016-2020 | Quality Manager | Air Olesa - Aeronautical Systems and Components, Évora, (Portugal)

- Managed processes and procedures to ensure compliance with the standards for Aviation, Space and Defense.

2014-2015 | Consultant | Accenture, Lisbon, (Portugal)

- SAP - Supply Chain Management - Civil Construction & Machinery, Telecommunications and Renewable Energy sectors.

EDUCATION

- 2023-2025 | Executive MBA | ISCTE Executive Education
- 2022-2022 | Specialization - Business Intelligence & Advanced Data Analytics | Instituto Superior Técnico
- 2022-2022 | Specialization - Operations Management | Instituto Superior Técnico
- 2020-2020 | Specialization - Lean Six Sigma Black Belt | Instituto Superior Técnico
- 2010-2012 | MSc. Biosystems Engineering | University of Évora
- 2000-2009 | BSc. Biophysical Engineering | University of Évora

LANGUAGES

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

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



I'm passionate about building genuine client relationships where personal bonds and commercial goals go hand in hand. This connection fuels my passion for technical excellence in lab diagnostics and keeps my work both meaningful and fulfilling.

HUGO CORREIA

Birthdate: 1980/11/09

+351964470947

hjrcorreia@proton.me

Portuguese

linkedin.com/in/hjrcorreia/

PROFESSIONAL EXPERIENCE

Since 2015 | Sales Representative | Iberlab, Maia, (Portugal)

- Maintain desirable pricing levels through effective sales negotiation;
- Develop clear and effective written proposals and quotations for current and prospective customers;
- Expedite the resolution of customer's problems and complaints;
- Establish, develop and maintain business relationships with current customers and prospective customers.

2008-2014 | Biomedical Scientist | Military Hospital, Lisbon, (Portugal)

- Reviewed test results, QC records, proficiency testing results, and preventive maintenance records;
- Assisted in review of SOP and Quality Control procedures;
- Performed, monitored and recorded microbiological diagnostics of pathogens, all human specimen, growing cultures;
- Performed molecular biology assays.

EDUCATION

- 2025 | Executive MBA | ISCTE Executive Education
- 2011 | Clinical Analysis Specialization | Faculdade de Farmácia, Universidade de Lisboa
- 2007 | Biochemistry | Universidade de Coimbra

LANGUAGES

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

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



Experienced Operations Manager with a strong background in the industrial sector. Armed with a degree in Industrial Management and several MBAs and Certified Lean Six Sigma Black Belt. Complementary management, leadership and negotiation training at Harvard and Chicago. Strategy & Energy enthusiast

IÚRI PASSARINHO

Birthdate: 1993/01/27

+351924312900

iuripassarinho@gmail.com

Portuguese

linkedin.com/in/iuripassarinho

PROFESSIONAL EXPERIENCE

Since 2023 | Operations Manager | Ecoslops Portugal SA, Sines, (Portugal)

- Responsible for five departments, managing a team of 30+ people.

2022 | Production Manager | Ecoslops Portugal SA, Sines, (Portugal)

- Accountable for managing plant's production activities across multiple shifts and departments.

2016-2021 | Production Supervisor | Ecoslops Portugal SA, Sines, (Portugal)

- Coordination of 5 production teams on rotating shifts.

2014-2016 | Shift Supervisor | Ecoslops Portugal SA, Sines, (Portugal)

- Responsible for coordinating a production team.

2012-2013 | Chemical Process Technician | Repsol Polímeros, Sines, (Portugal)

- Engaged in the production of 1,3-Butadiene and MTBE/ETBE in an Olefins plant.

EDUCATION

- 2023-2025 | Executive MBA | ISCTE Executive Education in collaboration with London Business School
- 2022-2022 | MBA Essentials | The London School of Economics and Political Science
- 2022-2022 | MBA in Operations Management | Comunidade Lean Thinking – CLT Services
- 2018-2022 | BSc in Industrial Management and Technology | Instituto Politécnico de Setúbal

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

- Member of Future Energy Leaders PT
- 5 Merit Scholarships (aicep Global Parques + DGES)
- Mentor at IPS Mentorship Program
- Certified Trainer (IEFP)



Graduated in Economics and Business Management, with a postgraduate in Financial Analysis, a Master's in Monetary and Financial Economics, and an Executive MBA from ISCTE. Senior Risk Analyst at Novobanco, focusing on internal control, findings and management reporting (data).

JOÃO FRANCISCO SANTOS NUNES

Birthdate: 1996/10/13

+351911837502

joaofsn96@gmail.com

Portuguese

linkedin.com/in/joaosantosnunes

PROFESSIONAL EXPERIENCE

2024-Present | Senior Risk Analyst | Novobanco, Lisbon, (Portugal)

- Follow-up on Novobanco's findings, management information (data), regulatory management and risk.

2019-2024 | Risk Analyst | Caixa Central de Crédito Agrícola Mútuo, Lisbon, (Portugal)

- Preparation of regulatory reports for the Supervisor (Stress tests; Solvency reporting); RAF monitoring.

