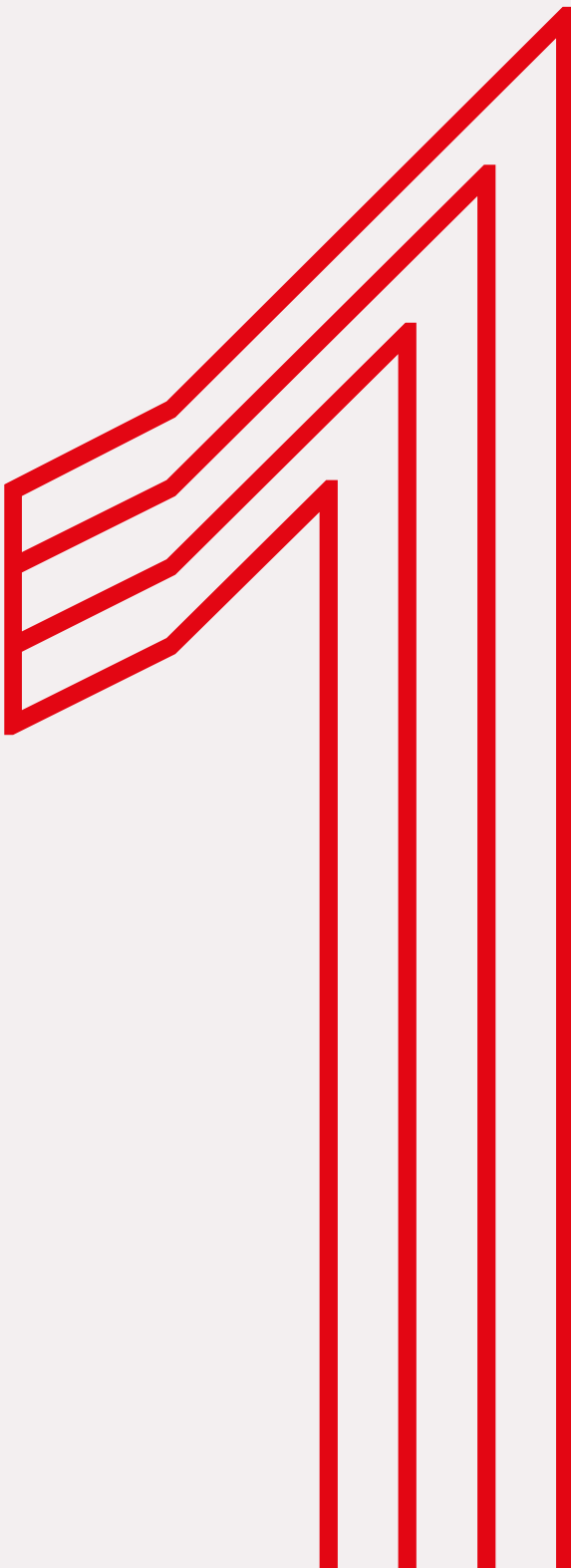


Neotalent

And we welcome you

to the age of talent.

# Neo Concept Talent





WHERE OUR  
HERITAGE  
AND FUTURE  
COME  
TOGETHER

For over 20 years we have been closely developing our expertise in the most advanced technological group in Portugal – Novabase.



We have learned  
everything about  
helping companies  
change.

Our mother company has been leading this change for 30 years. From software to complex engineering, from infra-structuring to applications we have learned everything about digital transformation. About the several different digital transformations.

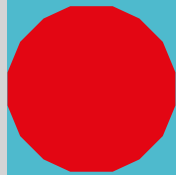
We built  
a state  
of the art  
talent-  
providing  
business

Adding speed  
to knowledge,  
adding connectivity  
to reliability, bring  
agility to reality.

