

Executive MBA

YEARBOOK 2024/26

**Empower Yourself
Change the World**

ACCREDITATIONS, AFFILIATIONS AND RANKINGS





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Rankings and Accreditation

FT EMBA
2025 RANKING



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 2025 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





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



Message from Executive MBA Directors



**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.

Executive



Ana Isabel Moita
Head of Marketing
Europe & New Markets



Ana Isabel Pinho
Managing Director



Ana Rita Bessa
CEO



Andreia Amado
CEO



António Martins da Costa
Board Member



Bruno Horta Soares
Executive Consultant



Catarina Horta
Head of Human
Capital



César Araújo
CEO



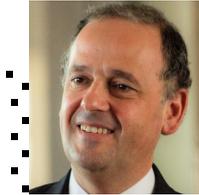
Duarte Mexia
Communication
and Marketing
Consultant



Elza Pais
Deputy to the
Assembly
of the of the Republic



Fernando Moreira
President



Gonçalo Salazar Leite
Senior Consultant



Hélder Rosalino
Board Member



Jamila Madeira
Deputy to the
Assembly of the
Republic



Joaquim Vale
CEO



José Gomes
CEO



José Manuel Gomes
Business
Development Direct



José Pedro Silva
Engineering Manager



João Dias
President



João Madeira
Country Manager

MBA

Advisory



João Mota
CEO



João Paulo Carvalho
Senior Partner



Kiko Martins
Owner, CEO & Chef



Luís Lamela
Technology Strategist



Paulo Amorim
President



Pedro Albuquerque Mateus
Chief Executive Officer



Ricardo Florêncio
CEO



Luís Onofre
President



Manuel Carlos
Chairman



Markus Krammer
Vice-President
Corporate
Development



Marta Mendes Pires
Member of the
Management Board



Ricardo Grilo
Director



Rudolf Gruner
General Manager



Rui Leão Martinho
Chairman



Miguel Maya
CEO



Miguel Salema Garção
Chief Marketing
& Sales Officer



Miguel Sobral
CEO



Nuno Fernandes Thomaz
Senior Partner



Rui Pereira
Manager



Samuel Silva
Asset Manager



Sérgio Leal
Head of Marketing
& Communication

i
s
c
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Board

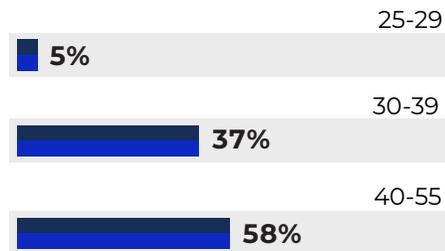
Participant Profile

The Executive MBA's participant profile is quite different from the one seen in MBA's, mainly due to their age group (around 40 years old) and professional experience years (around 16 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

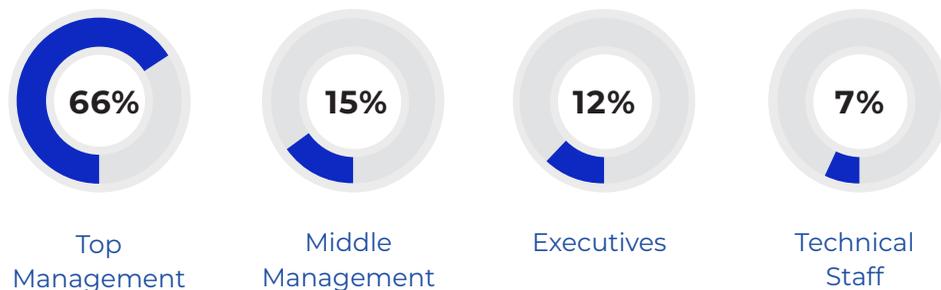


Age



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.

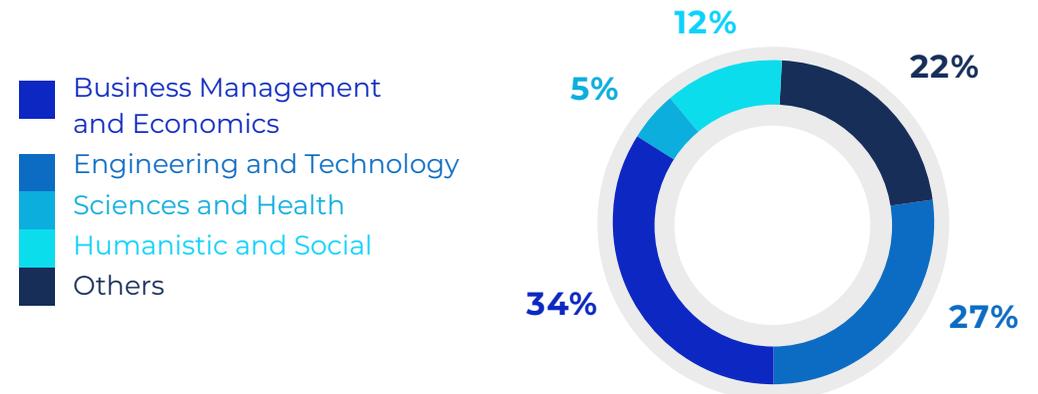
Roles



Sectors



Education



Professional Profile Executive MBA 2024/26





Passionate about the environment, with a background in Environmental Engineering, I built my professional career in management and sales. I am Co-founder of BY MCP Renting and Managing Director of MCP, with 18 years of experience in leadership, strategy and sales of waste treatment solutions.

ALCIONE DUARTE

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2020 | Managing Director | MCP-Hilário Baptista Lda, Camarate, (Portugal)

- Responsible for financial and strategic leadership, with a focus on business development and growth.

Since 2010 | Managing Partner | By MCP Renting, Camarate, (Portugal)

- Co-founder, responsible for leadership, strategy, sales and business development.

2008-2010 | Commercial Director | MCP-Hilário Baptista Lda, Camarate, (Portugal)

- Responsible for commercial management and the development of new business opportunities.

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2008-2009 | Postgraduate Diploma in IMS - Environment, Health & Safety, Quality and Social Responsibility | ISCS Egas Moniz
- 2005-2006 | PhD Programme | Imperial College London
- 1999-2004 | Bachelor's Degree in Environmental Engineering | Polytechnic Institute of Beja | Polytechnic Institute of Beja

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

- Interested in travel and the environment, I participated in research projects within international academic contexts.



Executive with experience in commercial leadership, internationalization, and digital transformation in the industrial furniture and kitchen sector. Board Member at Movimar, responsible for Sales, Marketing, and Export, focused on international growth and the development of B2B partnerships.

ANA CATARINA JESUS FILIPE

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Portuguese

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PROFESSIONAL EXPERIENCE

2005-moment | Director | Movimar Lda, Mafra, (Portugal)

- Executive with experience in commercial leadership, internationalization, and digital transformation.

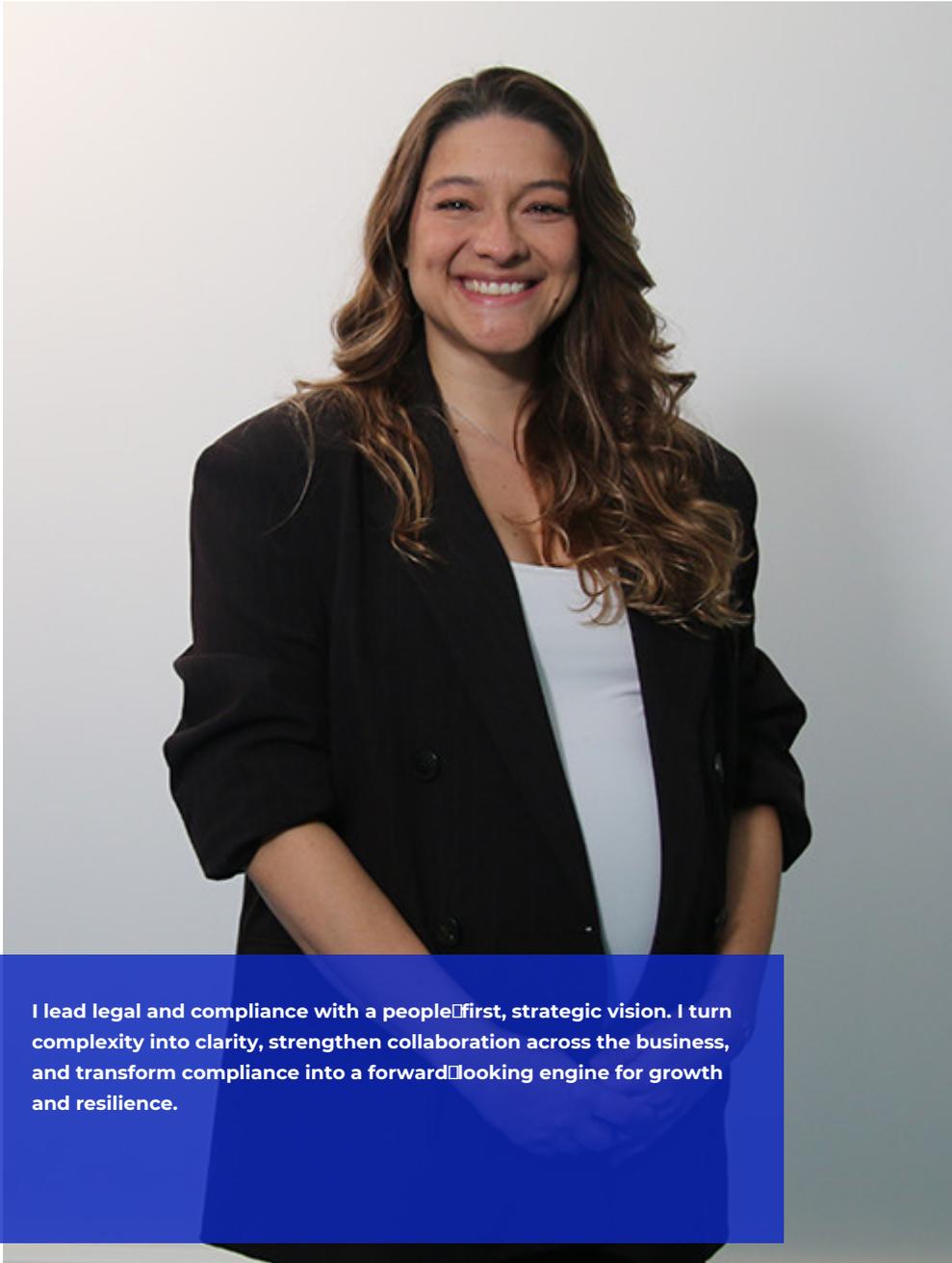
EDUCATION

- 2024 - 2026 | Executive MBA | Iscte Executive Education
- 2021 | PDE | AESE
- 2001-2004 | Microbiology | ETGI

LANGUAGES

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

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



I lead legal and compliance with a people-first, strategic vision. I turn complexity into clarity, strengthen collaboration across the business, and transform compliance into a forward-looking engine for growth and resilience.