EDUCATION

- 2023-2025 | Executive MBA | ISCTE - Executive Education
- 2019-2022 | Master's degree in Monetary and Financial Economics | ISCTE – University Institute of Lisbon
- 2018-2019 | Postgraduate in Financial Analysis | ISEG - Executive Education
- 2016-2019 | Degree in Economics | Lusíada University of Lisbon
- 2015-2018 | Degree in Business Management | Lusíada 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

ADDITIONAL INFORMATION

- I love spending time with my family, walking, travelling, and doing sports (e.g. running, football). I like reading and watching news.



Professional career in the heavy metalworking area in the energy sector, where I have developed functions as a Process/Production Engineer, to Activity Coordinator. I combine technical and management knowledge, allowing me to be focused on results and value creation.

JOÃO MIGUEL SUCENA MARQUES

Birthdate: 1990/05/23



 +351 926 903 307

 jsucena.23@gmail.com

Portuguese



 [linkedin.com/in/jo%C3%A3osucenamarques/](https://www.linkedin.com/in/jo%C3%A3osucenamarques/)

PROFESSIONAL EXPERIENCE

Since 2022 | Coordinator (Electrical, Gas and Elevator Inspections) | Bureau Veritas Portugal, Lisboa, (Portugal)

- Responsible for ensuring the effective and efficient execution of activities

2020-2022 | Chief Operations Officer | Deltrain S.A., Setúbal,
(Portugal)

- Implementation of effective strategies to achieve operational results targets

2018-2020 | Welding Coordinator and Production Engineer | A. Silva Matos Metalomecânica, Aveiro, (Portugal)

- Technical review of the specification; Preparation of welding documentation

2013-2018 | Process Engineer | Alstom Power Portugal / General Electric, Setúbal, (Portugal)

- Responsible for issuing production procedures and raw material procurement specifications

EDUCATION

- 2023-2025 | Executive MBA | ISCTE Executive Education (Lisboa, Portugal)
- 2016-2018 | Postgraduate degree in Welding Engineering (EWF Qualification) | Instituto de Soldadura de Qualidade (Lisboa, Portugal)
- 2008-2014 | Master degree in Materials Engineering | Instituto Superior Técnico (Lisboa, Portugal)

LANGUAGES

English

A1 A2 B1 B2 C1 C2

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



I'm a Marketing and Strategy Head with 17 years of consolidated experience in digital transformation, CRM implementation, and e-commerce optimization, working with diverse brands in Portugal. I lead and teach consultants through the agile method to do better things faster and cheaper.

JOÃO NUNO ANTÓNIO CALADO

Birthdate: 1989/04/26

+351918035810

joaonunocalado.digital@gmail.com

Portuguese

linkedin.com/in/joaonunocalado

PROFESSIONAL EXPERIENCE

2025 | Invited Professor | IPAM Lisboa, Lisboa, (Portugal)

- Degree in Marketing Management - Course unit Information systems - Martech

2021-2025 | Head of Marketing | SGS Portugal, Lisboa, (Portugal)

- Reporting to the Manager, creation and leadership of the marketing and communications department.

2020-2021 | E-commerce & digital Manager | Stricker, Lisboa, (Portugal)

- I managed a worldwide e-commerce and the relationships between industry marketplaces.

2017-2020 | Account Director | Plot Agency, Lisboa, (Portugal)

- Leading digital transformation strategies. Client: Associação Mutualista do Montepio

2015-2017 | Digital project manager | Jerónimo Martins, Lisboa, (Portugal)

- Web and mobile projects owner at Pingo Doce & Marketing Digital Teacher at Escola Jerónimo Martins

2013-2015 | Digital Marketing Consultant | Freelancer, Lisboa, (Portugal)

- Gestão de Social media, Criação de conteúdos, SEO e SEM especialista

2007-2013 | Sales representative & Customer Service | PT SALES, Lisboa, (Portugal)

- Gestão de cliente particulares serviços MEO residenciais

EDUCATION

- 2025 | Executive MBA | ISCTE Executive Education
- 2019 | Innovation Management | Universidade Europeia
- 2012 | Marketing Management | IPAM 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

- Certified PSPO I - Scrum.ORG
- Certified Consultative Selling - Neuroscience - SGS Productivity by Leansis
- Certified Implementation 27001 - SGS



Professional background essentially in Finance area across different roles (Audit, Consultant, Financial Reporting and Controlling), working on Multinational context. Experience in different businesses between sectors of Services, Retail and FMCG.