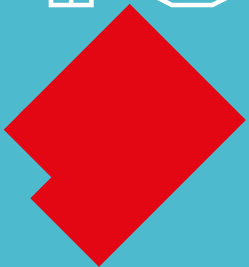
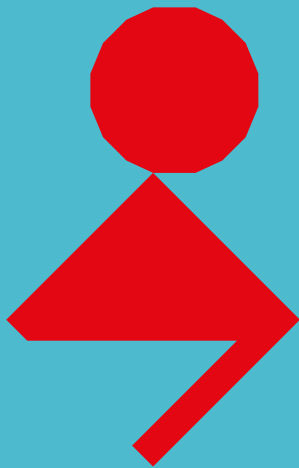




Leading a



global hub



An  
international  
capital of  
technology.

A collection of abstract geometric shapes on a grey background. It includes a small orange triangle pointing up and to the right, a large green rounded rectangle, a blue rounded rectangle, a yellow triangle, a yellow square, a black square, and an orange square.

Where revolutions  
can begin and  
innovations can  
be tested.  
Where talent flocks  
to a new economic  
reality that has  
technology at its  
core.

But in times we thought  
technology was the only  
thing that mattered, we  
understood that people  
matter more.

We learned  
about people.  
And their talents.

And how to  
productively use  
that talent to help  
companies to  
achieve their own  
transformation.

Because what the  
digital economy  
needs is talent.

Good one.

Proven one.

Nurtured one.

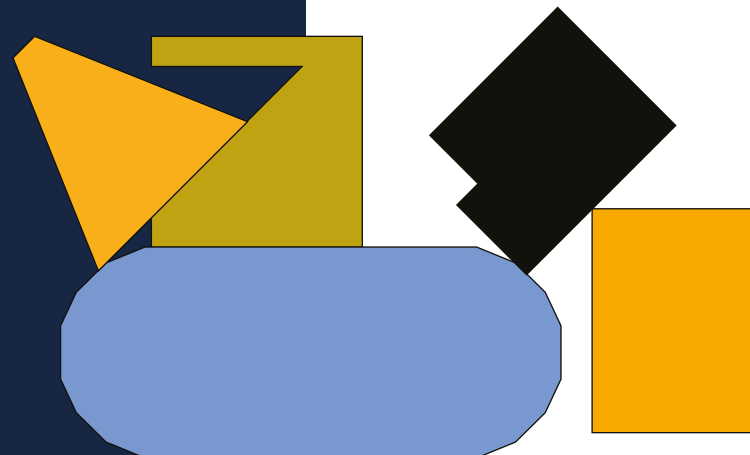
Happy one.

We deliver.

Fast.



We are talent  
specialists that  
attract the best  
people and match  
them to the most  
ambitious project  
needs.



FROM

Providing talent to businesses.  
Not adapting, but evolving to lead  
the digital change and transformation.

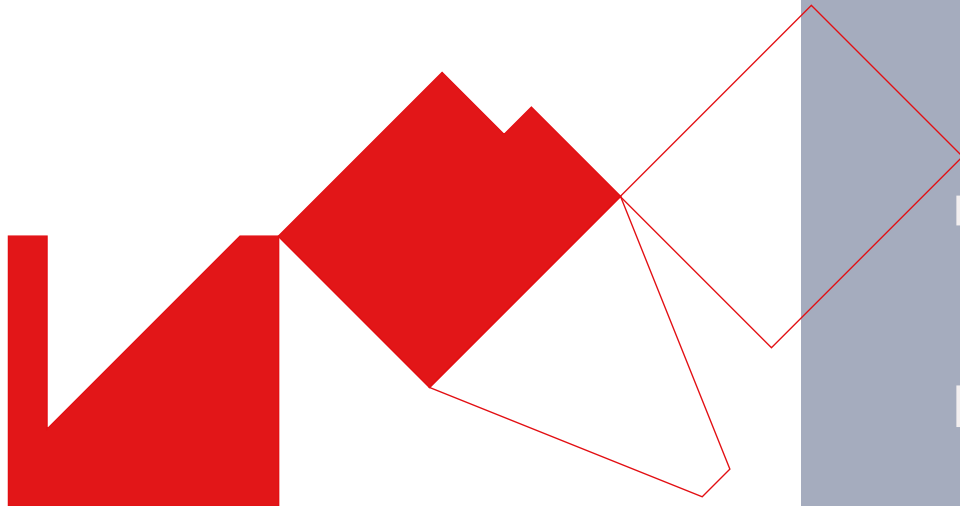
HERE TO  
THE WORLD

Everyshore

Company

Nearshore, onshore, everyshore.  
Whatever the situation, challenge, opportunity.

