BRIDGE IN

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WHO?

PEDRO HENRIQUES
CO-FOUNDER & CEO

CLÁUDIO MENEZES
CO-FOUNDER & COO

PAT RODGERS
CO-FOUNDER & CFO

ELISA TARZIA
HEAD OF MARKETING

NIKITAS KOKORELIS
VP OF SALES

STEPHANOS KOKORELIS
SPECIAL PROJECTS

LAVINIA STOPPONI
CUSTOMER SUCCESS MANAGER

YANA AFANASIEVA
SALES EXECUTIVE

SARA SUBTIL
LEGAL MANAGER

MARTINA SEPITKOVA
FINANCE MANAGER

FILIPE CUSTÓDIO
PAYROLL MANAGER

TEONA OMIADZE
PROJECT MANAGER

NATÁLIA BAPTISTA
LEGAL CONSULTANT

BRUNO LARANJEIRO
INSIDE SALES REP

SARA FERNANDES
INSIDE SALES REP

OKSANA ROMANYSHYN
INSIDE SALES REP

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.

TECH SALARIES
BENCHMARK

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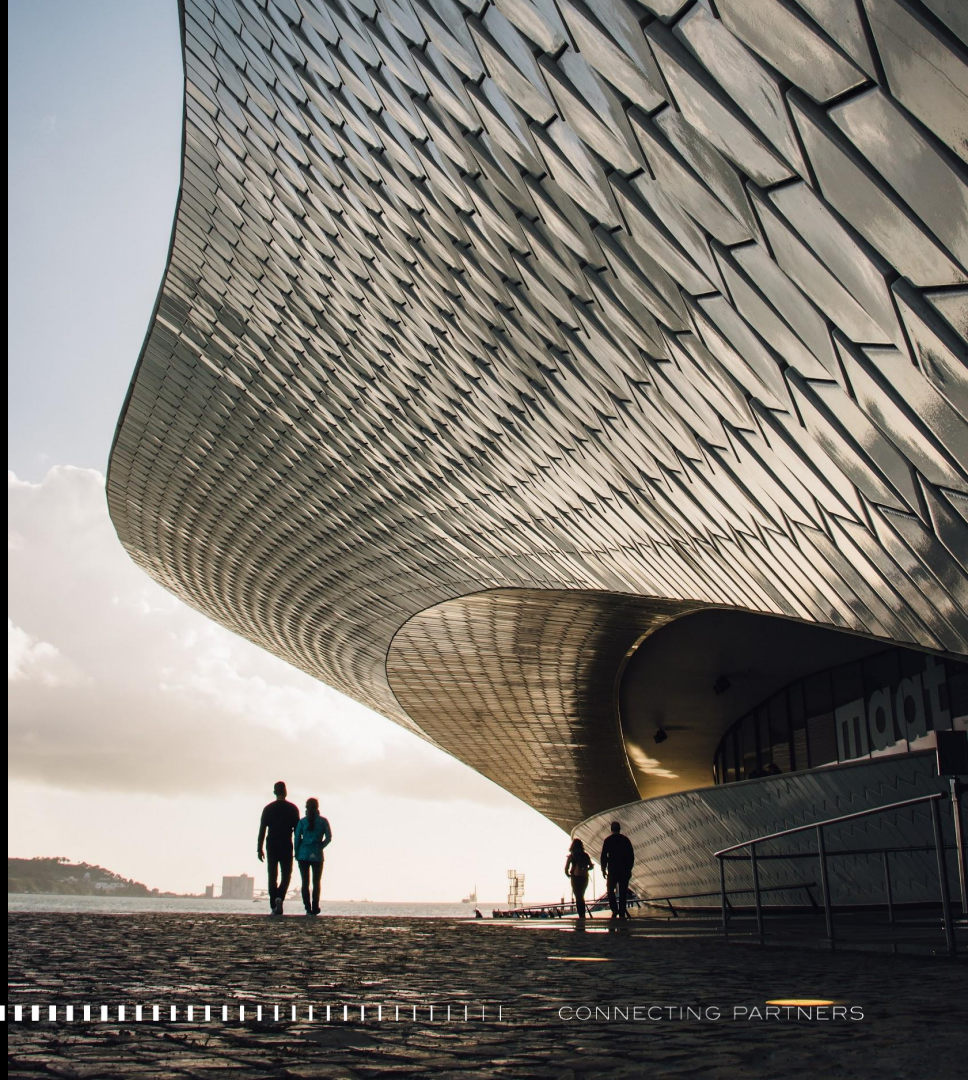
SALARY BENCHMARK

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€	▲ 5k€
Project Manager	40 - 55k€	▲ 10k€	50 - 65k€	▲ 5k€	65 - 90k€	▲ 5k€
Product Manager	36 - 55k€	▲ 10k€	55 - 70k€	▲▼	70 - 90k€	▲▼
Full-Stack Developer	35 - 55k€	▲ 10k€	50 - 70k€	▼ 5k€	60 - 90k€	▲ 5k€
Front-End Developer	30 - 55k€	▲ 5k€	55 - 70k€	▲ 5k€	70 - 85k€	▲▼
Back-End Developer	35 - 60k€	▲ 10k€	50 - 70k€	▲ 5k€	60 - 90k€	▲ 5k€
UX/UI Designer	30 - 45k€	▲ 5k€	35 - 55k€	▲ 5k€	45 - 65k€	▲ 5k€
DevOps Engineer	40 - 60k€	▲▼	60 - 90k€	▲ 5k€	-	-
Tester/QA Analyst	35 - 50k€	▲ 15k€	45 - 70k€	▲ 20k€	60 - 75k€	-
Machine Learning Engineer	40 - 70k€	▲ 20k€	60 - 85k€	▲ 5k€	-	-
Data Architect	60 - 76k€	▲ 11k€	70 - 90k€	▲ 10k€	-	-
Data Scientist	45 - 70k€	▼ 10k€	60 - 80k€	-	-	-
Big Data Specialist	45 - 65k€	▼ 5k€	45 - 70k€	-	-	-

