



BRIDGE IN

BRIDGE IN THE TEAM

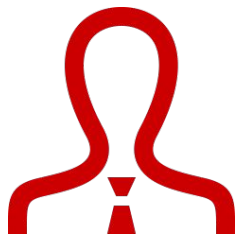
BRIDGE IN



WHY BRIDGE IN?

YOUR LOCAL EXPERTS

BRIDGE IN team understands tech and has several year experience managing businesses and assembling tech teams in Portugal and abroad. Our expertise, network and local operations enables value creation aligned to customers best interest.



Team of Senior
Executives



Experts in
Technology and
Tech Businesses



Key Knowledge
about Portugal
Tech market



Fair Business
Practices and
Customer Alignment

BRIDGE IN - CORE TEAM



**PEDRO
HENRIQUES**
CO-FOUNDER
& CEO

Expert in building distributed teams
18 years in tech.
Worked as
Leader in top IT consultancy and PE firm



**CLÁUDIO
MENEZES**
CO-FOUNDER
& COO

Expert in tech recruitment
16 years in tech.
Founder at multiple businesses.
Recruited top developers for corporate and startups



**PATRICK
RODGERS**
CO-FOUNDER
& CFO

Expert in accounting and finance for tech businesses
Financial Director with 30 years managing pan-European companies



**NIKITAS
KOKORELIS**
VP OF SALES & C. SUCCESS

Expert in sales, corporate tax and audit
15 years in International Business and Corporate structuring.
Ex-Deloitte



**MARTINA
SEPITKOVA**
SR. FINANCE
MANAGER

Expert in finance and treasury
20 years as a Senior Finance Manager in several tech startups



**JORGE
SILVA**
SR. ACCOUNTING
MANAGER

Expert in tax and accounting
18 years in Accounting and Tax at Big 4.
Ex-Deloitte and EY. Certified Auditor



**ADLER
TAVARES**
PAYROLL
MANAGER

Expert in payroll and HR admin
9 years top consulting firms, leading Payroll, HR and Tax reporting.
Ex-PwC

“The engagement with BRIDGE IN enabled us to rapidly set up and get our team in place and navigate the employment processes. Also, BRIDGE IN acts as our proxy when it comes to employee care and logistics. Their end-to-end service has been a great success for us.”

—
Pierre Mallia
Managing Director at iMovo

[Read the Employer of Record Case Study](#)

BRIDGE IN SERVICES

BRIDGE IN



BRIDGE IN - SERVICES

Build Your Team

Recruit a team in Portugal by understanding the local market, including salary benchmark info and employment costs. We will help you to be successful recruiting and hiring a local team.

Team Relocation

Relocate your team to Portugal by applying to needed Visas, Resident Permits and NHR tax regime. We will sponsor needed visas and help your team getting needed documents and get settled.

Employer of Record

Hire local talent without the need to establish a legal entity in Portugal. We will employ your team on your behalf, while you will select candidates, set compensation, and manage their activities.

Company Soft-Landing

Incorporate a company's subsidiary in Portugal. We will work on company registration, including legal and tax, but also help you ramp-up HR operations so that you can start employ contributors compliantly.

Company As A Service

Manage your local subsidiary easily. We will take care of all local bureaucracy, keep you safe and compliant, dealing with legal, tax, accounting, HR and payroll.

HR As A Service

Keep your local HR Operation compliant. We will help you onboard new members, manage benefits, expense reimbursement, run payroll, and process offboarding while limiting your liability.

“The expectation is that Portugal will be the second country with the most employees for Design Pickle, outside the USA. We want to build a hub for our company in Portugal. (...) BRIDGE IN was responsible for the set-up of the whole operation in Lisbon.”