JOÃO NUNO SOUSA CUNHA RIBEIRO DA FONSECA

Birthdate: 1983/05/05

+351969747387

jenunofonseca@gmail.com

Portuguese

linkedin.com/in/joaoribfonseca

PROFESSIONAL EXPERIENCE

2020-currently | Senior Financial Controller Iberia | Brandcare, Lisbon, (Portugal)

- Responsible for the Iberia Planning and Management Control Department (Reporting, Planning)

2015-2020 | Audit & Financial Controller | Pernod Ricard, Lisbon, (Portugal)

- Head of the Planning and Management Control Department (Reporting, Planning, Internal Control)

2013-2015 | Management Controller | Vitas Portugal, Lisbon, (Portugal)

- Planning, monitoring and reviewing company budgets; planning and reviewing investments

2012-2013 | Finance Controller Decathlon Online / DAF Koodza Portugal | Oxylane Group, Lisbon, (Portugal)

- I held the positions of Financial Controller for Decathlon Portugal's e-commerce business and DAF Koodza Portugal.

2010-2012 | Director Administrativo e Financeiro | Koodza (Oxylane Group), Lisbon, (Portugal)

- Financial supervision of a start-up that was part of a multinational (oxylane Group) which includes Decathlon

2008-2009 | Senior Consultant | Deloitte Consultores SA, Lisbon, (Portugal)

- Due diligences / M&A/ Transaction Services

2005-2008 | Senior Consultant | Deloitte SROC, Porto, (Portugal)

- Auditing in different business areas (Retail, Industry, Media)

EDUCATION

- 2023-2025 | Executive MBA | Iscte Executive Education
- 2011-2012 | Executive Master Corporate and Management Controlling | Iscte Executive Education
- 2001-2005 | Degree Management | Universidade Católica , Faculdade de Economia e Gestão do Porto

LANGUAGES

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

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

[illegible]

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

- 2025 | Executive MBA | ISCTE Executive Education
- 2020 | Pós-Graduação em Analytics for Business | ISCTE Executive Education
- 2010 | Executive Master em Controlo de Gestão e Performance | ISCTE Executive Education
- 2008 | Administration and Accounting | ISCAL

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

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



Chief Operating Officer (COO) at ZARPH, with over 10 years of experience in managing international projects in the fintech sector. Specialist in product development and compliance. Civil Engineer with an Executive MBA from ISCTE and a solid background in industrial production and structural engineer

JOÃO SANTOS OLIVEIRA

Birthdate: 1981/11/05

+351918403010

joao.oliveira@zarph.com

Portuguese

linkedin.com/in/zarph-joão-oliveira

PROFESSIONAL EXPERIENCE

Since 2016 | Chief Operation Officer | ZARPH SA Cash & Payment Solutions, Odivelas, (Portugal)

- Responsible for the global operations of the company, with a focus on fintech solutions for banking and retail.
- Full product lifecycle management: from concept and development to production and technical support.
- Implementation of payment and deposit solutions across Africa, the Middle East, and Europe.
- Supervision of quality, compliance, integration, and technical support.
- Project management in the banking sector, public transport operators, and major retailers.

2014-2016 | Head of Production | Biovigo Azeite e Óleos SA, Lisbon, (Portugal)

- Industrial production management in an olive oil facility with in-house extraction and refining processes.
- Optimisation of production processes and quality control in a manufacturing environment.
- Supervision of operations, teams, and internal logistics.

2008-2011 | Project Site Engineer | BSSM - Sociedade de Investimenrtos Imobiliarios SA, Frielas, (Portugal)

- Site management for high-end real estate projects in the luxury sector.
- Responsible for planning, budgeting, and technical supervision on site.

EDUCATION

- 2001- 2007 | Pre-Bologna Bachelor's Degree in Civil Engineering | NOVA School of Science and Technology
- 2019-2019 | Postgraduate Degree in GMP for the Medicinal Cannabis Industry | Lisbon Military Laboratory
- 2023-2025 | Executive MBA | ISCTE Executive Education

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Time with family and water sports are my anchor outside the professional sphere — essential for maintaining my physical and mental balance.



I have more than 15 years' experience in strategic areas such as planning and control, inspection and supervision, risk analysis and operational control. I currently work at Caixa Geral de Depósitos in the Private Banking Department.

KHRYSTYNA TSAP

Birthdate: 1989/02/15

+351911065683

khrystyna_@hotmail.com

Portuguese

linkedin.com/feed/

PROFESSIONAL EXPERIENCE

Since 2022 | Planning and Control in the Private Banking

Department | CGD, Lisboa, (Portugal)

- Implementation and analysis of management information on the business and performance evolution

2015-2022 | Supervising/overseeing depositary bank activities |

CGD, Lisboa, (Portugal)

- Supervision of compliance with legislation and the Funds' constitutive documents

2014-2015 | Operational Control | CGD, Lisboa, (Portugal)

- Identifying and analysing discrepancies resulting from the process of reconciling operations

2009-2014 | Risk Analyst | Banco de Caja España de Inversiones,

Salamanca y Soria, S.A., Lisboa, (Portugal)

- Analysing credit proposals (individuals and small companies)

EDUCATION

- 2023-2025 | Executive MBA | ISCTE Executive Education
- 2013-2016 | Master's Degree in Accounting and Financial Analysis | ISCAL
- 2009-2013 | Degree in Management | ISCAL

