



BRIDGE IN

Members Meet Members Dublin

*Hosted by Musicmaker, Dublin
Thursday, June 30, 5pm - 8pm*



With Panel Discussion:
"Doing Business, Hiring, and Living in Portugal"

BRIDGE IN

**Tech Businesses
in Portugal PT**

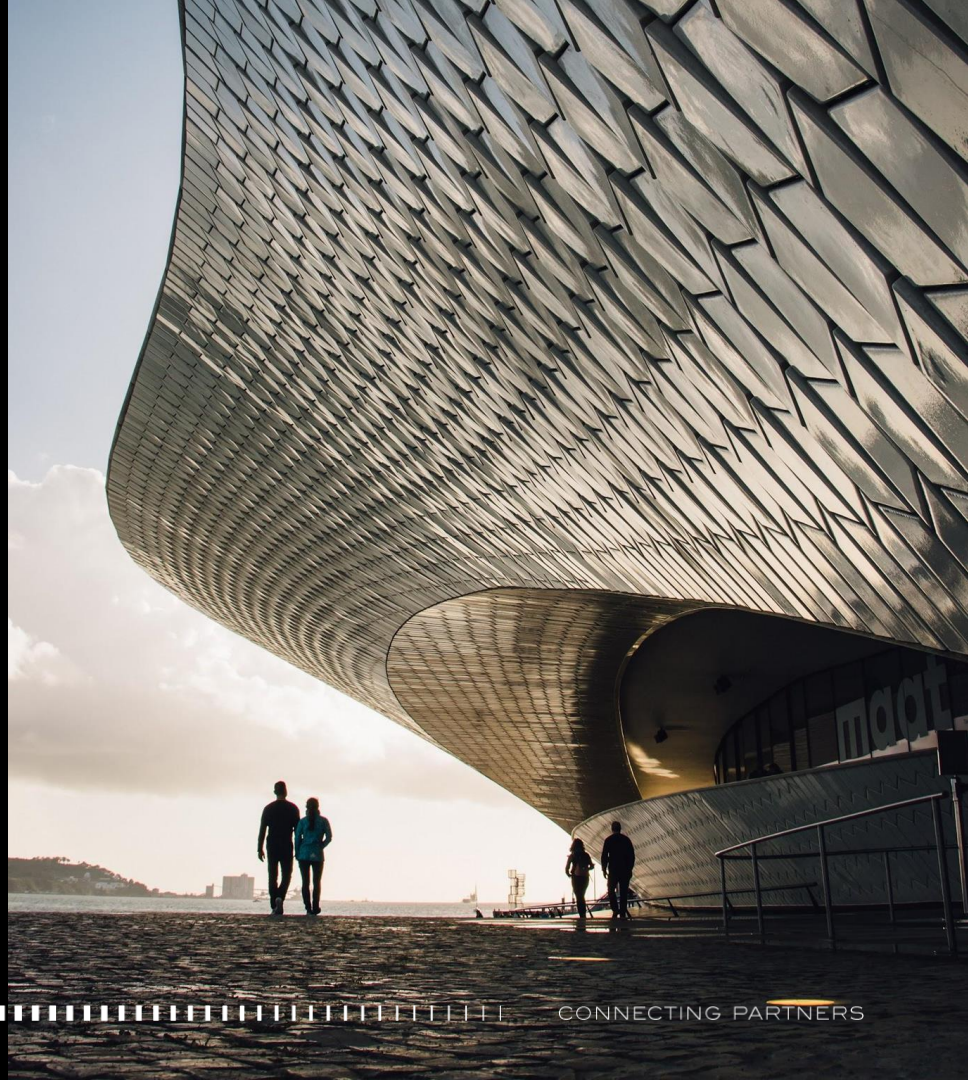
Why?
and
How?

WHY PORTUGAL?

BRIDGE IN



CONNECTING PARTNERS



WHY PORTUGAL?

SECURE THRIVING DEMOCRACY

Portugal has a Very High Human Development Index, and is classified as the third safest country in the world to live and work.

