

IMPACTING TALENT

Fostering Tech Talent

www.impactingtalent.com

We are part of Impacting Group

IMPACT!NG
GROUP

Our activity is anchored in **transparency** and **trustworthy relationships**.

16+ years building Software Engineering Teams, with focus on Portugal and Brazil.

16+ Digital Technology-based Companies

200+ Talents spread internationally

Offices in **Portugal, Brazil and Spain**



Our Areas of Activity



B.O.T. - Build-Operate-Transfer

We build **Software Development Centers** in Portugal

IT Staff Augmentation

We focus on **tech** and **cultural fit**, for a successful match

IT Headhunting

We focus on Senior, Principal and Lead Software Engineers, up to C-Level

Project Teams

We set up **highly-skilled** teams for demanding projects

Build-Operate-Transfer



Ideal for **nearshoring** your next **Tech Center** to **Porto - Portugal**.

Our **holistic approach** includes: **building up** your tech team, **recruiting IT talent**, setting up infrastructures, providing **legal support**, ramp up operations, optimize processes, and deliver **customized services** aligned with your specific **requirements and needs**.

After a set period, typically 1-2 years, we **handover the operation, while running**.

Major **advantages** include **quicker** setup time, **lower** risk and **local benefits**.



All Our Services



Recruitment	Finance	Admin	HR	Coordination
<p>Headhunting</p> <p>Outsourcing</p> <p>Offers negotiation</p> <p>People replacement</p> <p>Regular reporting</p>	<p>Company creation</p> <p>Fiscal obligations</p> <p>CFO level support</p> <p>Payments/receivables</p> <p>Accounting & reporting</p> <p>Legal</p> <p>Agreements</p> <p>Legal support</p>	<p>Office management full service:</p> <ul style="list-style-type: none"> -Office rent & facilities -Travel support -Procurement <p>IT Support</p> <p>IT hardware, implementation and maintenance</p> <p>Help desk support</p>	<p>HR obligations:</p> <ul style="list-style-type: none"> Payroll Medical Labour Health & Safety Training <p>Local Employee experience:</p> <ul style="list-style-type: none"> Onboard Engage Develop Perform Reward Exit 	<p>Overall team oversight and management</p> <p>Regular status meetings with client</p> <p>Handovering of the entire operation</p>

Why Porto/Portugal

Talent

- **Highly-qualified IT resources**
- Attraction of **IT nomads** from Europe and Brazil
- Very high **English proficiency**

Legislation & Incentives

- Access to **European funds**
- **R&D tax benefits**
- Access to **employment incentives**

Location & Culture

- **GMT time zone**
- **Trendy expat** destination - safety, weather, food, environment and health
- Political and social **stability**

IT Ecosystem

- Several **successful Tech Centres** (BMW, Mercedes, Farfetch, Natixis, Teamviewer, etc)
- Fast growing **IT ecosystem**
- Network of **Science and Technology Parks**