ANA HEEREN

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Portuguese/Brasilian

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PROFESSIONAL EXPERIENCE

Since 2016 | Legal and Compliance Director | ESTORIL SOL

DIGITAL, OEIRAS, (Portugal)

- Lead legal & compliance, managed regulators and audits, advised teams, and ensured strong AML/CTF controls.

2013-2016 | Team Lead – GBS UKI & IS Spain | IBM, Budapest, (Hungary)

- Led teams of 21, drove recruitment and training, connected teams with stakeholders, and improved processes and cli

2011-2013 | Bid Manager – Sales Support | IBM, Budapest, (Hungary)

- Supported sales with proposals, contracts and pricing, and drove process improvements with strategic insights.

2011 | Legal Intern – Forensic & Law Enforcement Support | National Institute of Forensic Medicine, Coimbra, (Portugal)

- Supported civil, criminal and labor case work, collaborating with forensic teams and law enforcement.

EDUCATION

- Since 2024 | Executive MBA | Iscte Executive Education
- 2013-2015 | Master's Degree, Business Law | Universidade Nova de Lisboa
- 2011-2012 | Bachelor's degree, Law | Universidad Autónoma de Madrid
- 2007-2011 | Bachelor's degree, Law | Universidade de Coimbra

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

- International Compliance Association (ICA): Certified Compliance Specialist
- International Chamber of Commerce ICC: Intensive Course on Arbitration



Responsible for analyzing, assessing, and monitoring the credit risk associated with corporate client operations, ensuring compliance with CGD's internal policies and regulatory guidelines (ECB and Banco de Portugal).

ANA RAQUEL PEREIRA MARINHEIRO

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PROFESSIONAL EXPERIENCE

2014 | CORPORATE CREDIT RISK ANALYST | CAIXA GERAL DE DEPÓSITOS, LISBON, (PORTUGAL)

- Main activities include assessing the economic and financial viability of credit proposals through the analysis of financial statements, performance indicators, and risk levels. I analyze investment projects across different sectors
- and sizes and issue technical opinions on credit operations, internal limits, and restructuring processes, including higher-risk cases. I apply internal rating models and conduct stress tests to evaluate adverse scenarios. I validate
- te clients in financial distress, proposing mitigation measures, and participate in defining contractual conditions, guarantees, and covenants. I collaborate with commercial areas and credit committees and contribute to reports monitoring the loan portfolio and overall risk exposure.

EDUCATION

- 2025 | TOP PERFORMERS - EXPERT PROGRAM | ISEG
- 2024-2026 | EXECUTIVE MBA | Iscte Executive Education
- 2024 | TOP PERFORMERS - DARE TO INSPIRE | ISEG
- 2010-2013 | ECONOMICS | ISEG

LANGUAGES

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

ADDITIONAL INFORMATION

- Knowledge acquired through national and international education, as well as through the regular analysis of proposals and technical documentations.



Experienced Country Manager and Software Engineer, focused on operational excellence and team growth. Expert in fullstack development, strategic leadership, and project management across banking and tech sectors.

ARMÉNIO ANTÓNIO FERNANDES ANTUNES

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2022 | Country manager | Adnovum, Lisbon, (Portugal)

- Strategic lead managing finance, local operations, and global growth through team coaching.

2017-2022 | Senior Software Engineer | Adnovum, Lisbon, (Portugal)

- Fullstack lead in Java/Web , managing 7+ people , recruitment , and Swiss-market staffing operations.

2016-2017 | Software Engineer | Truphone, Lisbon, (Portugal)

- Backend and mobile software engineer and team lead.

2015-2016 | Software engineer | Growin, Lisbon, (Portugal)

- Backend developer at a fintech company.

2013-2015 | Consultant | Innowave, Lisbon, (Portugal)

- Backend developer

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2022-2023 | General Management Program | Católica Lisbon School of Business and Economics
- 2010-2012 | MSc Information Systems Management and Engineering | Universidade do Minho
- 2007-2010 | Bsc Technologies and Information Systems | Universidade do Minho

LANGUAGES

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

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

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I am a professional with around 20 years of experience in various areas of People Management. I am naturally curious and value lifelong learning, which I consider essential for both personal and professional development. I am currently responsible for the Analytics, Compensation & Benefits Area.

BRUNO ALMEIDA

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2025 | Planning & Control Coordinator | Caixa Geral de Depósitos, Lisboa, (Portugal)

- Coordination of the Analytics, Compensation & Benefits Area within the People and Culture Department

2020-2025 | Planning & Control Technician | Caixa Geral de Depósitos, Lisboa, (Portugal)

- Compensation & Benefits
- Analytics | Reporting
- Management Information

2007-2020 | Human Resources Technician | Caixa Geral de Depósitos, Lisboa, (Portugal)

- Process instruction & Database updating
- Legal obligations & Employee information

2005-2007 | Team Supervisor | Trainer | TV Cabo, Lisboa, (Portugal)

- Team Supervision & Training

2005 | Assistant | Lisboagás, Lisboa, (Portugal)

- Customer Care

2004-2005 | Telemarketing Supervisor | Key Club, Lisboa, (Portugal)

- Sales Team Management

EDUCATION

2026 | Corporate Governance and Board Effectiveness | London Business School

2024-2026 | Executive MBA | Iscte Executive Education

2023-2024 | High Flyers Management Program | ISEG Executive Education

2006-2009 | Master's Degree in Organizational Sociology | Iscte

2003-2006 | Bachelor's Degree in Sociology | Iscte

LANGUAGES

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

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



Senior finance executive with 20+ years of international experience, leading in complex, high-growth environments. Combines strategic vision with hands-on execution, drives sustainable results, optimizes processes, influences stakeholders, and creates value in multinationals and scale-ups.

BRUNO FILIPE PEREIRA

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PROFESSIONAL EXPERIENCE

Since 2024 | Country Finance Manager | DEEL GROUP, Lisbon and Yerevan area, (Portugal and Armenia)

- Led financial, tax and risk control, tax optimisation, scalable processes and alignment with global stakeholders.

2022 - 2023 | Finance Leader | LUMINE GROUP, Bournemouth and Lowell area, (United Kingdom and U.S.A.)

- Strengthened internal controls, post-acquisition integration, risk management and reporting in a listed environment.

2018 - 2022 | Head of Finance | AYMES, Lancing area, (United Kingdom)

- Strategic finance and tax planning, cash flow management, scalable systems and support to sustainable growth.

2016 - 2017 | Consultant for Finance, Business, Strategy and Control | FREELANCE, Lisbon area, (Portugal)

- Interim roles covering business turnarounds, reporting, project control, tax, treasury and decision support.

2003 - 2016 | Finance and Cash Manager | UTI GROUP, Lisbon and Saint Peter Port area, (Portugal and Guernsey)

- Managed finance and treasury, implemented ERP, internal controls, reporting and global cash-pooling structures.

2000 - 2003 | Senior Financial Auditor / Consultant | DELOITTE, Lisbon area, (Portugal)

- Led audits and financial projects, analyzing financial statements while managing teams and tight deadlines.

EDUCATION

- 2024 - 2026 | Executive MBA | Iscte Executive Education
- 2010 - 2011 | Executive Master of Corporate Finance | Iscte Executive Education
- 1996 - 2000 | Master's in business | Instituto Superior de Economia e Gestão

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

- Chartered Accountant by the Portuguese Certified Accountants Association (CPA/ACCA equivalent).



Finance leader with executive responsibility across multinational tech operations, driving performance, governance, and transformation. Experienced in M&A, carve-outs, digital finance, and strategic partnering, aligning financial rigor with business growth and organizational change.

BRUNO JOÃO MOTA SANTOS

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2026 | Head of Finance | Simplifae, Lisbon, (Portugal)

- Leading Finance across Iberia & Poland, overseeing Controlling, Accounting and Treasury.
- Driving governance, planning cycles, reporting, compliance and financial performance.
- Strategic partner to executives, enabling transformation, growth and decision-making.

2022-2025 | Control & Reporting Lead | Hubexo Portugal, Lisbon, (Portugal)

- Leading financial planning and reporting across Iberia in a matrix multinational setup.
- Full P&L ownership, budgeting cycles and executive variance reporting.

2021 | Senior Financial Controller | Hubexo Portugal, Lisbon, (Portugal)

- Enhanced forecast accuracy and cost control visibility. Streamlined provisions and variance analysis processes.

2019-2021 | Financial Controller | Mota-Engil África, Oporto, (Portugal)

- Consolidated financials across multiple African subsidiaries.
- Managed cash flow, AP/AR and financial reporting alignment.

2017-2019 | Financial Reporting Technician | Mota-Engil África, Oporto, (Portugal)

- Year-end closings, tax compliance processes, reconciliations and reporting controls.

2012-2016 | Treasury Lead | Mota-Engil Angola, Luanda, (Angola)

- Led local treasury operations across multiple currencies & Managed liquidity planning and banking relationships.

EDUCATION

- Since 2024 | Executive MBA | Iscte Executive Education
- 2009-2010 | Bachelor's Degree in Accounting | Instituto Superior Politécnico Gaya
- 2006-2009 | Bachelor's Degree in Management | Instituto Superior Politécnico Gaya

LANGUAGES

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

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



I started my career in the Contact Center, progressed to the Supervisory team for eight years, and later joined Digital Channels Management. I am currently a Product Owner for savings, investments, and financial and non-financial insurance solutions.

CARLA SOFIA GOMES DA COSTA

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Portuguese

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PROFESSIONAL EXPERIENCE

since 2021 | **Product Owner Contact Center Agent** | Caixa Geral de Depósitos, Lisboa, (Portugal)

- Defines product vision, prioritizes the backlog, and drives delivery of features that create user and business value

2019-2021 | **Business Analyst** | Caixa Geral de Depósitos, Lisboa, (Portugal)

- Analyzes business needs, defines requirements, and supports solutions that improve processes and outcomes.