# Talent as the most valuable currency of the digital age.



New platforms, new connectivity, new speed, new responsiveness.

New knowledge, faster organisations, better places to work.

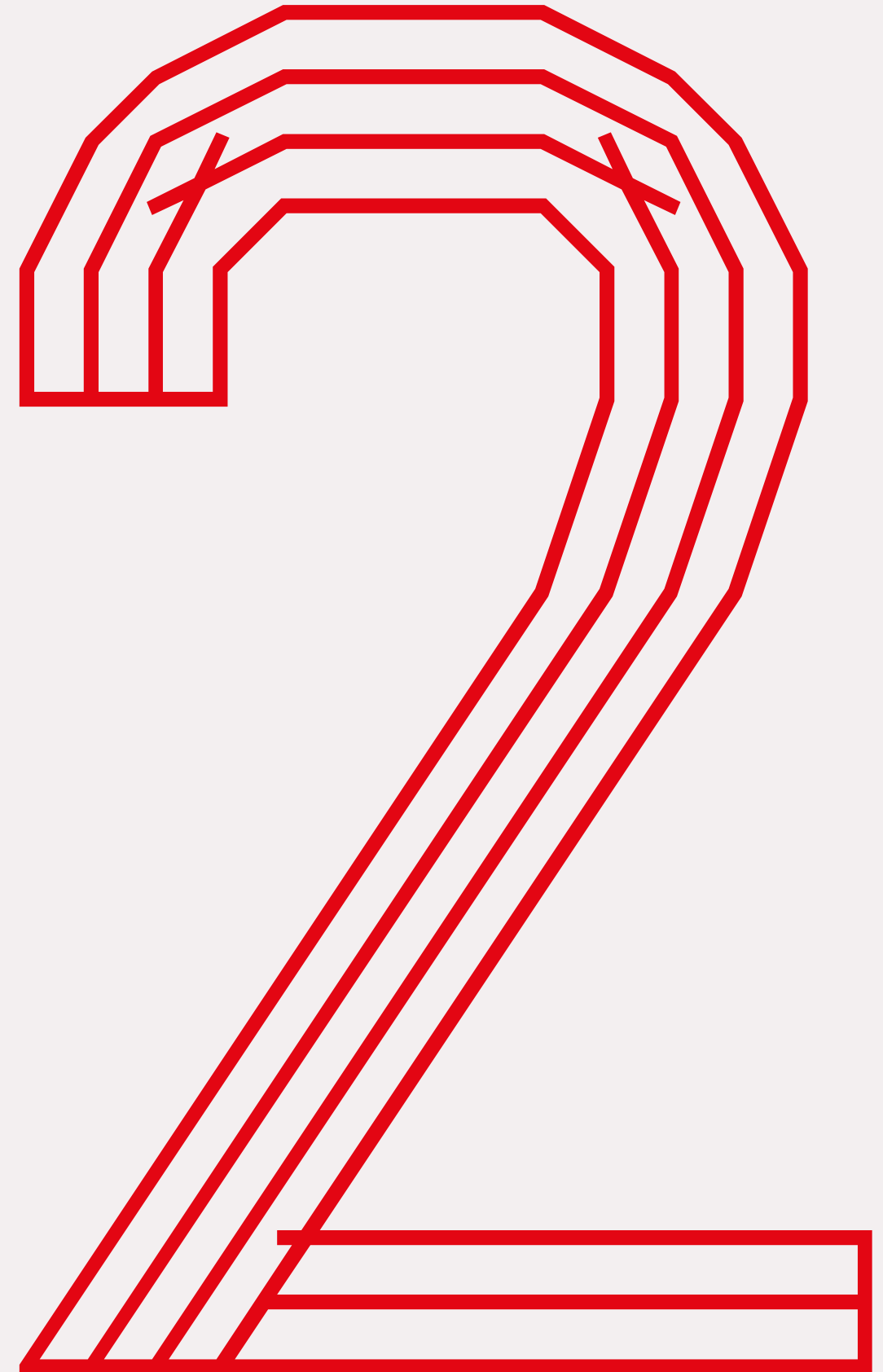


We  
have  
a  
talent  
for  
that.