Russ Perry
CEO of Design Pickle

[Read the Forbes article](#)

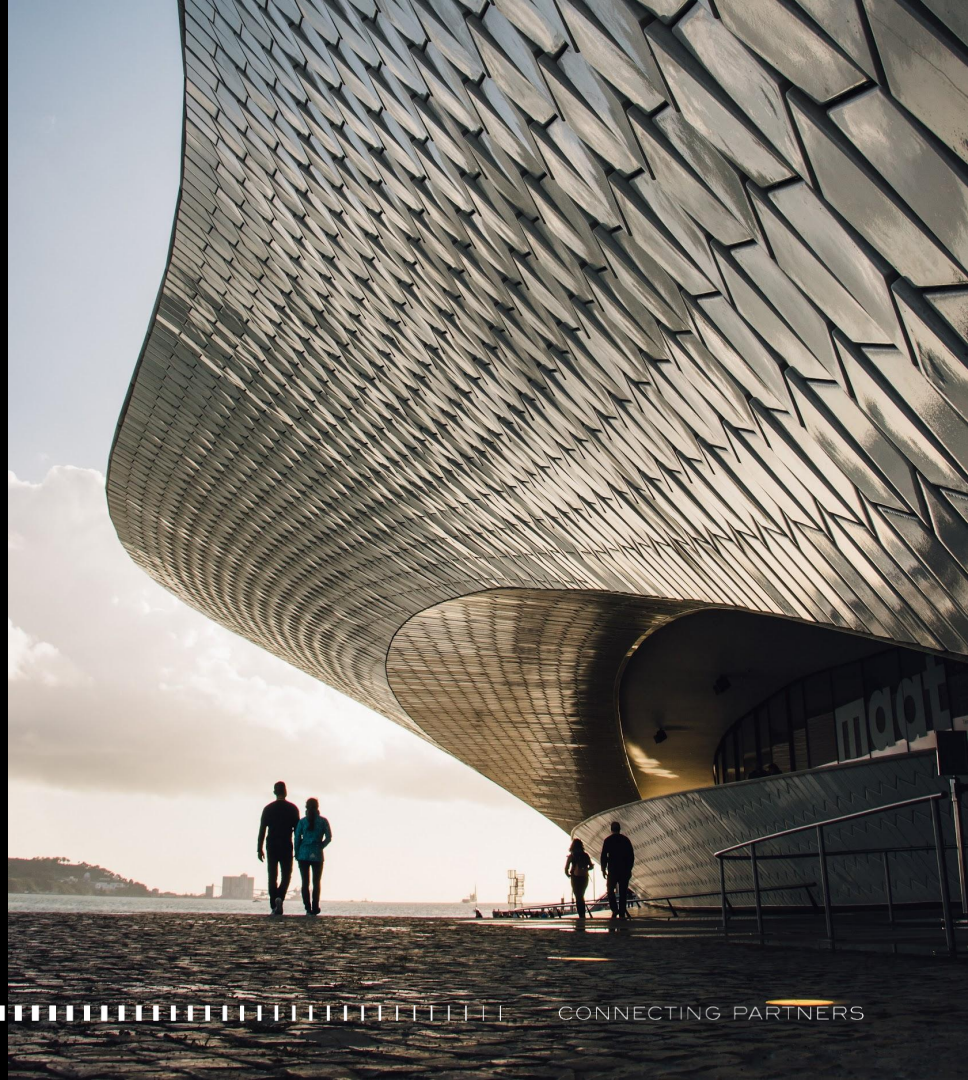


WHY PORTUGAL?

BRIDGE IN



CONNECTING PARTNERS



WHY PORTUGAL?

STRATEGIC LOCATION

As the westernmost point in Europe, Portugal is geographically, historically and culturally uniquely positioned to connect North America and Europe. Lisbon offers direct connections to major cities, like New York, Washington and San Francisco.

Looking inwards, Portugal provides access to the European Union, a single market representing 447 million citizens and the third-largest economy in the world.



Source: [TAP Air Portugal destinations](#)

WHY PORTUGAL?

HIGH QUALITY OF LIVING

A secure country with a wonderful weather, great food, rich cultural heritage, a wide range of leisure activities including world class surfing spots and golf resorts, friendly people and a thriving democracy. Portugal is the country with one of the highest quality of life in the world.