LANGUAGES

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

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



MANUEL DAVID AMARO GIL DE ANDRADE BORGES

Birthdate: 1973/12/23

+351925306492

manuel.d.borges@gmail.com

Portuguese

linkedin.com/in/manuel-david-borges

PROFESSIONAL EXPERIENCE

2015 - | Manager of Global Emergency Recovery Service | NOKIA, Lisbon, (Portugal)

- Coordinate emergency response, manage resources, executive communication, drive restoration activities across teams

2014 | Enterprise Mobility & Device Manager | TAP, Lisbon, (Portugal)

- Evaluate & implemen enterprise solutions, design processes, manage support, leverage mobility and efficiency

2007-2012 | Technical Manager - management of TIC infrastructure | ZON TV Cabo, Lisbon, (Portugal)

- DataCenter Project management and service delivery / Systems Architect

1997-2007 | Systems Manager | TMN, Lisbon, (Portugal)

- Monitor network KPIs, manage performance systems, analyze indicators, recommend improvements, validate changes,

EDUCATION

- 2025 | Post graduation in Agile Project Management | NOVA FCT Executive Education
- 2023-2025 | Executive MBA | ISCTE Executive Education
- 2023 | Master in Digital Technologies for Business | ISCTE Executive Education
- 2009-2010 | POSI - Post Graduation in Information Systems | IST - Instituto Superior Técnico / INESC
- 2005-2008 | BSC Degree in Computer Engineering | Universidade Autónoma 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



Executive Director bridging science and industry in sustainable cement R&D. Skilled in leading cross-sector projects, high-performing teams, and driving innovation for low-carbon, circular solutions through academia-industry collaboration.

MARIA MARGARIDA PIRES DOS SANTOS MATEUS

Birthdate: 1983/09/26

+351964892121

mateus.margarida@gmail.com

Portuguese

linkedin.com/in/margarida-mateus/

PROFESSIONAL EXPERIENCE

since 2023 | **Executive Director C5Lab | C5Lab - Sustainable Construction Materials Association, Lisboa, (Portugal)**

- Management of Human, Financial and Material Resources. R&D strategic planning and management.
- Technical-Scientific Coordinator

2016-2025 | **Teaching Collaborator at the Department of Chemical Engineering | Instituto Superior Técnico, Lisboa, (Portugal)**

- Lecture in Biofuels: Refuse Derived Fuels; Circular economy; Advanced biofuels

2019-2023 | **Research And Development Supervisor | Secil, Setúbal, (Portugal)**

- Leading 4 R&D engineers in a renewables and digitalisation project Clean Cement Line P2020

2016-2018 | **Research And Development Technician | CMP - Cimento Maceira e Pataias, Leiria, (Portugal)**

- Project Manager Alfagreen and Clean 4G project (P2020)

2015-2019 | **Assistant Professor | Universidade Atlântica, Oeiras, (Portugal)**

- Assistant Professor in Materials Engineering and Aeronautical Engineering Sciences

2012-2016 | **Postdoctoral Researcher | Instituto Superior Técnico, Lisboa, (Portugal)**

- FATDIESEL – Optimization and Bottleneck of the Enerfuel Plant - Galp
- Energreen – Development of a new liquid bio-fuel - CMP - Cimentos Maceira e Pataias
- VALORS – R&D on technical upgrading of cork stoppers using natural polymers and cork by-products - CORKSUPPLY
- Stableset Project - Application of online Nir-Infrared in radical polymerization methods.

EDUCATION

- 2001-2005 | Degree Chemistry | Faculdade de Ciências da Universidade de Lisboa
- 2005-2006 | Pos Graduation Inorganic Biomedical Chemistry | Faculdade de Ciências da Universidade de Lisboa
- 2007-2012 | PhD Physical Chemistry | Faculdade de Ciências da Universidade de Lisboa
- 2023-2025 | Executive MBA | INDEG-ISCTE Executive Education

LANGUAGES

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

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



Agricultural manager with over 15 years of experience in operations and strategy. Focused on operational excellence, sustainability, and innovation, leading teams and projects in high-value crops. The Executive MBA enhances my global business perspective.

NUNO FILIPE CORTINHAS MARTINHO HENRIQUES BRISSOS

Birthdate: 1980/10/29

+351918718924

nuno.h.brissos@gmail.com

Portuguese

linkedin.com/in/nunobrisos/

PROFESSIONAL EXPERIENCE

Since 2025 | Managing Director | Jardim da Lagoa (Picvert), Santiago do Cacém, (Portugal)

- Leading the project with a focus on innovation, sustainability, and agricultural development.

2024-2025 | Operations Director | Maravilha Farms (Reiter Affiliated Companies), Zambujeira do Mar, (Portugal)

- Overseeing all farm operations and strategic planning for the Portuguese business.

2023-2024 | Independent Consultant | Consultant, Santiago do Cacém, (Portugal)

- Advised companies in operations, quality, logistics, HR, security, IT/finance, and business development.

2019-2023 | Head of Agricultural Operations | Clever Leaves Portugal, Zambujeira do Mar, (Portugal)

- Led cannabis cultivation operations and certifications. Involved in global strategy and planning.