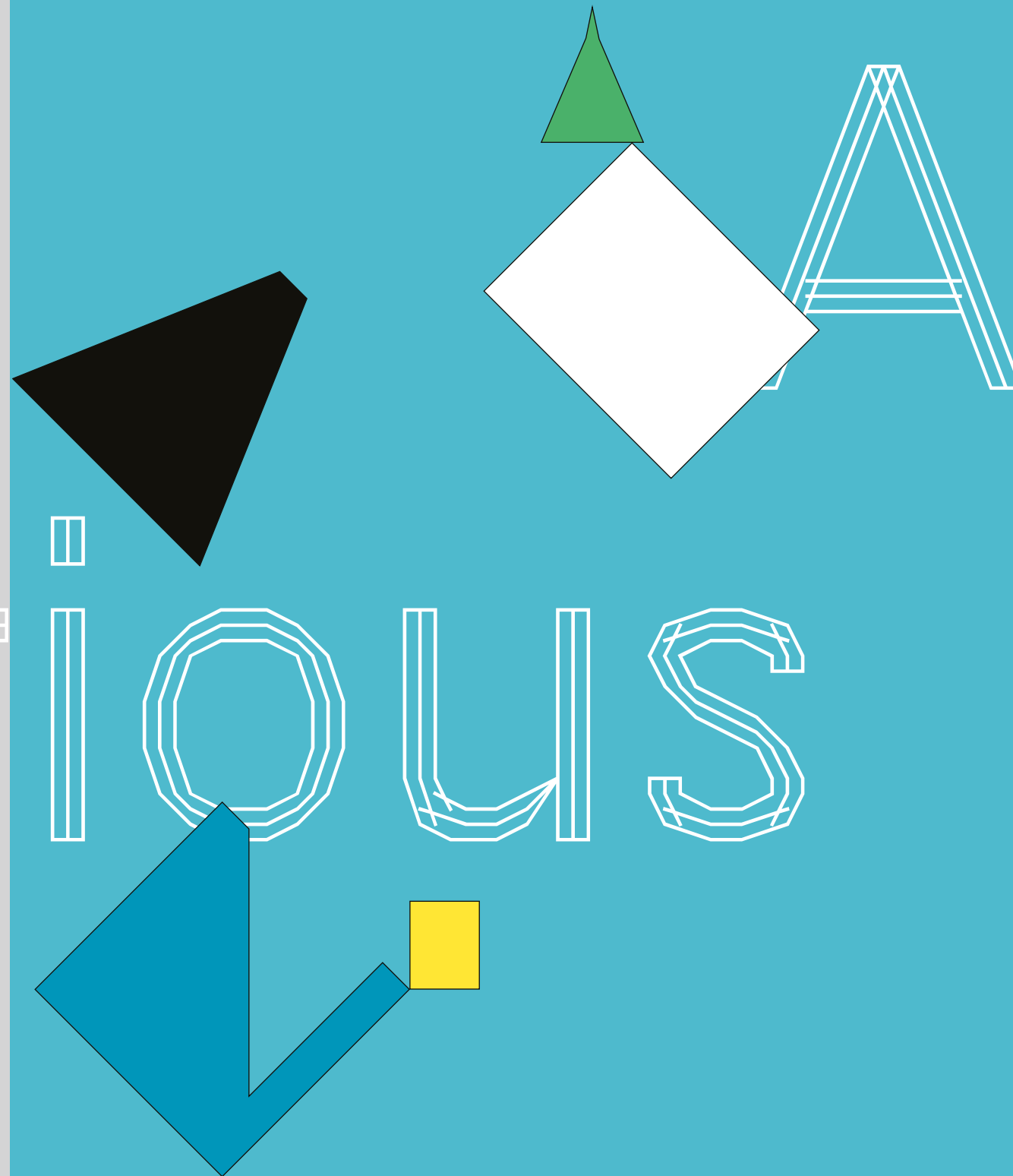
WE ARE THE TALENT —  
BUSINESS ACTIVATORS

Neo knowledge  
Neo trust  
Neo agility  
Neo capacity

Neo  
Identity  
Talent



Notorious  
D



ious

Revolution is responsive.