2011-2019 | **Team leader** | Caixa Geral de Depósitos, Lisboa, (Portugal)

- Leads and supports a team, ensuring performance, coaching development, and delivering high-quality service

2007-2011 | **Contact Center Agent** | Caixa Geral de Depósitos, Lisboa, (Portugal)

- Provides customer support by handling inquiries, resolving issues, and ensuring a positive service experience

EDUCATION

- 2024-2026 | Executive Master of Business Administrator | Iscte Executive Education
- 2002-2007 | Psychology | Instituto Piaget

LANGUAGES

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



With over 20 years in Management Control at Secil, I have developed a cross-functional business perspective, supporting strategic decisions with a strong focus on performance and risk. I advocate data-driven leadership committed to sustainable growth and long-term value creation.

CARLOS ALEXANDRE TAVARES LOPES

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2024 | Financial Controller | Secil, SA, Lisbon, (Portugal)

- Profuture Project

2006-2024 | Business Controller | Secil, SA, Lisbon, (Portugal)

- Responsible for several business areas of the Secil Group

2002-2006 | Accountant | Edições VL, Lda, Lisbon, (Portugal)

- Responsible for the accounting and reporting area

2001-2002 | Auditor | Sousa Santos & Associados, Sroc, Lisbon, (Portugal)

- Execution of audit assignments for various clients

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 1998-2003 | Accounting and Administration - Financial Control | ISCAL

LANGUAGES

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

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



Banking professional with an Engineering foundation and a passion for transformation and continuous improvement. Experienced in digital innovation and commercial activation, combining analytical rigor with empathy and collaboration, with a strong focus on meaningful, sustainable impact.

CAROLINA RODRIGUES DOS SANTOS DE MENDONÇA E VASCONCELLOS

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🇵🇹 Portuguese

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

PROFESSIONAL EXPERIENCE

Since 2024 | Area Director | Retail Commercial Activation & Lead Management | Banco BPI, Lisbon, (Portugal)

- Oversee end-to-end campaign execution across retail banking
- Ensure alignment with business objectives and commercial targets
- Manage CRM communications and lead generation initiatives

2021-2024 | Area Manager | BPI AGE – Youth Digital & Customer Experience | Banco BPI, Lisbon, (Portugal)

- Led digital and customer experience for the BPI AGE youth segment
- Launched the first fully online bank account opening for minors

2018-2021 | Project Manager | Organisation & Business Transformation | Banco BPI, Lisbon, (Portugal)

- Led process reengineering initiatives across key banking functions
- Acted as internal consultant on strategic transformation projects
- Drove organisational redesign and functional optimisation

2017-2018 | Business Consultant | Strategy & Operations | Millennium BCP, Oeiras, (Portugal)

- Acted as internal consultant on process reengineering initiatives
- Supported operating model redesign across multiple business areas

2016-2017 | Lean Consultant | Banco BPI, Lisbon, (Portugal)

- Lean Consultant within a bank-wide transformation programme (McKinsey-driven)

EDUCATION

- 2026 | Corporate Governance and Board Effectiveness | London Business School
- 2024-2026 | Executive MBA | Iscte Executive Education
- 2016 | Lean Foundations | Lean Academy Portugal
- 2009-2015 | Mechanical Engineering | Universidade Lisboa | Instituto Superior Técnico

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Mathematics tutor for over a decade, beginning in my university years.



I am a Senior Specialist at CGD, focused on the oversight of investment funds from a Depository Bank perspective, regulatory analysis, and process development. Analytical and detail-oriented, I combine critical thinking, collaboration, and continuous improvement to ensure compliance, efficiency, and

CLÁUDIA GOMES DA SILVA

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PROFESSIONAL EXPERIENCE

2014 - Today | Senior Depository Bank Specialist | Caixa Geral de Depósitos, Lisbon, (Portugal)

- Oversight of investment funds, regulatory analysis, and the design and implementation of processes.
- Execution of operational controls and reporting to management companies and the CMVM.
- Interaction with Compliance, Legal, and Audit teams.

2008-2014 | Financial Manager – Real Estate Investment Funds | Caixa Gestão de Ativos, Lisbon, (Portugal)

- Responsible for the management of real estate investment funds, asset portfolios, tenants, construction projects, a

2003-2008 | Operations Officer | Caixa Gestão de Ativos, Lisbon, (Portugal)

- Responsible for the booking and validation of real estate transactions and the valuation of investment funds.

2001-2003 | Accounting Officer | Fidelidade-Mundial, Lisbon, (Portugal)

- Responsible for the control and accounting of insurance portfolios, including reconciliations.

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education in partnership whit London Business School
- 2025 | Dare to Inspire: Expert Program | ISEG Executive Education
- 2025 | AI Dive for Business | 42 Lisboa
- 2023 | Top Performers Management Program | ISEG Executive Education
- 2009-2010 | ostgraduate Degree in Real Estate Management and Valuation | ISEG
- 1997-2001 | Bachelor's Degree in Management | ISEG

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Passionate about travel, literature, and cinema. I value well-being, culture, and continuous learning as essential elements that enrich life.



Computer Engineer and Senior Technology Risk & Cybersecurity Consultant in the financial sector, with solid expertise in IT risk management, audits, BC/DR, operational resilience and regulatory frameworks such as DORA. Experienced in leading technology risk initiatives and supporting governance and

DAVID MOREIRA

Birthdate: 1985/03/01

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david.moreira@outlook.com

Portuguese

linkedin.com/in/dm35cv/

PROFESSIONAL EXPERIENCE

Since 2022 | **Technological Risk Management Team Leader (1LoD) | Bano Santander Totta, SA, Lisbon, (Portugal)**

- Manage technological risk, ensuring robust risk assessment protocols and compliance with industry regulations.

2019-2022 | **Technical Consultant – Risk and Technological Audit | CESCE – SI, SA, Lisbon, (Portugal)**

- Led initiatives to mitigate technological risks while ensuring compliance w/ internal and external regulations.

2013-2019 | **Technical Consultant – Storage and Backup | CESCE – SI, SA, Lisbon, (Portugal)**

- Provided expert consultancy on storage and backup solutions, ensuring data integrity, availability, and DR.

EDUCATION

- Since 2024 | Executive MBA | Iscte Executive Education
- 2019-2020 | Executive Master in Program and Project Management | Iscte Executive Education
- 2016-2018 | Specialization Course in Information and Enterprise Systems | Instituto Superior Técnico/Universidade Aberta
- 2012-2016 | Bachelor's Degree in Computer Engineering | Universidade Autónoma de Lisboa

LANGUAGES

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

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



Strategist, focused on People. With a solid academic background in Human Resources Management, and national and international experience, I aim to impact and influence business decisions with a focus on People-Centric metrics and data.

FILIPA MORÃO DIAS ANTUNES

Birthdate: 1995/12/17

+351919985268

filipa.morao.antunes@gmail.com

Portuguese

linkedin.com/in/filipamoraoantunes/

PROFESSIONAL EXPERIENCE

November 2025 - today | VP Digital & Change (People & Culture) | Hubexo, Lisbon, (Portugal)

- Reporting to the Chief People Officer
- A global function that ensures the achievement of the transformation agenda for the People & Culture area.
- Project manager and key stakeholder in projects such as the implementation of Global HRIS (25 countries, +2000 staf
- Ensuring legal compliance and the management of risks, data, and reporting globally.

October 2024 – October 2025 | West Europe VP People & Culture | Hubexo, Lisboa, (Portugal)

- Reportig to the Chief People Officer
- Directly responsible for over 400 people in Portugal, Spain, Switzerland, and Austria.
- Supervising a team of six people, with responsibility for the entire employee lifecycle.

January 2021 – Sep 2024 | Head of People | Vortal Connecting Business, a Byggfakta Group company, Lisboa, (Portugal)

- Reporting to the CEO
- Directly responsible for over 300 people across all VORTAL companies in Portugal and Spain.
- Supervising a team of four people, with responsibility for the entire employee lifecycle.
- Functional reporting to the Chief People Officer of the Byggfakta Group.
- Responsible for the development and implementation of global People & Culture metrics.

EDUCATION

- September 2024 – March 2026 | Executive MBA | Iscte Executive Education
- December 2020 – June 2021 | Post Grad in People Management, Teams and Remote Wor | Universidade Europeia
- September 2016 – October 2018 | MSc in Human Resources and Organizational Consulting | Iscte Business School (international class)
- September 2013 – June 2016 | BSc in Human Resources Management | Iscte Business School

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

- Enthusiast of choreographed step dancing; just-for-fun singer.
- Former open water swimmer and volleyball player



Strategic Business Leader with 10 years of experience in fast-paced and highly regulated environments, driven by meritocracy, resilience, and adaptability. Combines product innovation with strategic vision and consistent on-time delivery.

FILIPE MENDES

Birthdate: 1991/01/23

+351 915434011

filipe.teixeira.mendes@gmail.com

Portuguese

linkedin.com/in/filipe-mendes-4b2934138

PROFESSIONAL EXPERIENCE

2023-2026 | Deputy Director / Head of Product & Solutions | Banco Crédito Agrícola, Lisboa, (Portugal)

- Led four teams responsible for the strategy, development, and performance of the full retail product portfolio

2020-2023 | Head of Product & Business Development | Moey, Lisboa, (Portugal)

- Led a cross-functional team of seven professionals, including Product Managers and UX/UI Designers

2019-2020 | Product Manager | Banco Best, Lisboa, (Portugal)

- Managed the end-to-end lifecycle of key retail products, including Cards, Wallets, and Transfers

2017-2019 | Project Manager | Banco Atlântico Europa, Lisboa, (Portugal)

- Led the end-to-end implementation of a new Cards platform, coordinating cross-functional teams and external partner

2015-2017 | Commercial Assistant | Caixa Geral de Depósitos, Lisboa, (Portugal)

- Provided advisory and operational support to retail clients across the full range of banking products and services

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2024 | Executive Education - Artificial Intelligence Programme | Saïd Business School, University of Oxford
- 2023 | Executive Education - Developing Digital Transformation Strategies | IMD
- 2022 | Executive Education - Innovation Through Design Thinking | London Business School
- 2018 | Postgraduate - Enterprise Data Science & Analytics | NOVA IMS Information Management School
- 2017 | Postgraduate - Management | Nova School of Business and Economics (SBE)

LANGUAGES

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

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



Senior Data Lead with over 20 years of experience in banking and consulting, leading enterprise-scale cloud and data platforms, high-throughput data pipelines, and cross-functional teams to deliver strategic business outcomes.