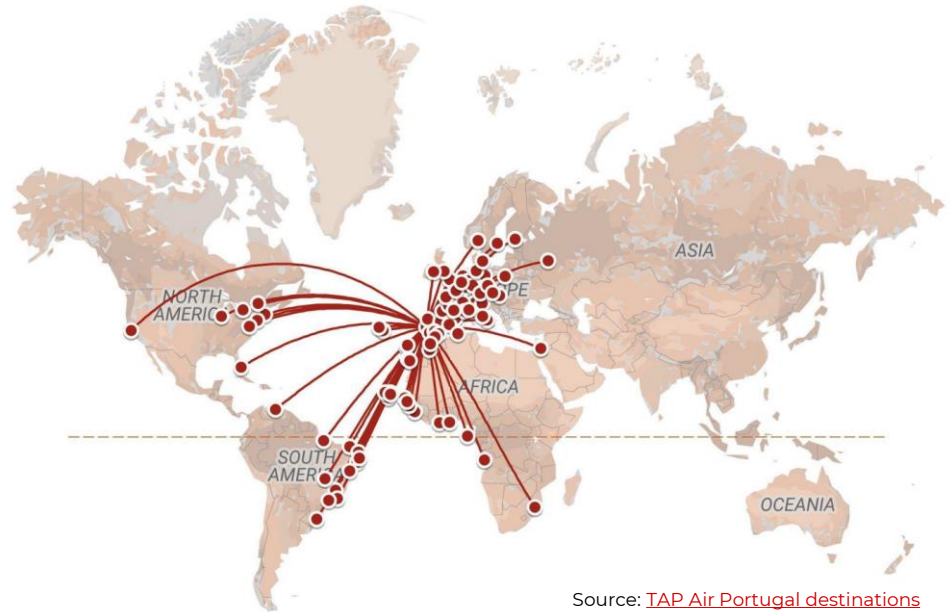
In an age of rising autocratization, Portugal ranks 7th as the best Liberal Democracy in the World.



STRATEGIC LOCATION

As the westernmost point in Europe, Portugal is geographically, historically and culturally uniquely positioned to connect America, Africa and Europe.

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



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	2021
Quality of Life	3
Leisure Options	4
Personal Happiness	3
Safety and Security	10

Source: Expat Insider

"Portugal is home to some of the happiest expats worldwide: 84% are happy with their life in general, compared to a global average of 75%"

WHY PORTUGAL?

HIGH ENGLISH PROFICIENCY

Portugal ranks #7 in the [English Proficiency Index](#) only behind Anglo-Saxon and Nordic countries.

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
Austria	2
Denmark	3
Singapore	4
Norway	5
Belgium	6
Portugal	7
Sweden	8

Source: EF English Proficiency Index

Country	Rank
Romania	15
Poland	16
Estonia	22
Bulgaria	23
France	31
Spain	33
Italy	35
Ukraine	40

WHY PORTUGAL?

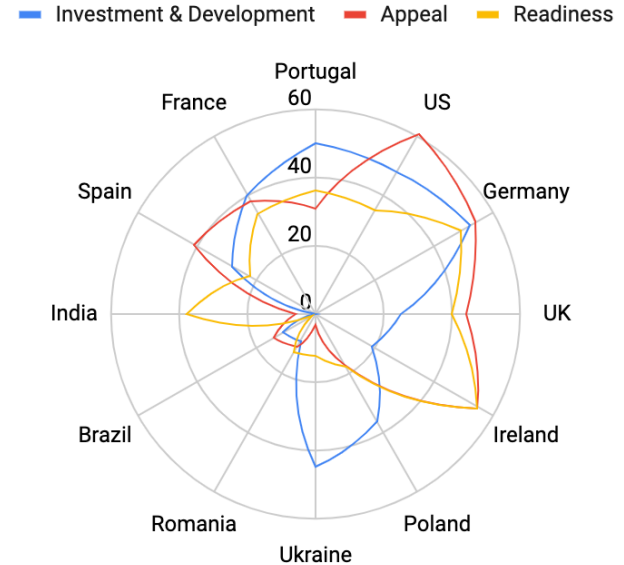
A SKILLED WORKFORCE

Portugal is the 5th country in the world that spends more on education per student as percentage of GDP, and is at the 6th place in graduates per capita with a master's degree in European Union.

Regarding talent investment and development, Portugal is ahead of most countries including the US. Although it trails behind on the Appeal factor due to lower average compensation.

Talent Competitiveness Landscape

Source: IMD World Talent Ranking





“Lisbon’s combination of a large and growing existing tech ecosystem, attractive immigration policy, political stability, high standard of living, as well as logistical factors like time zone and direct flights to San Francisco made it the clear winner.”