2005-2019 | Farm Manager | Vitacress Portugal, Boavista dos Pinheiros, (Portugal)

- Managed herb and baby leaf crops. Led projects, certifications, and production planning.

EDUCATION

- 2023-2025 | Executive MBA | ISCTE Executive Education em colaboração com a London Business School
- 2000-2005 | BSc in Agricultural Engineering | Universidade de Évora

LANGUAGES

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

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



- Orthopaedic Surgeon: Trauma & Hip Surgery
- Master in Epidemiology
- Executive MBA
- Creativity, Multipotentiality or Master of None
- Strategist and Boardgamer
- Nature Travel

NUNO MIGUEL CORREIA MENDONÇA

Birthdate: 1987/11/12

+351927661942

nmcmondonca@gmail.com

Portuguese

linkedin.com/in/nuno-correia-mendon%C3%A7a-33bb331

PROFESSIONAL EXPERIENCE

Since 2019 | Orthopaedic Surgeon | Unidade Local de Saúde de Amadora / Sintra, Amadora, (Portugal)

- Extensive experience in General Orthopaedics consultation, specialized in Trauma and Hip Surgery.
- Orthopaedic Residents Advisor.
- Orthopaedic Team Leader in Emergency Department.
- Planning, Development and Coordination of Hospital Units (ex. Orthogeriatrics; Epidemiology Unit)
- Hospital Committees Member (ex. Risk Stratification).
- Coordinator of Hip Fracture Integrated Care Pathway.
- Author of Scientific Papers and Oral or Poster communications in scientific meetings / clinical sessions.

2013-2018 | Orthopaedics and Traumatology Resident | Hospital Professor Doutor Fernando Fonseca, Amadora, (Portugal)

- National Orthopaedic Surgery Residency Program
- (2018) Hip Surgery Fellowship. ICATME. Barcelona, Spain.

2012 | General Residency | Centro Hospitalar de Lisboa Ocidental, Lisbon, (Portugal)

- National General Residency Program

EDUCATION

- 2023-2025 | Executive MBA | ISCTE Executive Education
- 2016-2019 | Master in Epidemiology | Faculty of Medicine, University of Lisbon
- 2005-2011 | Integrated Master in Medicine | Faculty of Medicine, University of Lisbon



Birthdate: 1979/07/27

 +351961738723

 pedro.farinha@cgd.pt

Portuguese

 [linkedin.com/in/pedro-farinha-914618102/](https://www.linkedin.com/in/pedro-farinha-914618102/)

PROFESSIONAL EXPERIENCE

2024- | Deputy Branch Manager | Caixa Geral de Depósitos, Lisbon, (Portugal)

- Led team coordination, management, and strategic planning to drive the achievement of commercial goals
- Oversight and supervision
- Motivating, recognizing, and supporting the team

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

- Corporate client portfolio management
- Financial statement analysis
- Development of credit proposals
- Prospecting and acquisition of new corporate clients
- Negotiation of pricing strategies aligned with credit risk assessment

2006-2016 | Commercial Account Manager | Caixa Geral de Depósitos, Lisbon, (Portugal)

- Management of a high-net-worth individual client portfolio
- Advising clients and distributing financial and insurance products (both financial and non-financial)
- Acquisition and development of new private clients
- Consistent achievement of performance and sales targets

EDUCATION

- 2012-2015 | Degree - Business Management | Lusiada University
- 2015-2016 | Postgraduate - Bank and Insurance Management | ISEG
- 2016-2017 | Postgraduate Programme - Portfolio Management | ISCTE
- 2023-2025 | Executive MBA | ISCTE

LANGUAGES

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



Driven by challenges and guided by the belief that human relationships are the greatest asset in any journey. Passionate about technology, innovation, and inspirational leadership.

PEDRO MIGUEL NUNES DE CARVALHO

Birthdate: 1984/11/12

+351963652651

p3drodecarvalho@gmail.com

Portuguese

linkedin.com/in/pedro-de-carvalho-08213845/

PROFESSIONAL EXPERIENCE

Since 2023 | Manager of Product Management and Development | Axians, Lisbon, (Portugal)

- Led the management and development of integrated solutions in the field of Mobility.
- Technical and strategic management of mobility solutions, with a focus on innovation, profitability, and clients.
- Leadership of SW, HW, IoT, and embedded projects, ensuring performance, integration, and scalability.
- Involvement in financial management, supply chain, and strategic planning of the business unit.

2020 - 2023 | Delivery/Operation Manager, Contract Account Manager | Axians, Lisbon, (Portugal)

- Team leadership and maintenance management in Smart Mobility projects for public transport operators.
- Account management, commercial proposals, and client relations, ensuring quality and profitability.

2015 - 2020 | Team Leader / Operational Support / Delivery Manager | Novabase, Lisbon, (Portugal)

- Part of the GTE (Government, Transportation, and Energy) business unit at NovaBase, responsible for...
- Coordination of maintenance teams for some of the country's largest transport operators.