Change is responsive.

In responsive

times we need

a responsive

ID too.

NEOTALENT

NOVABASE  
GROUP COMPANY

NEOTALENT

NOVABASE  
GROUP COMPANY

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GROUP COMPANY

NEOTALENT INSPIRATION BOOK

NEOTALENT

NOVABASE  
GROUP COMPANY

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NOVABASE  
GROUP COMPANY

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NOVABASE  
GROUP COMPANY



We're taking responsiveness as a driver for meaning, directly translated in a visual gimmick that will allow us to have dynamic visual system, placing the identity as a tool for relevant message producing.

NEO TALENT

NOVABASE  
GROUP COMPANY

NEO TALENT

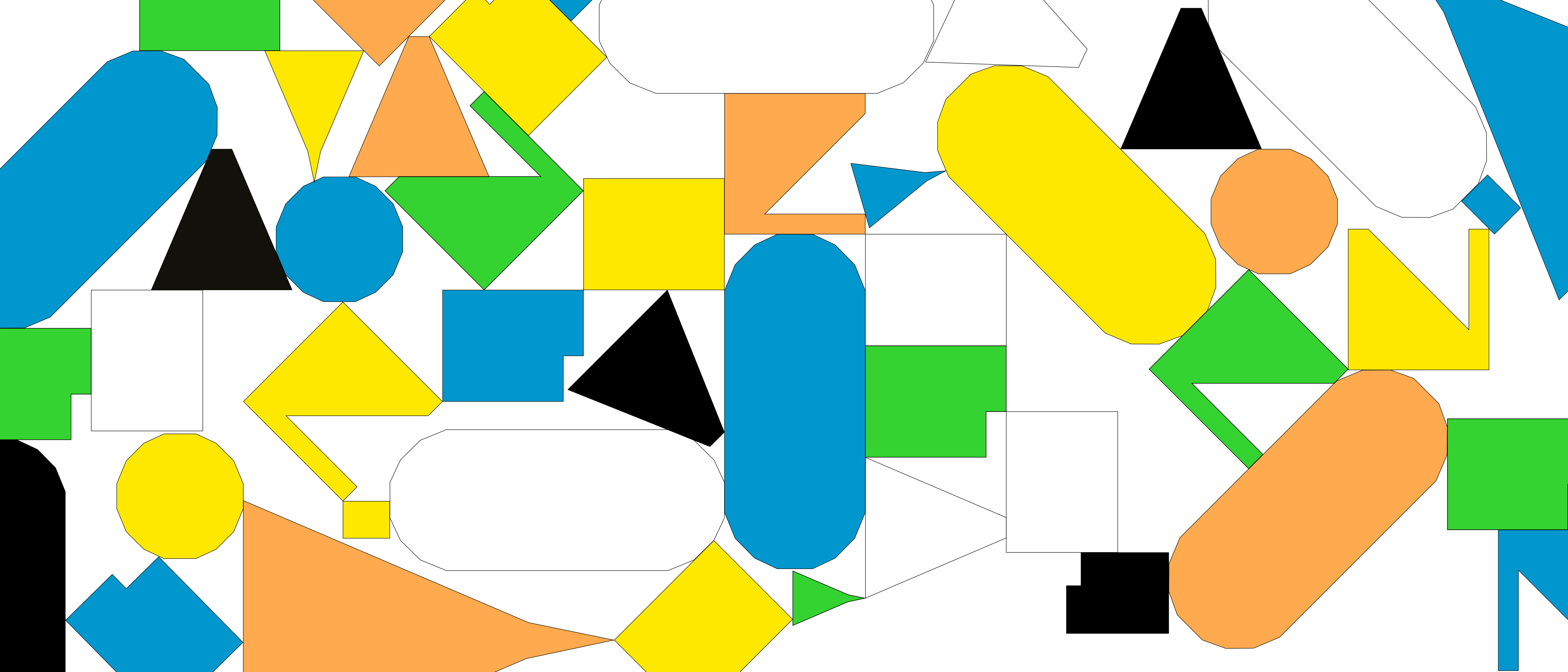
NOVABASE  
GROUP COMPANY

NEO TALENT

NOVABASE  
GROUP COMPANY

NEO TALENT

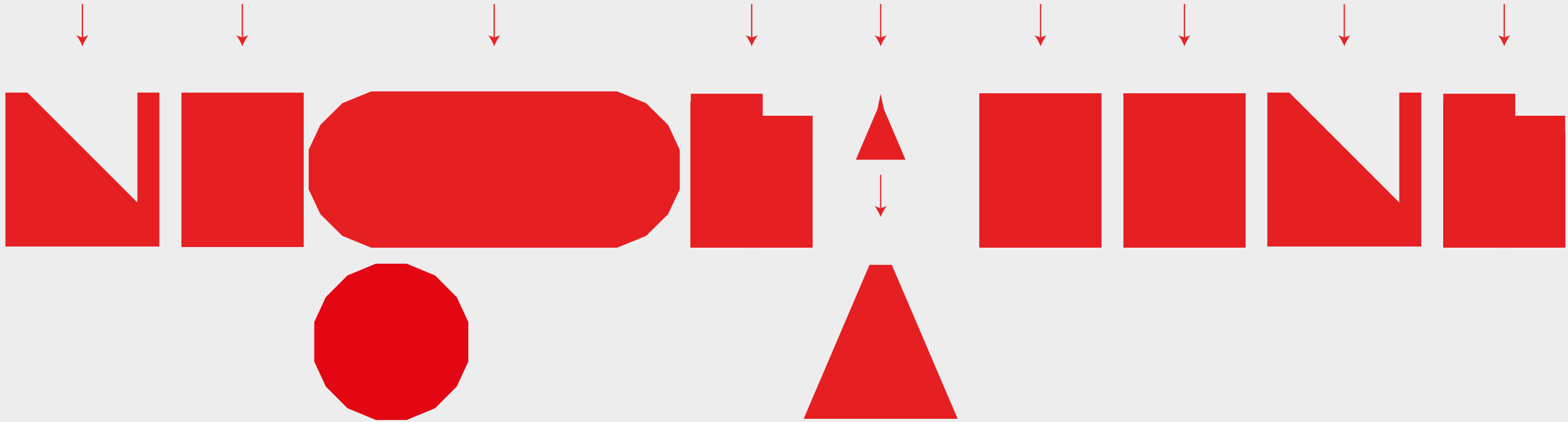
NOVABASE  
GROUP COMPANY



# The “Fitting Diversity” Cosmos. Visual

We are all different, we all behave different,  
we all do different things.