John Graham-Cumming
CTO at Cloudflare

[Watch the John interview](#)

TOTAL COST OF EMPLOYMENT BREAKDOWN



SALARY BENCHMARK

Gross Annual Salary in 2022 in Portugal for Permanent Placement

Roles	2-5 Years Exp	5-10 Years Exp	10+ Years Exp
Development Director	-	80 - 100K€	90 - 120K€
Delivery Manager	-	55 - 75k€	75 - 90k€
Project Manager	40 - 55k€	50 - 65k€	65 - 90k€
Product Manager	36 - 55k€	55 - 70k€	70 - 90k€
Full-Stack Developer	35 - 55k€	50 - 70k€	60 - 90k€
Front-End Developer	30 - 55k€	55 - 70k€	70 - 85k€
Back-End Developer	35 - 60k€	50 - 70k€	60 - 90k€
UX/UI Designer	30 - 45k€	35 - 55k€	45 - 65k€
DevOps Engineer	40 - 60k€	60 - 90k€	-
Tester/QA Analyst	35 - 50k€	45 - 70k€	60 - 75k€
Machine Learning Engineer	40 - 70k€	60 - 85k€	-
Data Architect	60 - 76k€	70 - 90k€	-
Data Scientist	45 - 70k€	60 - 80k€	-
Big Data Specialist	45 - 65k€	45 - 70k€	

*Info from Robert Walters - [SALARY SURVEY 2022 PORTUGAL](#)

EMPLOYMENT COSTS

BASE SALARY

- A base annual gross salary of 50k€ will mean a gross monthly salary of 3571,43€.
- In Portugal, 14 monthly salaries should be processed.

MEAL ALLOWANCE

- Often paid through a meal card, for higher tax exemptions
- Meal allowance is paid for every working day (11 months of the year)
- Meal card provider takes a % on the processed amount.

Yearly Gross Salary	Months	Monthly Gross Salary	Daily Meal Allowance	Average Working Days per Month	Yearly Meal Allowance Costs
50,000.00 €	14	3,571.43 €	6.83 €	21	1,666.29 €

EMPLOYMENT COSTS

EMPLOYER FEES AND PERKS

- Social Security tax includes a company payment of 23.75% of employee's gross compensation
- Additional Compensation Funds need to be paid to Social Security Trust Fund
- By Law there is a mandatory Medical Exam, Labour Insurance, and Professional Training
- Private Health Insurance is a common and recommended perk. Value can vary accordingly to age, pre-existing health problems and medical network.

% Company Social Security	Company Social Security Value Yearly Cost	Compensation Funds Social Security Yearly Cost	Labour Insurance + Medical exam - Yearly Cost	Private Health Insurance - Year Cost
23.75%	11,875.00 €	428.57 €	360.13 €	513.55 €

EMPLOYMENT COSTS

TOTAL EMPLOYMENT COSTS

- The total hiring costs for a 50k€ gross annual salary, meeting legal obligations and mentioned benefits, allowances and perks is about 65k€.
- These hiring costs DO NOT include:
 - Work from home subsidy
 - mandatory Training Costs
 - Laptop, extra monitor, mouse or keyboard
 - Smartphone or communication packages
 - Car or Fuel Allowances
 - Workplace (High speed internet, electricity, water, desk)

Total Hiring Costs
64,843.54 €

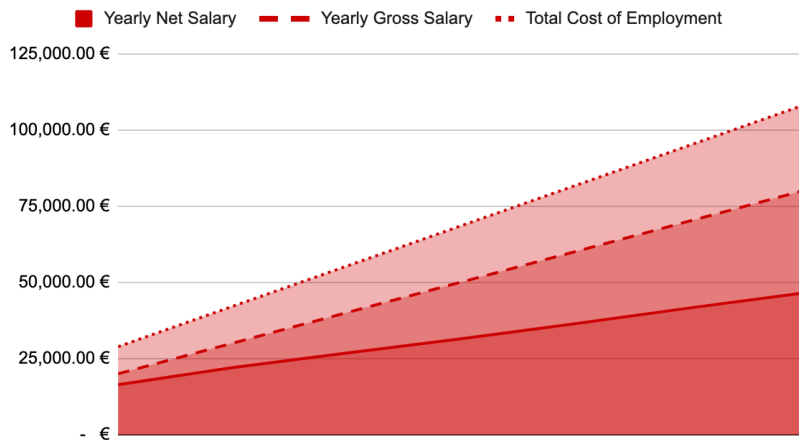
EMPLOYMENT COSTS

TOTAL COST OF EMPLOYMENT v. NET SALARY

- Portugal has a progressive income tax rate. Higher salaries are subjected to a higher % of tax
- Civil status and number of children affect the income tax rate

(*) Assumption: married with 2 children.