*Info from Robert Walters - SALARY SURVEY 2022 PORTUGAL

TOTAL COST OF EMPLOYMENT
BREAKDOWN

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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
50,000.00 €	14	3,571.43 €

Daily Meal Allowance	Average Working Days per Month	Yearly Meal Allowance Costs
8.32 €	21	1,921.92 €

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 €	417.06 €

EMPLOYMENT COSTS

TOTAL EMPLOYMENT COSTS

- The total hiring costs for a 50k€ gross annual salary, plus meal allowance, 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
    - Workplace (High speed internet, electricity, water, desk)

Total Hiring Costs
65,002.68 €

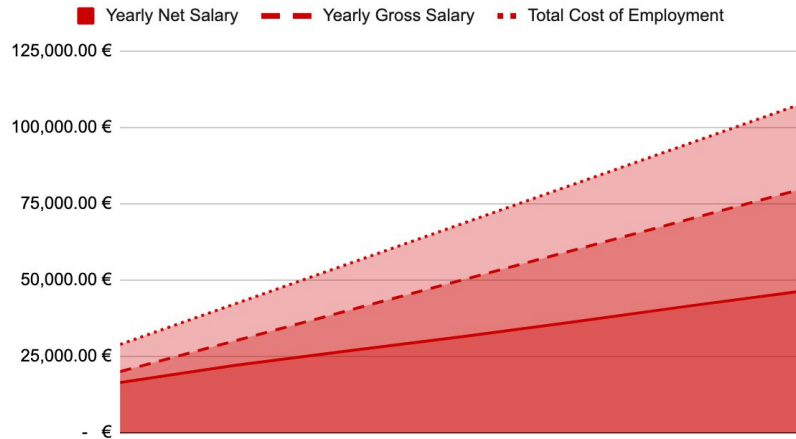BRIDGE IN   CONNECTING PARTNERS

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 €

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PORTUGAL VS. POLAND

CONNECTING PARTNERS

PORTUGAL VS. POLAND

TALENT AVAILABILITY AND QUALITY

Portugal might not have the biggest talent pool, but it's talent is more skilled, innovative and available. The schools are better and foreign language proficiency higher, both in English and other languages

Criteria	Portugal	Poland
Professional Developers (Total - % of population) [Newxel]	131,000 - **1.26%**	**279,800** - 0.74%
World Talent Competitiveness Rank [IMD]	**24th**	50th
Skills of current workforce [WE Forum] / Skilled labour availability Rank [IMD]	**42nd / 31st**	92nd / 56th
Population with tertiary education [EU]	**138.5**	96.3
European Innovation Scoreboard [EU]	**85.5**	60.5
# of Business Schools in FT Rank [FT] / # Tech Universities in World Top 500 [QS]	**5 / 6**	2 / 5
Language skills [IMD] / English Proficiency Rank [EF]	**8th / 9th**	48th / 13th

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PORTUGAL VS. POLAND

COUNTRY STABILITY AND INFRASTRUCTURE

Portugal is more politically stable, efficient, safer, has the highest quality of living, better democracy, more favorable immigration laws, and better infrastructure than Poland.

Criteria	Portugal	Poland
Political Stability [Worldbank] / Government Efficiency [TGE]	**+1.12 / 15th**	-2.01 / 25th
Liberal Democracy Index [V-Dem] / Personal Freedom Rank [Legatum]	**0.76 / 16th**	0.43 / 55th
Favorable Immigration Laws Rank [IMD]	**5th**	50th
Trade Openness Rank [WE Forum]	**39th**	63rd
Global Peace Index [GPI] / Quality of Life Rank [Expat Insider]	**6th / 4th**	25th / 29th
Infrastructure Ranking [IMD]	**29th**	61st
Fixed / Ultrafast broadband coverage [DESI]	**95% / 76%**	71% / 54%

PORTUGAL VS. POLAND

MACROECONOMICS AND BUSINESS DATA

Portugal offers a stable currency, lower inflation, booming startup ecosystem, convenience to start a business, and a closer time zone to North America at more competitive labor costs than Poland.

Criteria	Portugal	Poland
Best Startup Capital City in EU [SHE]	**4th**	16th
Human Capital Index [WorldBank]	**0.77**	0.75
Currency	**EUR**	PLN
Inflation in Jan 2023 [Statistica]	**8.6%**	15.9%
GDP per Capita (USD) [TWB]	**$24,567**	$17,999
Avg. Annual Salary of a Software Engineer in Capital City (USD) [Glassdoor]	**$53,078**	$74,921
Time Zone Shift from Eastern Time / Pacific Time	**-5 / -8 hours**	-6 / -9 hours

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LET'S TALK? SCHEDULE A TIME

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