GONÇALO JOSÉ MENDES CRUZ

Birthdate: 1978/05/11

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goncalo.cruz@millenniumbcp.pt

Portuguesa

linkedin.com/in/gon%C3%A7alo-cruz-9b09912/

PROFESSIONAL EXPERIENCE

2020-2026 | Data Lead | MillenniumBCP, Lisboa, (Portugal)

- Senior leader driving cloud and data transformation, architecting and scaling mission-critical big data platforms
- Leading real-time streaming solutions and high-volume data pipelines at enterprise scale
- Aligning cross-functional teams with strategic business objectives to deliver measurable impact

2019-2020 | IT Data Platform Senior Consultant | Pythian, Ontario, (Canada)

- Managed and optimized mission-critical data environments, ensuring high availability, performance, and scalability.

2018-2019 | IT Data Platform Senior Consultant | Bank of Portugal (Claranet), Lisboa, (Portugal)

- Responsible for managing and administering data platform environments

2016-2018 | IT Data Platform Senior Consultant | BNP Paribas, Lisboa, (Portugal)

- Responsible for managing and administering data platform environments

2010-2016 | IT Data Platform Senior Consultant & Technical Account Lead | IBM / Novabase, Lisboa, (Portugal)

- Technical Account Lead for multiple clients, responsible for managing and administering data platform environments

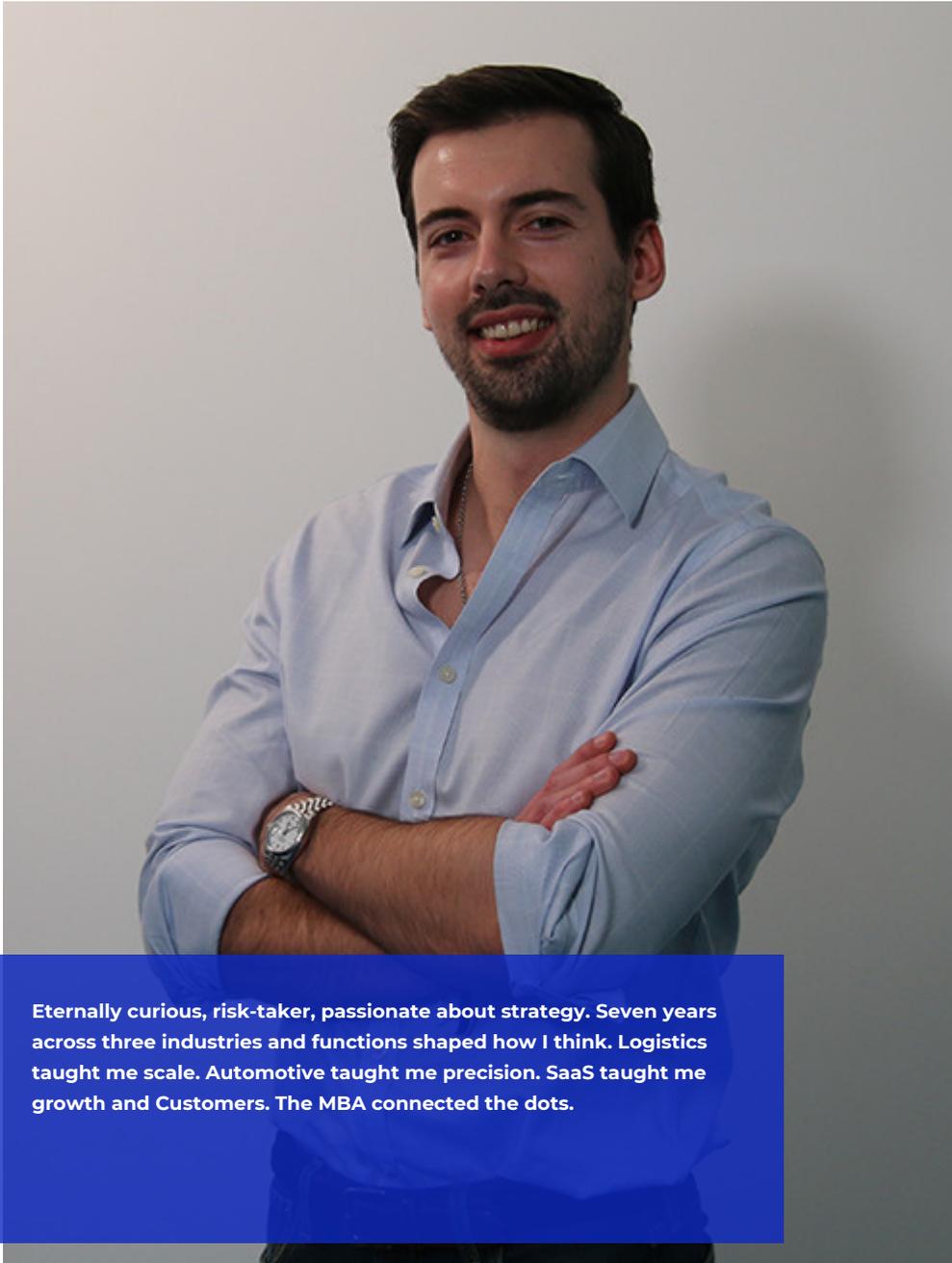
EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2018-2019 | Postgraduation in Enterprise Data Science & Analytics | Nova IMS - Information Management School
- 2006-2009 | Degree in Information technology | ISTECC - Instituto Superior de Tecnologias Avançadas

LANGUAGES

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

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



Eternally curious, risk-taker, passionate about strategy. Seven years across three industries and functions shaped how I think. Logistics taught me scale. Automotive taught me precision. SaaS taught me growth and Customers. The MBA connected the dots.

JOÃO BROEIRO BAPTISTA

Birthdate: 1997/02/13

+351912940907

joabaptista1997@gmail.com

Portuguese

linkedin.com/in/joobbaptista/

PROFESSIONAL EXPERIENCE

2025 - 2026 | Revenue Operations Manager | Unit4, Lisbon, (Portugal)

- Bridging strategy and execution in SaaS. Territory design, GTM alignment, and connecting finance to reality

2024 - 2025 | Commercial Finance Lead - Electrification Projects | Visteon Corporation, Palmela, (Portugal)

- Led €1.5B portfolio. €1.1B Mercedes win taught me make-or-buy isn't about cost, it's strategic allocation.

2023 - 2024 | Commercial Finance | Visteon Corporation, Karlsruhe, (Germany)

- Learned how engineering and finance speak different languages but solve the same problems.

2021 - 2023 | Business Controller | Visteon Corporation, Palmela, (Portugal)

- Financial controller for automotive programs. Built reporting systems. Discovered I cared more about why than what.

2018 - 2021 | Business Controller | CTT Correios de Portugal, Lisbon, (Portugal)

- Built route-cost system cutting reporting by 77%. First time I saw how better data changes actual decisions.

EDUCATION

- 2024 - 2026 | Executive MBA | Iscte Executive Education
- 2019 - 2020 | Post-Graduation in Corporate Finance and Controlling | ISEG - Executive Education
- 2015 - 2018 | Bachelor's Degree in Business Administration | Universidade Lusófona - Centro Universitário Lisboa

LANGUAGES

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

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



Telecommunications Engineer and Project Manager with more than 10 years of experience in the telecommunications sector. The Executive MBA consolidates my strategic management skills, enabling me to lead digital transformation and drive innovation and organizational competitiveness.

JOÃO JARDIM

Birthdate: 1991/05/02

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joao.m.jardim@outlook.pt

Portuguese

linkedin.com/in/jm Jardim

PROFESSIONAL EXPERIENCE

Since 2019 | Project Manager & Mobile Network Engineer |

NOS Comunicações, Lisbon, (Portugal)

- Project management and mobile network planning for indoor or high-capacity environments.
- Technical lead for mobile networks at major events and festivals.
- Internal process optimization using BI, Cloud, and AI

2016-2019 | Product Manager & RAN Engineer | Nokia,

Amadora, (Portugal)

- End-to-end software product lifecycle management, from client acquisition to implementation and support.
- Network audit automation and creation of BI reports for decision-making.

2015-2016 | RAN Engineer | Alcatel-Lucent, Cascais, (Portugal)

- Planning, design and optimization of mobile networks (2G/3G/4G) in international projects.

Since 2015 | Consultant | Multivision, Lisbon, (Portugal)

- Consultancy specialized in telecommunications engineering & project management.

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2009-2015 | Master in Electrical and Computer Engineering | Instituto Superior Técnico

LANGUAGES

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

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



Experienced in Real Estate Asset Management, I have a solid background in commercial operations, construction, and property maintenance. Strong focus on leadership, management, and real estate development.

JOÃO PEDRO GUILHERME SANTOS RENDEIRO

Birthdate: 1988/12/15

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joapedrorendeiro@gmail.com

Portuguesa

linkedin.com/in/joao-rendeiro/

PROFESSIONAL EXPERIENCE

2026 | Head of Facilities & Real Estate Operations | Banco BPI, Lisboa, (Portugal)

- Leading facilities and real estate operations strategy, optimizing asset performance and operational processes

2025-2026 | Project & Asset Manager | Banco BPI, Lisboa, (Portugal)

- Construction management and special projects coordination in office buildings

2023-2025 | Property Manager | General Manager - Project: "Oriente Green Campus" | CBRE, Lisboa, (Portugal)

- Office Building Portfolio Management | Campus Building Management

2022-2023 | Property Manager | SAVILLS, Lisboa, (Portugal)

- Portfolio Management of Office Buildings, Logistics, and Retail

2020-2022 | Founder & Manager | Buildy - Obras de Confiança, Lisboa, (Portugal)

- Founder & Manager of a Property Renovation and Maintenance company

2019-2022 | Real Estate Agent | REMAX, Lisboa, (Portugal)

- Commercialization of properties in the residential, logistics and retail segments

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2022 | Graduate Certificate - Real State Investment | Iscte Executive Education
- 2021 | Specialization course - Facility Management | ESAI - Escola Superior de Atividades Imobiliárias
- 2011-2013 | Licenciatura em Cinema Víde e Comunicação Multimédia | 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



Technology executive (CIO/CISO) with 20+ years in IT and cybersecurity. Lead strategy, governance and critical operations, focused on resilience, risk and cost optimization. Experienced in transformation, teams and vendor management.