Gross and Net Salary vs TCE



Yearly Gross Salary	Total Cost of Employment	Yearly Net Salary (*)
20,000.00 €	27,264.82 €	16,657.73 €
30,000.00 €	39,791.06 €	22,067.73 €
40,000.00 €	52,317.30 €	26,897.73 €
50,000.00 €	64,843.54 €	31,577.73 €
60,000.00 €	77,369.77 €	36,557.73 €
70,000.00 €	89,896.01 €	41,757.73 €
80,000.00 €	102,422.25 €	46,697.73 €

“As the first office outside our Boston HQ, this is a big step for the company and the question we get most often is how we chose Lisbon. There were a lot of factors in our selection from the business climate and the weather to the startup ecosystem and access to talent to the convenient airport and breadth of language skills, but ultimately it came down to one thing: the people.”

Jeremy Redburn
Co-Founder at Salsify

Watch the Jeremy interview



BRIDGE IN SERVICES

BRIDGE IN

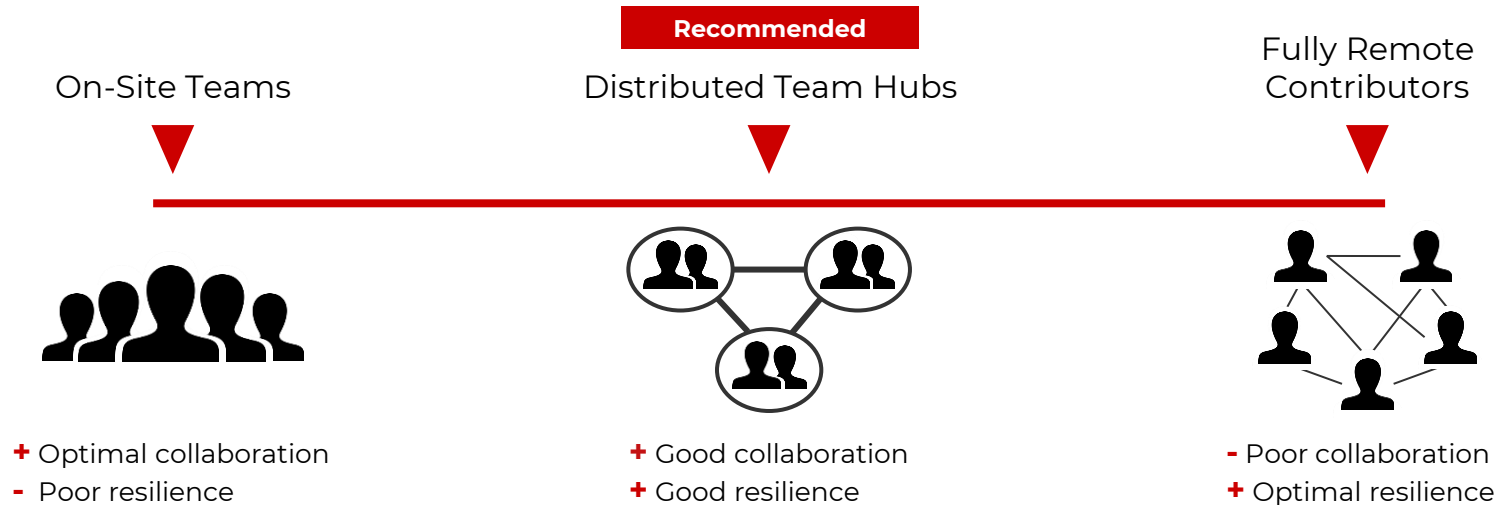


CONNECTING PARTNERS



VISION - DISTRIBUTED TEAM HUBS

We believe that having Distributed Team Hubs provide the ideal setup for most organizations as they ensure good collaboration and team cohesion while adding resilience and flexibility to the workforce.



WHO IS BRIDGE IN?



PEDRO HENRIQUES
CO-FOUNDER & CEO

Expert in building highly effective distributed teams

15 years in tech. Worked as Business Director in top IT consultancy companies and PE firms



CLÁUDIO MENEZES
CO-FOUNDER & COO

**Expert in tech
recruitment and people
management**

15 years in tech. Founder
at multiple businesses.
Recruited top
developers for corporate
and startups



PAT RODGERS
CO-FOUNDER & CFO

Expert in accounting and finance for tech businesses

Financial Director with
30 years experience in
managing pan-
European companies



NIKITAS KOKORELIS
HEAD OF SALES

**Expert in sales,
corporate structuring
and tax**

10 years in International Business Development and Corporate structuring. Worked on Big4 firms



SARA SUBTIL
LEGAL MANAGER

**Legal expert in
corporate, commercial
and labour law**

12 years as Lawyer,
including M&A,
Corporate and Labour
Law. Focused on Legal
Tech and Product
Management

BRIDGE IN - SERVICES

Soft-landing

We take care of everything you need to expand into Portugal. **Incorporate your company with our assistance** dealing with bureaucracy and engage with providers. We will be your local expert and act as **interim Country Manager** until your operations are up and running.