Rank	2023		2022
Quality of Life	7	▲ 5	12
Leisure Options	8	▲ 1	9
Personal Happiness	2	▲ 2	4
Environment and Climate	5	▲ 1	6
Cost of Living	12	▼ 2	10
Feeling at Home	2	▲ ▼	2
Friendliness	8	▼ 3	5

Source: Expat Insider

WHY PORTUGAL?

HIGH ENGLISH PROFICIENCY

Portugal ranks #9 in the [English Proficiency Index](#).

Most Portuguese people speak English, with a soft accent – significantly better when compared with most Eastern and Southern Europe countries, notably Spain, Italy and France.

Country	Rank	
Netherlands	1	
Singapore	2	▲ 2
Austria	3	▼ 1
Norway	4	▼ 2
Denmark	5	▲ 1
Belgium	6	▼ 2
Sweden	7	▼ 1
Finland	8	▲ 3
Portugal	9	▼ 2

Country	Rank	
Poland	13	▲ 3
Romania	17	▼ 2
Kenya	20	▲ 1
Latvia	25	▲ 1
Switzerland	29	▼ 4
Italy	32	▲ 3
France	34	▼ 3
Ukraine	35	▲ 5
Belarus	39	▼ 4

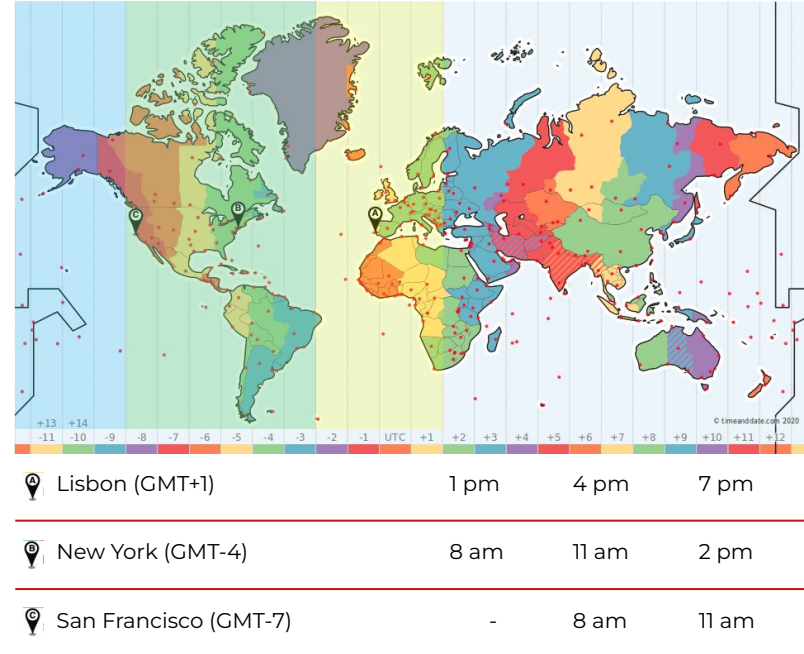
Source: EF English Proficiency Index

WHY PORTUGAL?

BEST EUROPEAN TIME ZONE FOR THE ATLANTIC BRIDGE

Portugal is in the same time zone as the UK, which is the closest to North America in Europe.

Within reasonable working hours, there is a 6 hour overlap with East Coast and 3 hour overlap with the West Coast.



“Thinking globally but acting locally is paramount to the successful delivery of our value proposition and creating a differentiated employee experience. Our partnership with BRIDGE IN brought us the details and a 360° view of the market so that we can be a great place to work in Portugal like we have been globally for 25 years”

—
Fernando Silva
Business Director for EMEA at CI&T

[Read the Case Study](#)



BRIDGE IN

IS YOUR TRUSTED PARTNER

LET'S RIDE TOGETHER

BRIDGE IN





[BRIDGEIN.PT](https://bridgein.pt)

YANA.AFANASIEVA@BRIDGEIN.PT

LET'S TALK? [SCHEDULE A TIME](#)