JORGE GONÇALO NUNES DIOGO PEREIRA PINTO

Birthdate: 1980/08/09

+351939888888

jgoncalopinto@gmail.com

Portuguese

linkedin.com/in/jgoncalopinto/

PROFESSIONAL EXPERIENCE

2004-Present | Owner | Gigasis, Lisbon, (Portugal)

- Founder delivering consulting and managed services; Microsoft infrastructure, migrations, optimization and clients

2018-Present | CISO, CIO , It Director , SWE Director | Contisystems, Lisbon, (Portugal)

- Lead IT & Security strategy/operations; drive transformation, resilience and risk; manage teams, vendors and stakeh

2016-2017 | CIO | Betvolk, Lisbon, (Portugal)

- Owned IT roadmap and governance; improved service reliability; managed partners and key stakeholders

2015-2016 | Strategic Advisor | Proef IT, Lisbon, (Portugal)

- Advised on IT strategy, risk and operating model improvements; supported leadership decisions and vendor management

2014-2015 | IT Director | Contisystems, Cascais, (Portugal)

- Delivered projects and operations in Microsoft environments; migrations and implementations; improved reliability o

2009-2014 | Systems Solutions Manager | Agap2, Lisbon, (Portugal)

- Led solutions delivery; coordinated technical execution and client needs; improved enterprise operations and servic

2007-2013 | Systems Administrator | Portugal Telecom, Lisbon, (Portugal)

- Enterprise sysadmin in telecom: 24/7 ops, incident/change, performance and continuity for critical services at scal

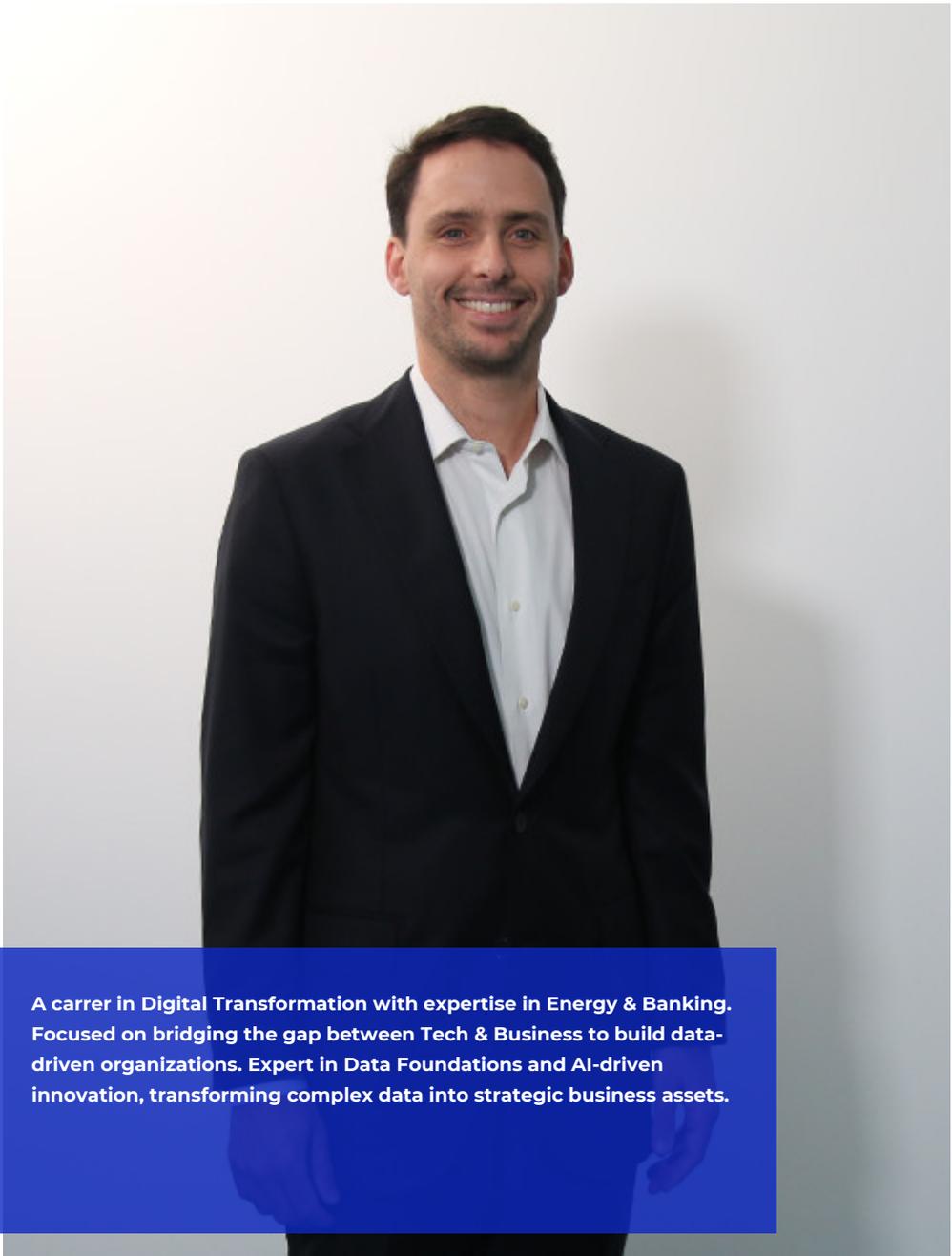
EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2020 | Postgraduate Degree – Cybersecurity Management, Intelligence and Cyberspace Operations | ISEC – Instituto Superior de Educação e Ciências
- 2021 | CEH – Certified Ethical Hacker | EC-Council

LANGUAGES

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

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



A career in Digital Transformation with expertise in Energy & Banking. Focused on bridging the gap between Tech & Business to build data-driven organizations. Expert in Data Foundations and AI-driven innovation, transforming complex data into strategic business assets.

JOSÉ DIOGO VEROL DE ARAÚJO

Birthdate: 1990/12/18

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diogoveroldearaujo@gmail.com

Portuguese

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PROFESSIONAL EXPERIENCE

2025-Present | Data Product Manager | GALP, Lisbon, (Portugal)

- Leading a team responsible for defining, planning and execute end to end Data&Analytics projects

2021-2024 | Data Management Specialist - Data Office | GALP, Lisbon, (Portugal)

- Coordinated a team of data analysts; Planned and budgeted data projects;
- Gathered and defined functional requirements with business and stakeholders;
- Delivery of data quality initiatives, data centralization, and metadata/cataloguing projects
- Optimized delivery team workflows;

2017-2021 | Business Analyst | CAPGEMINI, Lisbon, (Portugal)

- Delivery of end-to-end data and reporting projects from functional specification to technical

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2013-2017 | Master in Energy & Environment | Faculdade de Ciências da Universidade de Lisboa

LANGUAGES

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

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



I have over 25 years' experience in people management and expertise in establishing and restructuring business units. I am naturally curious and approach challenges as opportunities for continuous improvement. I foster strong, cohesive teams rather than mere groups of people working together.

JOSÉ NUNO TOMAZ DE LEMOS

Birthdate: 1974/09/30

+351966747017

jose.nuno.lemos@gmail.com

Portuguese

linkedin.com/in/josetomazdelemos/

PROFESSIONAL EXPERIENCE

Since 2009 | Deputy Director - Credit Monitoring and Recoveries | SGM - Sociedade de Garantia Mútua, S. A. (formerly Lisgarante), Lisbon, (Portugal)

- Creation of the Credit Monitoring and Recoveries Department at Lisgarante - SGM, S.A.
- Definition and development of the Department's structure and all procedures, best practices, and tools.
- Hiring, coordinating, and training a multidisciplinary team of 11 employees.

2003-2009 | Team Leader - Recoveries and Litigation | Banif Go - Instituição Financeira de Crédito, S.A., Lisbon, (Portugal)

- Progression from Officer to Team Leader. Coordination and training of a multidisciplinary team of 5 employees.
- Member of the teams responsible for defining structure, roles, and procedures in 3 internal restructurings.

2001-2003 | Recoveries and Litigation Officer | Banco BPI, Lisbon, (Portugal)

- Client portfolio management in pre-litigation and litigation phases. Definition of procedures and best practices.

1999-2001 | Banking Telesales Team Leader | Banco BPI, Lisbon, (Portugal)

- Progression from Advisor to Team Leader. Coordination and training of teams of 5 to 8 employees.

1997-1999 | Assistant store manager | Caravela. Lda. (Haagen Dazs), Lisbon, (Portugal)

- Coordination and training of a team of 10 employees. Management of store resources (personnel, financial, etc.).

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2019 | PGL - Management and Leadership Program | AESE
- 2015-2016 | Executive Master in Business Management for Management Graduates | Iscte Executive Education
- 2010-2014 | Management | ISCAL
- 1996-2000 | Management | ISEG

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Certified trainer.
- I place great importance on the Environment and Sustainability.
- Former Volunteer (Ass. Santa Teresa de Jesus e Casa dos Rapazes).



Technology leader with 20 plus years of experience in development, solution architecture, and digital transformation across energy and telecommunications. Driving digital and agentic transformation through AI and Blockchain to build smarter, more autonomous, and competitive organizations.

LUIS MIGUEL LOURENÇO DA CRUZ

Birthdate: 1977/06/07

+351 912507178

lmlc1977@gmail.com

Portuguese

linkedin.com/in/luis-cruz-274743b0/

PROFESSIONAL EXPERIENCE

2023 | Senior Data Engineer | Nokia, Amadora, (Portugal)

- As a Senior Data Engineer and Solutions Architect, I believe data only truly matters when it translates into
- clear decisions and real business impact. I have worked on delivering critical solutions for bank reconciliation,
- integration with financial institutions, and the digitalization of risk and opportunity management, always with
- a strong focus on accuracy, reliability, and control.
- I design scalable and resilient cloud architectures that strengthen governance, reduce risk, and support
- strategic decision making. I align technology with business goals in a simple and effective way, turning
- complexity into efficiency, innovation, and sustainable competitive advantage.