2011 - 2015 | Electronics Technician | Diusframi, Sintra, (Portugal)

- Specialist in ATM and peripheral repair and maintenance, both in the lab and in the field.

EDUCATION

- 2023 - 2025 | Executive MBA | INDEG-ISCTE Executive Education
- 2008 - 2021 | Marine machines Engineering | Escola Superior Náutica Infante D. Henrique
- 2005 - 2008 | Specialization Course in Robotics and Industrial Control | ATEC - Academia de Formação para Indústria
- 2001 - 2004 | Technician in Electronics and Communications | Naval Base of the Portuguese Navy at Arsenal do Alfeite

LANGUAGES

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

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



With over 14 years at France Air Portugal (Airvance Group), I started as an intern in quotations and grew into project and product management. I've worked as a consultant on major projects in Portugal, with growth driven by a passion for innovation and technology.

PEDRO NUNO ABREU BARROS

Birthdate: 1985/09/03

+351967318494

penunobarros@gmail.com

Portuguese

linkedin.com/in/pedro-nuno-barros-3936588a/

PROFESSIONAL EXPERIENCE

2023 | Product & Project Manager | France Air Portugal, Lisbon, (Portugal)

- Project consultant and responsible for developing and starting sales of the company's new products.

2016-2022 | Consultant & Project Account Manager | France Air Portugal, Lisbon, (Portugal)

- Project management, technical consulting, and sales support for HVAC solutions to clients and partners.

2014-2015 | Head of Technical Support and Quotations (Team STO) | France Air Portugal, Lisbon, (Portugal)

- Technical-commercial support and coordination of proposals for national and international projects.

2011-2013 | Technical Support and Quotations (STO Team) | France Air Portugal, Lisbon, (Portugal)

- Preparation of proposals, project studies, and implementation of improvements, optimizations, and new solutions.

EDUCATION

- 3 | Engineer's Degree, Mechanical Engineering | Instituto Superior De Engenharia De Lisboa
- 2 | Master's degree, Energy, Refrigeration and HVAC | Instituto Superior De Engenharia De Lisboa
- 2 | Executive MBA | ISCTE Executive Education

LANGUAGES

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

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



With extensive experience in the fields of education, quality management and sustainability, I am currently the Country Manager for Northius in Portugal. With a background in biology and executive management, I am also co-owner of D'VINE Country House, where I apply an innovative and sustainable app

PEDRO NUNO DO NASCIMENTO VALENTE GUILHERME

Birthdate: 1975/10/28

+351 914777683

peu.gui@gmail.com

Portuguese

linkedin.com/in/pedro-valente-guilherme/

PROFESSIONAL EXPERIENCE

Desde 2018 | Country Manager | Northius, Lisboa, (Portugal)

- Strategic leadership of the operation in Portugal, ensuring market entry, partnerships and sustained growth.

2008-2018 | Managing Director | Master.D, Lisboa, (Portugal)

- General management of the company, defining product strategy, KPIs, corporate vision and continuous process improve

2005-2007 | Quality Manager | Zoopan, Aveiras, (Portugal)

- Quality assurance in veterinary production. Implementation of GMP, ISO 9001 and HACCP.

1996-2007 | Research Assistant | Universidade de Évora, Évora, (Portugal)

- Participation in research projects at the Department of Ecology and Water Laboratory at the University of Évora.

EDUCATION

- 2023-2025 | Executive MBA | INDEG - ISCTE
- 2021-2022 | Enoturismo | Universidade Lusófona
- 2021 | Enologia | Universidade Lusófona
- 2019-2020 | Wine Business | ISEG
- 2010 | Lean Six Sigma | Politécnico de Leiria
- 1995-2000 | Biologia | Universidade de Évora

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Passionate about cycling, travelling and outdoor activities. I find balance and inspiration in nature, exploring new paths whenever I can.



Team spirit, leadership, communication, organisation, negotiation and decision-making. Dynamic, proactive and results-orientated. Areas of interest: Business consultancy, Project management, Strategic marketing, Entrepreneurship and Innovation.

RICARDO JOSÉ FERNANDES RODRIGUES

Birthdate: 1982/09/16

+351966115987

rfrodrigues.135@gmail.com

Portuguese

linkedin.com/in/ricardo-rodrigues-6254788b

PROFESSIONAL EXPERIENCE

2009-2025 | Art Works Management Specialist / Studies and Projects Coordinator | Grupo Brisa / BGI - Brisa Gestão de Infraestruturas, Lisboa / São Domingos de Rana, (Portugal)

- Planning, coordinating and carrying out periodic inspections of periodic inspections of engineering structures;
- Analysing, diagnosing and assessing the state of conservation of works of art;
- Definition of conservation strategies, ensuring quality / functionality and durability parameters;
- Preparation of reports for concessionaires and sub-concessionaires to fulfil the Quality Control Plan (QCP);
- Assessment of the structural capacity of engineering structures for special transport crossings;
- Coordination of studies and projects / tenders / launch of repair / rehabilitation and reinforcement contracts.