Employer of Record

Through BRIDGE IN, you can **hire local talent without the need to establish a legal entity** in Portugal. We will help you recruit, employ your team on your behalf, and process payroll, while you will select candidates, set compensation, and manage the team.

Relocation

We will help you or your team **relocate to Portugal**, including assistance with Visas, Resident Permits and NHR tax regime. Our **concierge service** also includes procurement of long-term accommodation, assistance getting a local driving license and health insurance.

PEO & Payroll

You will directly employ your team through your local entity. We help you with our **People Management framework**, taking care of payroll, benefits, expenses, tax, social security, and mandatory insurances, ensuring legal compliance.

BRIDGE IN - SERVICES

SOFT LANDING IN PORTUGAL

BRIDGE IN is a one-stop-shop for companies looking to scale their business and open a tech hub in Portugal. With our local expertise and curated list of partners we will help you launch operations and act as Interim Country Manager until you build your local team structure.

Interim Country Manager

BRIDGE IN Service Platform



BRIDGE IN

EMPLOYER OF RECORD STEPPED APPROACH

BRIDGE IN

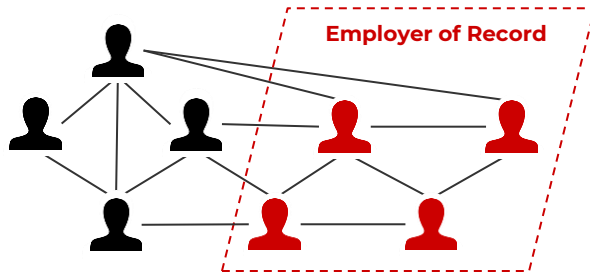


CONNECTING PARTNERS

BRIDGE IN - STEPPED APPROACH PROPOSAL

PHASE #1

- Sourcing of candidates by BRIDGE IN partners
- Interview and selection by Customer
- Onboarding of candidates by BRIDGE IN
- Work allocation by Customer
- Team performance and payroll by BRIDGE IN



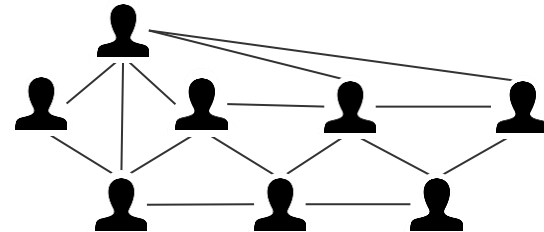
Incorporate
Subsidiary



Internalize
Team

PHASE #2

- Prepare legal entity creation
- Incorporate subsidiary
- Set-up employment processes and compliance
- Onboard team as employees
- Apply to available incentives
- Define internal recruitment processes



DESIGN PICKLE - SUCCESS CASE



BRIDGE IN SOFT LANDING PROCESS

BRIDGE IN



CONNECTING PARTNERS



BRIDGE IN - SOFT LANDING PROCESS

SOFT LANDING TIMELINE PLAN

- Subsidiary Creation: incorporation, legal and tax, bank account.
- Ramp-up HR Ops and Insource
- Ongoing Payroll and Admin support



* Timeline can vary based on availability of key stakeholders and government bureaucracy

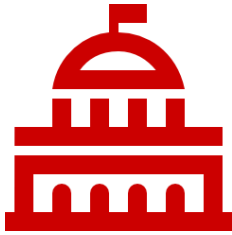
“The engagement with BRIDGE IN enabled us to rapidly set up and get our team in place and navigate the employment processes. Also, BRIDGE IN acts as our proxy when it comes to employee care and logistics. Their end-to-end service has been a great success for us.”

Pierre Mallia
Managing Director at iMovo

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

OPPORTUNITIES FOR TECH BUSINESSES

PORTUGAL AS A TECH DESTINATION



STABILITY

Stable and safe democracy with a very High Human Development Index



LOCATION

Key location bridging America and Europe. Same timezone as Ireland



TALENT

Top education in STEM and attractive hub for expats



CULTURE

Western culture with top english skills and welcoming nature



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

PEDRO@BRIDGEIN.PT

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