2002-2022 | Senior Software Developer | Gasodata, Abóboda, (Portugal)

- Over more than two decades in the energy sector, I evolved from technical support to solution architecture
- and team leadership. I have always believed in understanding the problem before writing the first line of
- code. I worked as a fullstack developer, DBA, and solution architect, but above all as someone who connects
- people, processes, and technology to make things happen.
- What drives me is not just building systems, it is simplifying complexity, turning data into decisions, and
- delivering solutions that create real business impact.

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 1997-2002 2017-2018 | Informatics Engineering | Faculdade de Ciências da Universidade de Lisboa

LANGUAGES

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

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



Professional with experience in the financial sector, combining hands-on banking practice at Banco Santander with advanced executive education through an Executive MBA at Iscte. Throughout my career, I have developed a results-oriented approach, strong critical thinking skills, and a high capacity.

MARIANA SOFIA LEITÃO IVO ROMERO

Birthdate: 1998/10/09

+0351968143896

mariana.sofia.romero@hotmail.com

Portuguese

linkedin.com/in/romero-mariana/

PROFESSIONAL EXPERIENCE

2022-2026 | SME Relationship Manager | Santander totta, Lisbon, (Portugal)

- Preparation and analysis of credit proposals, investment assessment, and evaluation of financial and economic information.
- Management and monitoring of an SME client portfolio.
- Promotion and sale of banking products; client relationship management; on-site company visits

2018-2021 | Client Advisor – Personalized Sales Services | ElCorte Inglês, Lisbon, (Portugal)

- Luxury retail – personalized customer service

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2019-2022 | Bachelor's Degree in Business Management | Universidade Lusófona Lisboa

LANGUAGES

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

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



Civil engineer with extensive international experience in multicultural environments in Portugal, Angola, and Mozambique at Teixeira Duarte. Expertise in construction project development. Currently General Manager of the business unit for all medium-sized projects in Portugal.

MICAEL PEREIRA DA INÊS RITO

Birthdate: 1986/01/19

+351934509297

micaelrito@gmail.com

Portuguese

linkedin.com/in/micaelprito/?locale=pt_BR

PROFESSIONAL EXPERIENCE

2025-2026 | Managing Diretor | Teixeira Duarte, Lisboa, (Portugal)

- Responsible for Teixeira Duarte's brand, which carries out all medium-sized projects in Portugal

2010-2025 | Project Manager | Teixeira Duarte, Lisboa, (Portugal)

- Construction Manager on various construction projects in Portugal, Angola, and Mozambique

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2005-2010 | Civil Engineer | Instituto Superior Técnico

LANGUAGES

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

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



Enterprise software executive with 25+ years of experience. At PHC since 1999, driving product and organizational transformation through innovation, modern architectures and AI. Beyond my professional life, I enjoy travelling and exploring new cuisines.

MIGUEL BILIMÓRIA

Birthdate: 1969/08/17

+351938500052

mbilimoria57@gmail.com

Portuguese

linkedin.com/in/mbilimoria/

PROFESSIONAL EXPERIENCE

2025- moment | Director Research Development Engineering | Cegid, Oeiras, (Portugal)

- Leads R&D and engineering teams to drive innovation, product strategy and scalable technology.

2023-2025 | Chief Product Officer | PHC, Oeiras, (Portugal)

- Defines product vision and strategy, aligning customer value, business goals and execution.

2016-2022 | Development Director | PHC, Oeiras, (Portugal)

- Leads software development, teams and delivery to ensure quality, scalability and execution.

2010-2015 | Service Director | PHC, Oeiras, (Portugal)

- Leads service operations and teams to ensure customer satisfaction, efficiency and service quality.

1999-2009 | Training Director | PHC, Oeiras, (Portugal)

- Leads training strategy and teams to develop skills, enable partners and drive adoption.

1994-1999 | Automotive Solutions Consultant & Implementer | CMC/IN2, Lisboa, (Portugal)

- Analyzes automotive business processes, implements management software solutions, trains users and supports go-live

1993-1993 | Treasury & Bank Reconciliation Analyst | REGISCONTA SL, Lisboa, (Portugal)

- Responsible for bank reconciliations and treasury control and financial reporting

1989-1992 | Data Entry Operator | BPA (atual Millenium), Lisboa, (Portugal)

- Responsible for entering, validating and updating data records, ensuring accuracy and consistency of information.

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 1988-1991 | Gestão Bancária e Seguros | Universidade Internacional
- 1989-1989 | Técnicos de Informática | ADIST - Associação para o desenvolvimento do Instituto Superior Técnico

LANGUAGES

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

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

ADDITIONAL INFORMATION

- SCRUM ALLIANCE®: Certified Scrum Product Owner®
- SNCP: Certificado de aptidão profissional
- XPM: PMP Certification Training



Executive Board Member at CCAM Serra da Estrela. Career built from front-office to board roles across commercial, control/risk and governance within the Crédito Agrícola group. Results-driven leader focused on sustainable growth, client trust and operational excellence

NÉLIO ANDRÉ MARQUES

Birthdate: 1976/12/07

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nmarquesnelmar@gmail.com

Portuguese

linkedin.com/in/nelioandremares/

PROFESSIONAL EXPERIENCE

2016-today | Executive Board Member | Crédito Agrícola Serra da Estrela, Seia, Guarda, (Portugal)

■ Executive Board Member

2008/2016 | General and Commercial Coordinator | Crédito Agrícola Serra da Estrela, Seia, Guarda, (Portugal)

■ General and Commercial Coordinator

2007/2008 | Interim Director | Crédito Agrícola Guarda e Celorico da Beira, Guarda, (Portugal)

■ Interim Director

EDUCATION

■ 2026/2024 | Executive MBA | Iscte Executive Education

■ 2004/2001 | Master Accounting | Iscte

■ 1994/1999 | Bachelor of Management | UAL

LANGUAGES

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

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



With 20 years of professional experience, I have built a solid career in demanding environments, developing strong analytical capability, collaboration and leadership skills.

PAULO LOURENÇO SOARES

Birthdate: 1977/07/07

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plsoares@gmail.com

Portuguese

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PROFESSIONAL EXPERIENCE

Since 2026 | Senior Corporate Credit Risk Analyst – Large Corporates & Project Finance | Caixa Geral de Depósitos, Lisboa, (Portugal)

- Presentation of credit risk opinions to the Bank's Board of Directors and Credit Committees.
- Responsible for the analysis and decision of financing transactions for large corporates and economic groups.
- Critical assessment of the financial viability of complex corporate and project finance solutions.
- Credit risk analysis of strategic projects in key sectors of the national and international economy.

2017-2026 | Credit Risk Analyst – Small & Medium Enterprises | Caixa Geral de Depósitos, Lisboa, (Portugal)

- Responsible for the analysis and decision of financing transactions for small and medium-sized enterprises.
- Critical assessment of financial viability and validation of credit risk limits.
- Participation in sectoral studies and analyses, supporting risk assessment and credit decision-making.

2011-2017 | Regional Corporate Relationship Manager | Caixa Geral de Depósitos, Lisboa, (Portugal)

- Responsible for the management of a corporate client portfolio in coordination with multiple CGD branches.

2009-2011 | Retail Banking Relationship Manager | Caixa Geral de Depósitos, Lisboa, (Portugal)

- Responsible for the management of a retail client portfolio and ongoing commercial relationship oversight.

2005-2009 | Banking Operations & Commercial Support Officer | Caixa Geral de Depósitos, Lisboa, (Portugal)

- Responsible for commercial and administrative activities supporting client management and banking operations.

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2025 | High Flyers Management Program – Dare To Fly: Navigate Beyond Limits | ISEG Executive Education
- 2024 | High Flyers Management Program – Dare To Fly: A Step Ahead | ISEG Executive Education
- 2022 | High Flyers Management Program – Dare to Fly | ISEG Executive Education
- 2015-2016 | Postgraduate Program – Corporate Relationship Manager | Iscte Executive Education
- 2010-2011 | Master's in Finance (Thesis in progress) | Iscte Executive Education
- 2009-2010 | Executive Master's in Corporate Finance | Iscte Executive Education
- 2009 | The Leadership Experience (in partnership with the Naval School) | Iscte Executive Education
- 1999-2004 | Bachelor's in Business and Information Technology | Escola Superior de Gestão de Santarém (Santarém School of Management)

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

- I enjoy traveling and discovering new places.
- I value genuine relationships and meaningful conversations with family and friends.



With over 20 years of experience in IT, I specialise in managing complex projects and programs. I'm passionate about leveraging my extensive experience to support and mentor teams, helping them navigate challenges and achieve success.

PAULO MIGUEL MOREIRA DIAS

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2025 | Lead Project Manager | Babel Portugal, Lisboa, (Portugal)

- Responsible for the delivery of complex projects in the Public sector.

2022-2024 | Director | NTT DATA Portugal, Lisboa, (Portugal)

- Responsible for managing several digital transformation initiatives and fostering the Cloud practices.

2016-2022 | Senior Manager | KPMG Portugal, Lisboa, (Portugal)

- Responsible for managing the NetReveal / Norkom project portfolio and technical team at a commercial bank in PT.
- Responsible for managing the Credit processes implementation initiative at a commercial bank in AO.
- Responsible for managing the Digital Business Automation and Mobile initiatives at a pharmaceutical company in ES.

2014-2015 | Manager | KPMG Portugal, Lisboa, (Portugal)

- Responsible for managing the Credit processes implementation initiative at a commercial bank in CO.

2010-2014 | Associate Manager | SAFIRA, Lisboa, (Portugal)

- Responsible for managing the program that supported a major PT bank increasing its process efficiency through BPM.

2007-2010 | Senior Software Engineer | SAFIRA, Lisboa, (Portugal)

- Responsible for the implementation and technical coordination of IT projects.

2004-2007 | Software Engineer | Software Engineer, Lisboa, (Portugal)

- Responsible for the implementation of IT solutions and assistance in the technical coordination.

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2001-2003 | MSc, Computer and Software Engineering | Instituto Superior Técnico
- 1996-2001 | BSc, Computer and Software Engineering | 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



With over 16 years in banking, I've evolved from client-facing roles to strategic business architecture. I bridge the gap between business needs and technological solutions, combining a 360° vision with innovation. I am driven by collaborating in teams that challenge standard practices.