EDUCATION

- 2025 | Executive MBA | ISCTE Executive Education
- 2010 | Civil Engineer | Instituto Politécnico de Setúbal / Escola Superior de Tecnologia do Barreiro

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Participation in the Junior Achievement Portugal (JAP) programme, sport, music, reading and cinema.



With a degree in Dietetics and Nutrition, I have built a career in the health area, passing through nutrition, sales and marketing, developing strategic skills that I now apply as Key Account Manager at Nestlé. Committed to excellence, I value challenges, results and teamwork.

SOFIA ALEXANDRA LOURENÇO MARTINS

Birthdate: 1992/09/24

+351919386049

sofiamartins_92@hotmail.com

Portuguese

linkedin.com/in/martins-sofia?utm_source=share&utm_c

PROFESSIONAL EXPERIENCE

Since 2023 | Key Account Manager Retail | Nestlé Portugal, Lisboa, (Portugal)

- Management of clients such as Sonae, Pingo Doce, Auchan, El Corte Inglés and Intermarché, in Nestlé Health Science

2022-2023 | Brand Manager | Nestlé Portugal, Lisboa, (Portugal)

- Management and launch of two innovation brands.

2021 | Medical Advisor Atrium Innovations | Nestlé Portugal, Lisboa, (Portugal)

- Responsible for the scientific area relating to food supplements

2019-2020 | Medical Information Officer | Alter - Nutriben, Lisboa, (Portugal)

- Specialities: Paediatrics and Nursing. Zones: Lisbon, Odivelas, Loures, Beja and Algarve

EDUCATION

- 2023-2025 | Executive MBA | ISCTE Executive Education
- 2020-2021 | Pós-Graduação em Pharmaceutical Marketing and Business Development | ISEG Executive Education
- 2010-2014 | Licenciatura em Dietética e Nutrição | ESTeSL

LANGUAGES

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

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



Strong commercial leadership, with over 20 years in the insurance industry, having built a career in leading companies in the sector. I led high-performance teams, achieving solid results through commercial strategies based on proximity, customer-centric approaches, and agile market adaptation.

SOFIA NILO

Birthdate: 1981/05/25

+351967235382

sofianilo1981@gmail.com

Portuguese

in

PROFESSIONAL EXPERIENCE

Since Jan 2025 | Sales and Business Development Manager | Major Brokers Unit | Allianz Portugal, Lisboa, (Portugal)

- Business Unit planning and management control; Definition and implementation of commercial strategies.
- Monitoring of performance indicators. Strategic account management. Execution of marketing campaigns.
- Representation in strategic projects and cross-functional initiatives.
- Promotion of training, communication, and commercial innovation.

2013-2025 | Commercial Branch Manager | Lisbon, Sintra, and Torres Vedras Branches | Allianz Portugal, Lisboa, (Portugal)

- Team and Sales Channel Leadership (Agents and Insurance Brokers).
- Development of sales and marketing strategies. Market analysis, KPI definition, and performance monitoring.
- Stakeholder negotiation and management. Promotion of digital innovation initiatives to optimize processes.
- Business growth and customer retention.

2011-2013 | Business Development and Expansion Executive | Future Healthcare - Saúde Prime, Lisboa, (Portugal)

- Development and launch of a new sales channel, including strategic collaboration in its implementation.
- Prospecting and large-scale recruitment of partners with nationwide coverage.
- Training and commercialization of health products and services. Performance and profitability analysis
- of the project.

EDUCATION

- 2023/2025 | Executive MBA | ISCTE - Executive Education
- 2025 | Boards - Dynamics and Performance | London Business School
- 2023 | Executive Course Economics for Insurance Brokers | Nova SBE - Economia para Mediadores
- 2019/2020 | Pós-Graduação em Sales Management | IPAM
- 2004-2006 | Frequência Licenciatura Gestão | Universidade Autónoma de Lisboa
- 2000-2003 | Profissional Técnico de Seguros - Nivel III | Instituto de Educação Técnica de Seguros
- 2022 | Luxury Real Estate Sales Management Course | ISEG - Executive Education
- 2023 | Executive Real Estate Consulting Program | ISEG - Executive Education

LANGUAGES

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

ADDITIONAL INFORMATION

- Passionate about innovation, business development, and high-performance team management. Focused on driving strategic growth and empowering people.



SUSANA PEREIRA BARBOSA

Birthdate: 1975/05/14

+351962671074

susanapbarbosa@outlook.com

Portuguese

linkedin.com/in/susanabarbosa

PROFESSIONAL EXPERIENCE

2015-2025 | Head of Information and Technology | CMVM, Lisbon, (Portugal)

- Responsible for defining and implementing the organization's Information Systems Strategy.
- Managing programmes, projects and day-to-day activities in an environment of strong digital transformation.

2012-2015 | Deputy Director for (i) Information and Technologi and (ii) Organization and Planning | CMVM, Lisbon, (Portugal)

- Definition of the Organization's operational objectives, KPI's and performance monitoring.
- Responsible for defining and controlling the annual information systems plan.
- Daily management, planning and control of projects, activities and resources.

