

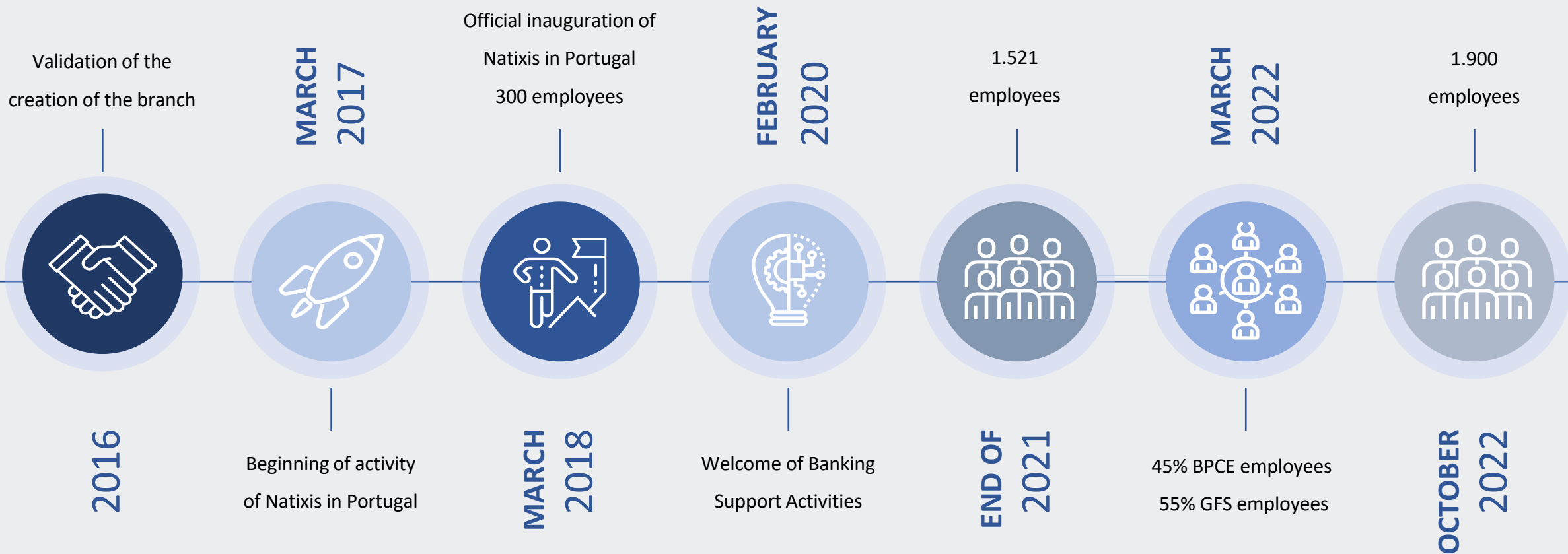


## **COMPETITIVE ADVANTAGES OF PORTUGAL FOR NEARSHORING**

António Faria, Head of Business Development at Natixis in Portugal

# Natixis in Portugal Story

Based in Porto, Natixis in Portugal is a Center of Expertise whose mission is to transform traditional banking by developing innovative solutions for Groupe BPCE business, operations and work culture worldwide.



# Why Portugal? And Porto?



Entrepreneurship and innovative environment



Geographical proximity



Political sustainability and safety



Top universities and highly qualified students



Deep talent pool



Cultural proximity



International mindset

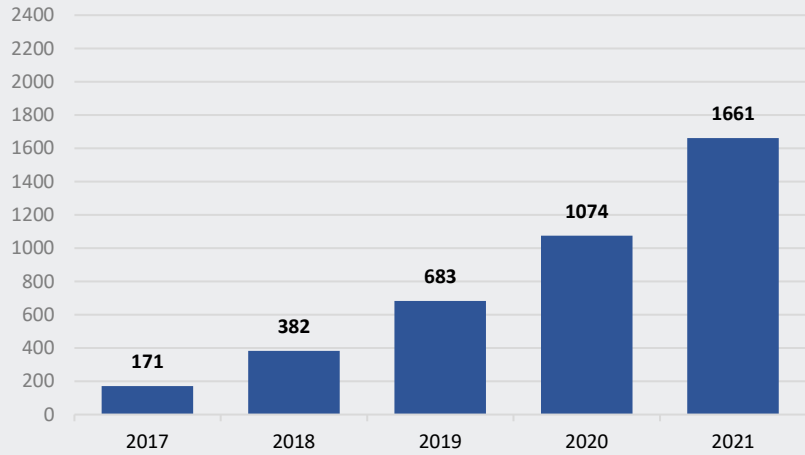


 NATIXIS

# Natixis in Portugal in a Nutshell



## Total Headcount



■ Number of employees



## Age

Average

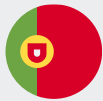


years old



## Nationalities

**31** nationalities



PT

79%



BR

12%



FR

4%



Other

5%



## Gender Distribution



Global

67%

33%

IT

79%

21%

Non-IT

45%

55%



## Other

People with Disability

15

(10 from upskilling course)

68h

Average Training Hours

(per FTE in 2021)

1,135€

Average Training Investment

(per FTE in 2021)

26%

French Speakers (B2)

# Talent Scouting & Development

## TALENT SCOUTING

Curricular Internships



Professional Internships



## UPSKILLING

Business Schools



Capital Markets

Leadership Development Plan

Universities



Operations (KYC and Risk)

Fast-Tracking Academies



Application Support

Salesforce

Data

Java

Natixis Tech Dojos



QA

BA

Power BI

## RESKILLING

Diverse Talent Pool



Operations

Operations  
People with Disabilities

IT – QA profiles

Non-IT to IT



Software Development

**WHAT'S NEXT?**

WHAT'S NEXT?

WHAT'S NEXT?

WHAT'S NEXT?



**THANK YOU!**

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