PEDRO MANUEL RIBEIRO GARCIA FERNANDES

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portuguese

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PROFESSIONAL EXPERIENCE

Since 2026 | Business Analyst - Retail Lending | Caixa Geral de Depósitos, Lisbon, (Portugal)

- Process owners for the credit flow (mortgage and consumer lending);
- Managing, validating, and contracting retail credit operations;
- Development of digital applications and solutions.

Since 2019 | Business Analyst - Credit Middle Office | Caixa Geral de Depósitos, Lisbon, (Portugal)

- Operational support for the sales network, focused on eliminating task redundancy and enhancing business outcomes.

2018-2019 | Backoffice Assitant (Remote Banking) | Caixa Geral de Depósitos, Lisboa, (Portugal)

- Supporting credit application and decision-making processes for digital customer management branches.

2011-2018 | Commercial Assistant | Caixa Geral de Depósitos, Lisbon, (Portugal)

- Exclusive management of international clients across the Americas, Europe, Africa and Asia.

2009-2011 | Commercial Assistant | Caixa Geral de Depósitos, Lisbon, (Portugal)

- Customer support and debt recovery.

2008-2009 | Content Creator | United Studios, Lisbon, (Portugal)

- Content Creator for the MEO brand.

2006-2007 | Journalist | Tribuna de Macau, Macao, (China)

- Journalist for the Portuguese-language daily, Tribuna de Macau.

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2015 | Post-Graduation in Banking and Insurance Management | ISEG
- 2002-2007 | Journalism | Faculdade de Letras da Universidade de Coimbra

LANGUAGES

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

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



I'm a highly accomplished and results-oriented professional with over 20 years of experience in the Fast-Moving Consumer Goods (FMCG) sector. My expertise lies in procurement, category management, and marketing within retail and consumer goods industries.

PEDRO MIGUEL COELHO MARTINS

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Portuguesa

linkedin.com/in/pedromartins23

PROFESSIONAL EXPERIENCE

2008-2026 | Packaging and Procurement Manager | Sonae MC, Lisbon, (Portugal)

- Procurement for new solutions and better conditions

2001-2004 | Marketing Manager | Carrefour, Lisbon, (Portugal)

- Managing Multi-channel campaign

2004-2007 | Comercial Manager | Carrefour, LISBOA, (Portugal)

- Negotiation FMCG products (dairy)

EDUCATION

- 2024/2026 | Executive MBA | Iscte Executive Education
- 1997/2001 | Communication & Marketing | Independent University

LANGUAGES

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

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



Pharmaceutical marketing professional and Brand Manager at Astellas Portugal, leading therapeutic portfolios and cross-functional strategy execution. Focused on driving commercial growth, strengthening brand positioning, and pursuing future strategic leadership roles within multinational organisatio

PEDRO MILHEIRO COSTA E SILVA

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Portuguesa

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PROFESSIONAL EXPERIENCE

2025 | Brand Manager | Astellas, Lisboa, (Portugal)

- Brand & Marketing Strategy Management in Pharma

2019-2025 | Key Account Specialist | Astellas, Porto, (Portugal)

- Key account management in Pharma sales

2026-2019 | Sales Representative | Effik, Porto, (Portugal)

- Pharma Sales rep

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2020-2021 | Pós-Graduação em Marketing Management | Porto Business School
- 2018-2019 | Pós-Graduação em Gestão de Vendas | Porto Business School
- 2008-2015 | Mestrado Integrado em Ciências Farmacêuticas | Faculdade de Farmácia da Universidade do Porto

LANGUAGES

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

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



Engineering graduate and executive with over 15 years of leadership in financial, operational, and strategic management, working with business groups in the import, construction, hospitality, and shared services sectors.

REBECA CAVAZOTTI DE SOUZA

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Brazil

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PROFESSIONAL EXPERIENCE

Since 2022 | Head of Finance & Operations | Grupo Vino, São Paulo, (Brasil)

- Import, bar, and franchise group
- Accountable for 5 companies and direct support to over 50 franchise units.
- Leadership of financial, budgetary, import, pricing, and operations processes.
- Financial and operational restructuring enabling the expansion of the franchise network.

2021 - 2022 | Planning & Management Manager | Grupo Topseal, São Paulo, (Brasil)

- Construction sector group
- Reported directly to the board, managing professionals across Finance, HR, Accounting, Logistics, and Procurement
- Administrative and financial reorganisation with focus on profitability per business unit.

2017 - 2022 | Administrative & Financial Manager | Grupo Vino, Curitiba, (Brasil)

- Managed the administrative and financial structure of 12 companies within the group.
- Unified financial management and debt renegotiation, reducing financial costs and reversing unprofitable sales.

2009 - 2017 | Finance & Accounting Manager | Grupo JMalucelli - Shared Services Centre, Curitiba, (Brasil)

- Conglomerate of over 70 companies
- Career progression from intern to Finance & Accounting Manager.
- Implemented ERP across 46 companies and merged three departments to increase efficiency and synergy.

EDUCATION

- 2024 - 2026 | Executive MBA | Iscte Executive Education in collaboration with London Business School
- 2018 | MBA in Project Management | Universidade Positivo (BR)
- 2006 - 2011 | Civil Engineering | Federal University of Technology (BR)
- 2008 | Business Management | The Association of Business Executives (IE)

LANGUAGES

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

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

ADDITIONAL INFORMATION

- Resident in Portugal since 2023
- Engineering degree validated by Universidade Nova de Lisboa
- Full Member of the Portuguese Engineers Association



Partner at CONKORD and Red IT. COO Iberia at CONKORD; Founder & former CEO of Red IT (2016–2026). Hands-on in consolidation and migration programs, with deep experience across sales, operations, and cross-functional coordination.

RICARDO JORGE RODRIGUES GODINHO

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Portuguese

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PROFESSIONAL EXPERIENCE

2026-Current | COO Ibéria | Konkord, Lisbon, (Portugal)

- Led Iberia-wide CONKORD integration, driving operational efficiency and strengthening people & culture

2016-2025 | CEO | red it, Lisbon, (Portugal)

- Co-Founder scaling red.it to 150 employees, defining business model and leading end-to-end growth execution

2011-2016 | Director | Bee Engineering, Lisbon, (Portugal)

- Launching operations, leading sales teams, and driving market growth and delivery performance

2011-2013 | Manager | Agap2, Lisbon, (Portugal)

- Sales Lead driving business growth, pipeline development

2010-2011 | Analyst | Cofidis, Lisbon, (Portugal)

- Analysis & Delivery Governance Lead driving end-to-end execution, scope control, and testing oversight

2007-2010 | Consultant | Deloitte, Lisbon, (Portugal)

- Consultant at Deloitte delivering enterprise transformations and core implementations in healthcare and insurance

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2011-2012 | Postgraduate Degree, Statistics, Information Management | Nova IMS
- 2002-2007 | Management Information Systems | Polytechnic Institute of Setúbal

LANGUAGES

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

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

ADDITIONAL INFORMATION

- LEOs Community Volunteer (Lions Clubs International)



15 years of experience in Auditing in the Banking Financial Sector
External Audit - Big Four experience
Internal Audit - CGD, Credit and Operational Risk
CIA certification (Certified Internal Auditor)

RITA ELISIÁRIO PEREIRA

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Portuguese

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PROFESSIONAL EXPERIENCE

Since 2020 | Internal Audit Manager – Credit Risk | CGD, Lisbon, (Portugal)

- Responsible for leading a team of professionals in the Credit Risk area
- Credit and Operational Risk audit activities
- Oversight and follow-up of Credit Risk audit activities for entities within the Caixa Geral de Depósitos Group

2011-2020 | Manager Financial Services (Audit & Assurance) | KPMG, Lisbon and Luanda, (Portugal and Angola)

- Team leadership
- Validation of the Financial Statements of audited entities
- Assessment of internal control systems of audited entities and identification of improvement opportunities
- Consulting and assurance projects (e.g. merger of banking institutions; review of credit policies)

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2025 | CIA - Certified Internal Auditor | IIA - Institute of Internal Auditors
- 2025 | ESG Certificate - Internal Auditing for Sustainable Organizations | IIA - Institute of Internal Auditors
- 2021 | Managing for the future | ISEG
- 2011 | Bachelor's Degree in Management | ISCAL

LANGUAGES

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

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



Country Manager with a solid track record in multinational FMCG companies, leading expansion projects, strategic repositioning, and sustainable growth in highly competitive markets. The EMBA represents another step in a continuous commitment to learning, excellence, and building the future.

RITA MÁRCIA DA SILVA AMARAL

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rmsamaral@me.com

Portuguese



linkedin.com/in/ritadasilvaamaral?lipi=urn%3Ali%3Apage%3Ad_flags

PROFESSIONAL EXPERIENCE

2018 - moment | Country Manager | FOODIVERSE, Lisbon, (Portugal)

- Leads the business development of Foodiverse in Portugal.

2016-2018 | General Director - sucursal Chile | BEONE, Santiago de Chile, (Chile)

- Identification of business opportunities aimed at strengthening BeOne's positioning in Latin America.

2012-2015 | Country Sales Manager | Rinya, Valencia, (Espanha)

- Supervision of sales operations and key account management, ensuring brand growth and increased business volume.

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2007-2007 | Postgraduate degree in Sales Management | Iscte Business School
- 2000-2004 | Marketing Management Degree | IPAM

LANGUAGES

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

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



EH&S leader with 20+ years' international experience in pharma and industry. EMEA Senior Manager at J&J, leading office and road safety strategy. Former roles at Abbott, SAPA, SAGIES. Degrees in Environmental Science and Safety Engineering; MBA in progress; Lean Six Sigma and FPX certified.