2010-2011 | Senior Internal Auditor | CMVM, Lisbon, (Portugal)

- Definition and implementation of IA standards and procedures, as well as the annual audit plan.

2006-2010 | Manager | Deloitte, Lisbon, (Portugal)

- Responsible for delivering projects in the Enterprise Risk Services area.

2004-2006 | Senior Consultant | Deloitte, Lisbon, (Portugal)

- Coordination of project teams in initiatives do define Strategic Plans and PMO for complex projects.

1998-2004 | Consultant | Deloitte, Lisbon, (Portugal)

- Definition of information security standards and procedures.

EDUCATION

- 2023-2025 | Executive MBA | ISCTE Executive Education
- 2022 | Effective Leadership | Nova School of Business and Economics
- 1993-1998 | Degree in Computer Science and Business Management | ISCTE-IUL

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Mentor, on a voluntary basis, for young people who want to build a professional career in the areas of information systems.



TIAGO JOSÉ PEREIRA LOURENÇO PINTO MARQUES

Birthdate: 1979/10/19

+351965187061

tiago.jose@sapo.pt

Portuguese

linkedin.com/in/tmarques1979

PROFESSIONAL EXPERIENCE

2024 | Coordenador de Payroll | Caixa Geral de Depósitos, SA, Lisboa, (Portugal)

- Team coordination
- Salary processing management

2005-2023 | Planning and Control Technician | Caixa Geral de Depósitos, SA, Lisboa, (Portugal)

- Accompanying and monitoring the implementation of corporate human resources policies
- Defining and developing human resources management/financial information reporting models
- Drawing up and monitoring the Personnel Costs and General and Administrative Expenses budgets

EDUCATION

- 2023-2025 | Executive MBA | ISCTE Executive Education
- 2021-2022 | General Management Programme | Universidade Católica Portuguesa
- 2001-2008 | Degree in Computer Engineering | Universidade Autónoma de Lisboa

LANGUAGES

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

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

With 20 years' experience in the banking sector, motivated by strategic analysis, a focus on results and knowledge sharing. Recognised for fostering collaborative environments. The Executive MBA allowed me to deepen my strategic vision and commitment to excellence and organisational leadership.

[illegible]

■ 2025 | Boards - Dynamics and Performance | LBS - London Business School

■ 2015-2016 | Management (Erasmus +) | RISEBA - Latvia

- Financial manager of two ANF companies

- Responsible for the performance and restructuring of M&A department

- Senior member of the industrial sector audit team

- Coordination and review of the Financial Services sector audit team

- Learning about auditing and internal control processes

A1 A2 B1 B2 C1 C2

★ ★ ★ ★ ★

★ ★ ★ ★ ★

★★★★★

INTERMEDIATE | C1 - ADVANCED | C2 - PROFICIENCY



With a technical background and experience in two multinational companies, I stood out for my adaptability, critical thinking, and leadership of multidisciplinary teams, taking on responsibilities. I focus on innovation and creation of sustainable value, combining strategic vision with execution.

WILSON DAVID SOARES CUNHA CANELAS

Birthdate: 1989/10/04

+351910025888

wilsondavid@hotmail.com

Portuguese

linkedin.com/in/wilsoncanelas/

PROFESSIONAL EXPERIENCE

2023 | Production Supervisor | Volkswagen Autoeuropa, Palmela, (Portugal)

- Daily production management, ensuring volume, quality, and cost control;
- Development of contingency plans for production and quality issues;
- Training programs aimed at developing team skills and competencies;
- Implementation and follow-up of continuous improvement initiatives focused on efficiency and innovation;
- Definition and monitoring of KPIs: safety, quality, productivity, uptime, among others.

2020-2023 | Data and Business Intelligence Specialist | Volkswagen Autoeuropa, Palmela, (Portugal)

- SCADA systems management;
- Digital transformation promoter;
- Database development and analysis for report/dashboard creation in Power BI | RPA.

2016-2020 | Automation, Robotics and Software Expert | Volkswagen Autoeuropa, Palmela, (Portugal)

- Troubleshooting and continuous improvement of production line processes;
- PLCs: Siemens & Phoenix Contact | Robots: FANUC | SEW motors | Networks: Interbus | Profinet, among others.

2015-2016 | Control and Power Technician | The Navigator Comapany, Setúbal, (Portugal)

- Troubleshooting in production lines – DCS | MCS;
- Continuous improvement of production line processes.

EDUCATION

- 2023-2025 | Executive MBA | ISCTE Executive Education
- 2018-2022 | Eng. / Tec. & Industrial Management | Escola Superior de Tecnologia de Setúbal/IPS

LANGUAGES

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

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

Programs Iscte Executive Education



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



Get to Know
more about our
Executive MBA

➤ (+351) 217 826 100

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

iscte — Executive Education

Follow us
#iscteexecutiveeducation
#RealLifeLearning

Siga-nos nas redes