RUI MIGUEL GANHÃO MUSTRA

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Portuguese

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PROFESSIONAL EXPERIENCE

2019-2026 | EMEA EHS Senior Manager | J&J, Lisbon, (EMEA)

- EMEA EHS Senior Manager

2016-2019 | EMEA EH&S Manager | Abbott Laboratories, Lisbon, (EMEA)

- EMEA EH&S Manager

2013-2016 | European EH&S Specialist | Abbott Laboratories, Lisbon, (Europe)

- European EH&S Specialist

2011-2013 | EHS & Facilities Manager | Abbott Laboratories, Lisbon, (Portugal)

- EHS & Facilities Manager

2009-2011 | Production Manager | Sapa Profiles, Lisbon, (Portugal)

- Production Manager

2007-2009 | EHS & Facilities Manager | Sapa Profiles, Lisbon, (Portugal)

- EHS & Facilities Manager

2001-2007 | EHS Specialist | SAGIES, Lisbon, (Portugal)

- EHS Specialist

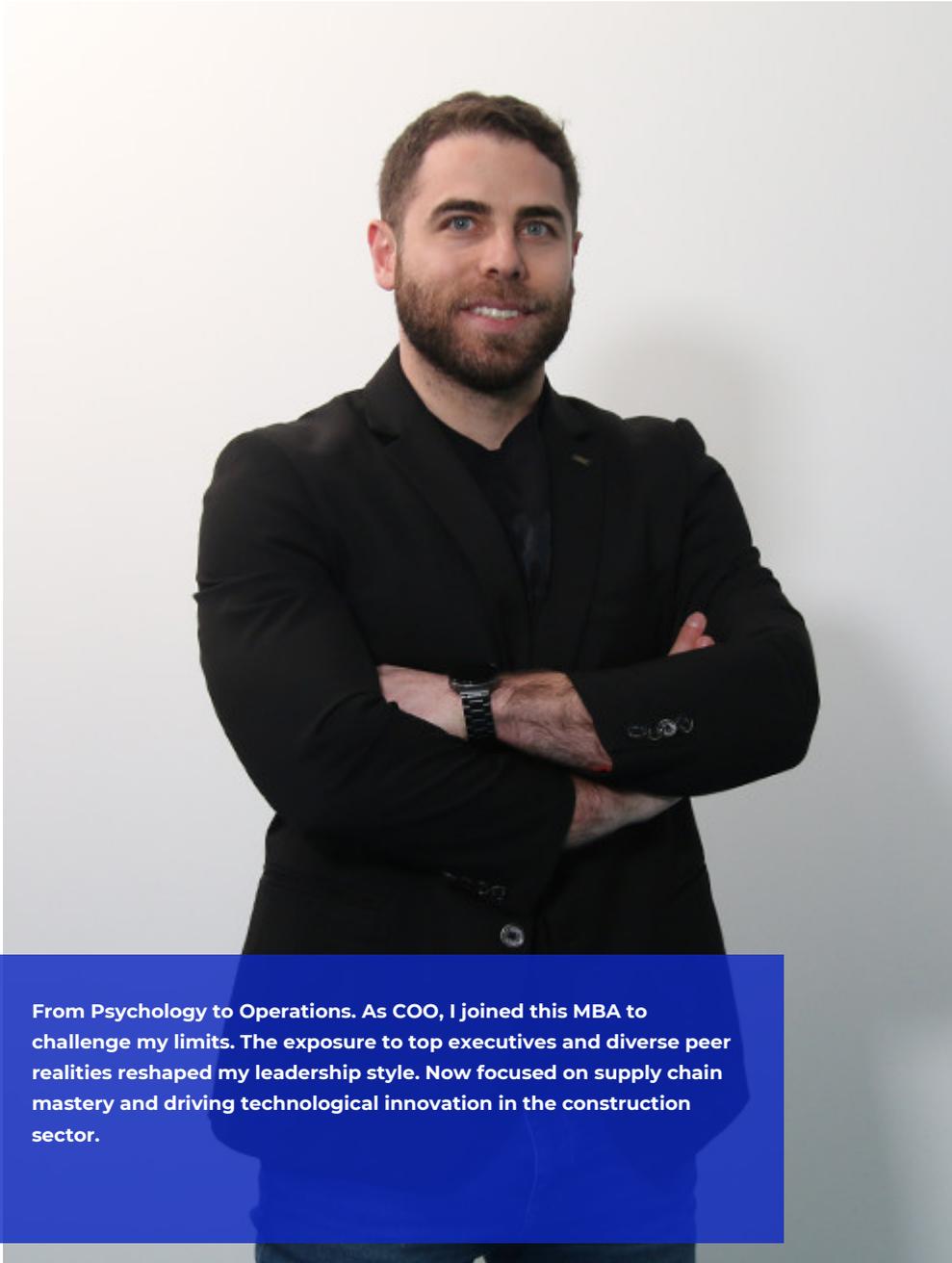
EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Educação
- 2010 | BSC Degree in Safety Engineering | Instituto Superior de Educação e Ciências de Lisboa
- 2006 | QEH&S - Management Systems Certified (ISO 9001; 14001; OSHAS 18001) | University Técnica de Lisboa/Instituto Superior Técnico
- 2003 | BSC Degree Environmental Science | ESTSL

LANGUAGES

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

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



From Psychology to Operations. As COO, I joined this MBA to challenge my limits. The exposure to top executives and diverse peer realities reshaped my leadership style. Now focused on supply chain mastery and driving technological innovation in the construction sector.

RUI MIGUEL PASSADOURO CARREIRA

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Portuguese

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PROFESSIONAL EXPERIENCE

2020 - moment | Operations Manager | Macolusa S.A., Leiria, (Portugal)

- Leading operations (30 employees), managing e-commerce and driving tech innovation.

2020 - 2020 | International Trainee HR | Roca Sanitario S.A., Barcelona, (Spain)

- Internship at HQ in Barcelona. Developed training plans and supported the training department.

EDUCATION

- 2024 - 2026 | Executive MBA | Iscte Executive Education
- 2018-2020 | Master in Organizational Psychology | University of Coimbra
- 2015 - 2018 | BSc in Psychology | University of Coimbra

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 Firefighter. Former President of the country's largest BNI networking group. Hobbies: Spearfishing & piano.



Human Resources Professional with more than 25 years of leadership experience. Specialized in strategic alignment between people and business goals, I have extensive expertise in organizational transformation, talent management, and industrial relations.

SUSANA PAULA VERÍSSIMO SIMÕES SILVA

Birthdate: 1976/04/18

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Portuguese

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PROFESSIONAL EXPERIENCE

2000-2026 | Human Resources Diretor | El Corte Ingles, Lisbon, (Portugal)

- Expert in aligning human capital with business strategy.

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2020-2021 | Master in Applied Management | Iscte Executive Education
- 2011-2013 | Licenciatura Gestão RH | Universidade Lusíada

LANGUAGES

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

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



Credit recovery specialist, leading a team of account managers at Caixa Geral de Depósitos with a people-centered approach to delivering sustainable financial solutions. In the medium term, I aim to transition into entrepreneurship and build my own business

TÂNIA ALEXANDRA FERNANDO CANEJO

Birthdate: 1979/06/22

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Portuguesa

linkedin.com/in/tania-canejo

PROFESSIONAL EXPERIENCE

06/2025 | Coordinator | CGD, Lisbon, (Portugal)

- Credit recovery unit

2016/2025 | Bussiness Manager | CGD, Lisbon, (Portugal)

- Credit recovery unit

2008/2016 | Comercial Assistent | CGD, Lisbon, (Portugal)

- commercial branch

2025/2008 | Call Center Assistent | CGD, Lisbon, (Portugal)

- CaixaDireta

2003/2005 | Communicattion Assistent | Município do Cartaxo, Cartaxo, (Portugal)

- President Support Office (traineeship)

2002/2003 | Commercial Assistent | NOS, Santarém, (Portugal)

- Assistent/Store Manager (Optimus)

1998/2001 | Cal center operator | MEO, Lisbon, (Portugal)

- Customer Service (TMN)

EDUCATION

- 2024/2026 | Executive MBA | Iscte Executive Education
- 2023 | Financial technologies for non-financial professional | Iscte Executive Eucation
- 2022/2024 | Hiflyer Management Program | ISEG - Lisbon School of Economics Management
- 2021 | Insurance and reinsurance mediation | APS - Associação portuguesa de Seguros
- 2005/2026 | Bankig management: banking and financial products | IFB - Instituto de Formação Bancária
- 1998/2002 | Graduate Degree in Public Relations and Advertising | INP - Instituto Superior de Novas Profissões

LANGUAGES

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

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



Background in global business development and technical sales within industrial manufacturing. Recognised for strategic thinking, stakeholder management and cross-cultural collaboration. Now positioning my next career step towards sustainable construction, with a focus on timber-based solutions.

TIAGO MIGUEL SANTOS SILVA

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Portuguese

linkedin.com/in/tiagomssilva1994/

PROFESSIONAL EXPERIENCE

2022-2026 | Global Key Account Manager & Application Engineer | YUDO KAM GLOBAL, Marinha Grande, (Portugal)

- Global KAM driving Tier 1/2 growth through technical sales, stakeholder management and cross-functional execution.

2021-2022 | R&D Manager | YUDO EU, Marinha Grande, (Portugal)

- Led R&D teams improving hot runner systems, aligning product innovation with quality, efficiency and client needs.

2016-2021 | R&D Engineer | YUDO EU, Marinha Grande, (Portugal)

- Developed and validated HR solutions, supporting product performance through analysis, testing and optimisation.

Since 2021 | Real Estate Investor & Building Reconstruction Contractor | Freelancer, Leiria, (Portugal)

- End-to-end real estate investment and reconstruction, integrating design, budgeting and site delivery.

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2016-2018 | MSc in Corporate Finance | IPEiria - ESTG
- 2015-2016 | MSc in Automotive Engineering | Oxford Brookes University
- 2012-2015 | BSc in Automotive Engineering | IPEiria - ESTG

LANGUAGES

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

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



IT Project Manager with 16 years of professional experience, including 5 years in leadership roles, specialising in digital transformation, team leadership, and value delivery. International experience. Results-driven with a strong focus on continuous improvement.

TOMÁS SIEUVE DE SEGUIER

Birthdate: 1983/10/31

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Portuguese

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PROFESSIONAL EXPERIENCE

2025 - Present | Technology Design Project Manager | AstraZeneca, Lisbon, (Portugal)

- Programme and IT transformation management, aligning technology delivery with overarching business objectives.

2017 - 2025 | Senior Project Manager | SAP, Lisbon, (Portugal)

- Eight years' experience in enterprise consulting and project management, leading SAP implementations and cross-func

2016 - 2017 | HR IT SAP HCM and SFSF Consultant | Bosch Security Systems, Lisbon, (Portugal)

- Support for industrial operations and process improvement, with a strong focus on efficiency and operational excell

EDUCATION

- 2024-2026 | Executive MBA | Iscte Executive Education
- 2011-2012 | Post Graduate Corporate Management | ISEG - Lisbon School of Economics & Management
- 2006-2009 | International Affairs and Polical Science | Universidade Católica Portuguesa

LANGUAGES

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

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

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