NEO TALENT



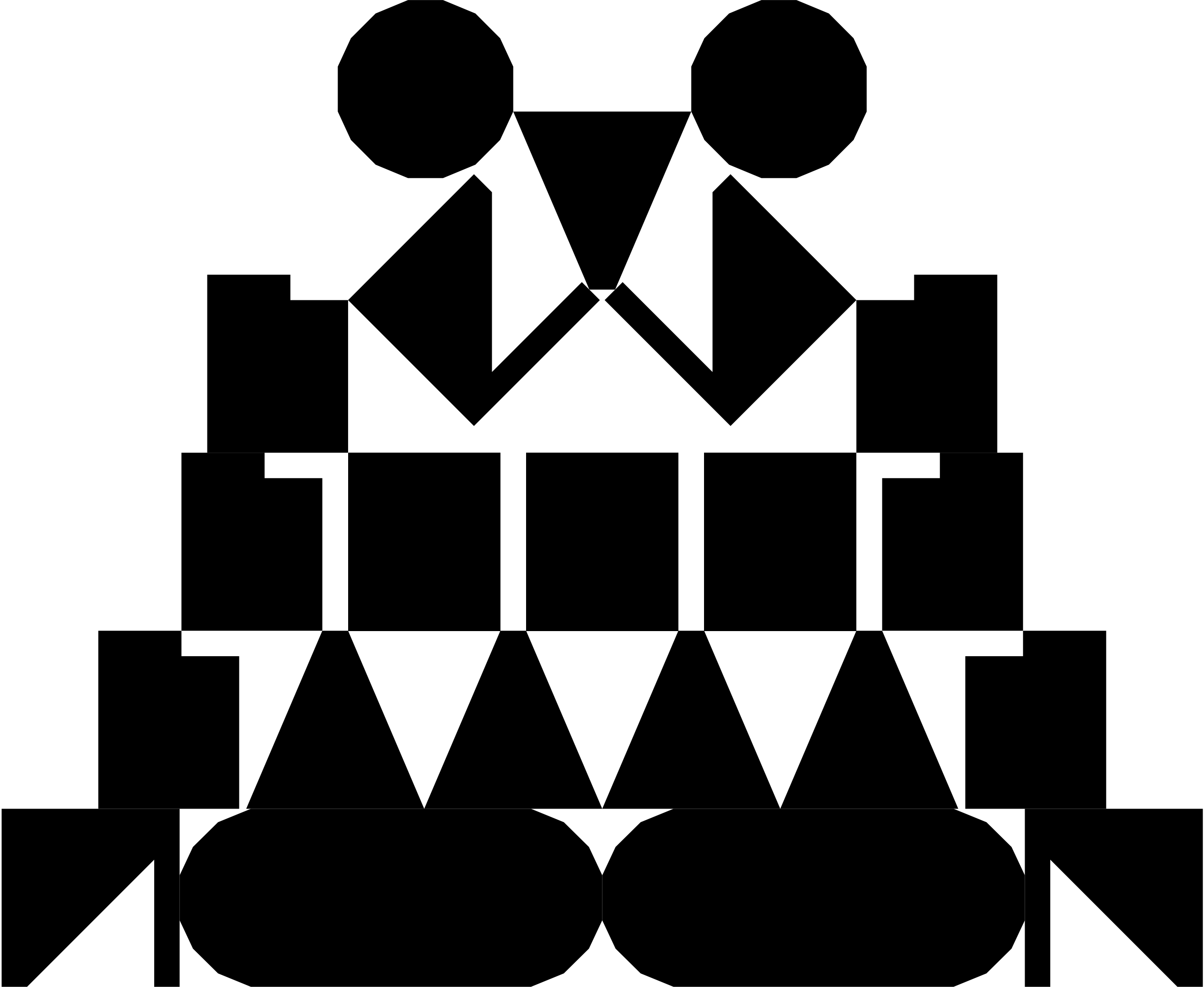












# NEO TALENT

EXPERIENCE

The responsive  
people

NOVABASE  
GROUP COMPANY

# NEOTALENT

EXPERIENCE

The responsive  
people

NOVABASE  
GROUP COMPANY

# NEO ABILITY TALENT

The responsive  
people

NOVABASE  
GROUP COMPANY



NOVABASE  
GROUP COMPANY

NEO IDENTITY TALENT

NEO TRUST TALENT

The responsive  
people.



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GROUP COMPANY

NEO ABILITY TALENT

The responsive  
people.

NOVABASE  
GROUP COMPANY

Old tricks,  
future mapping  
and new kids on  
the blockchain.  
WE HAVE A TALENT  
FOR THAT.

NEO TALENT

The responsive  
people.



Paradigm shifts,  
manager anxiety,  
and ready  
to market goals.  
WE HAVE A TALENT  
FOR THAT.

# NEOTALENT

The responsive  
people.



NEOTALENT

The responsive  
people.

Call centers,  
emotion management  
and value delivery.  
WE HAVE A TALENT  
FOR THAT.

NEOTALENT

The responsive  
people.

NOVABASE  
GROUP COMPANY

NOVABASE  
GROUP COMPANY



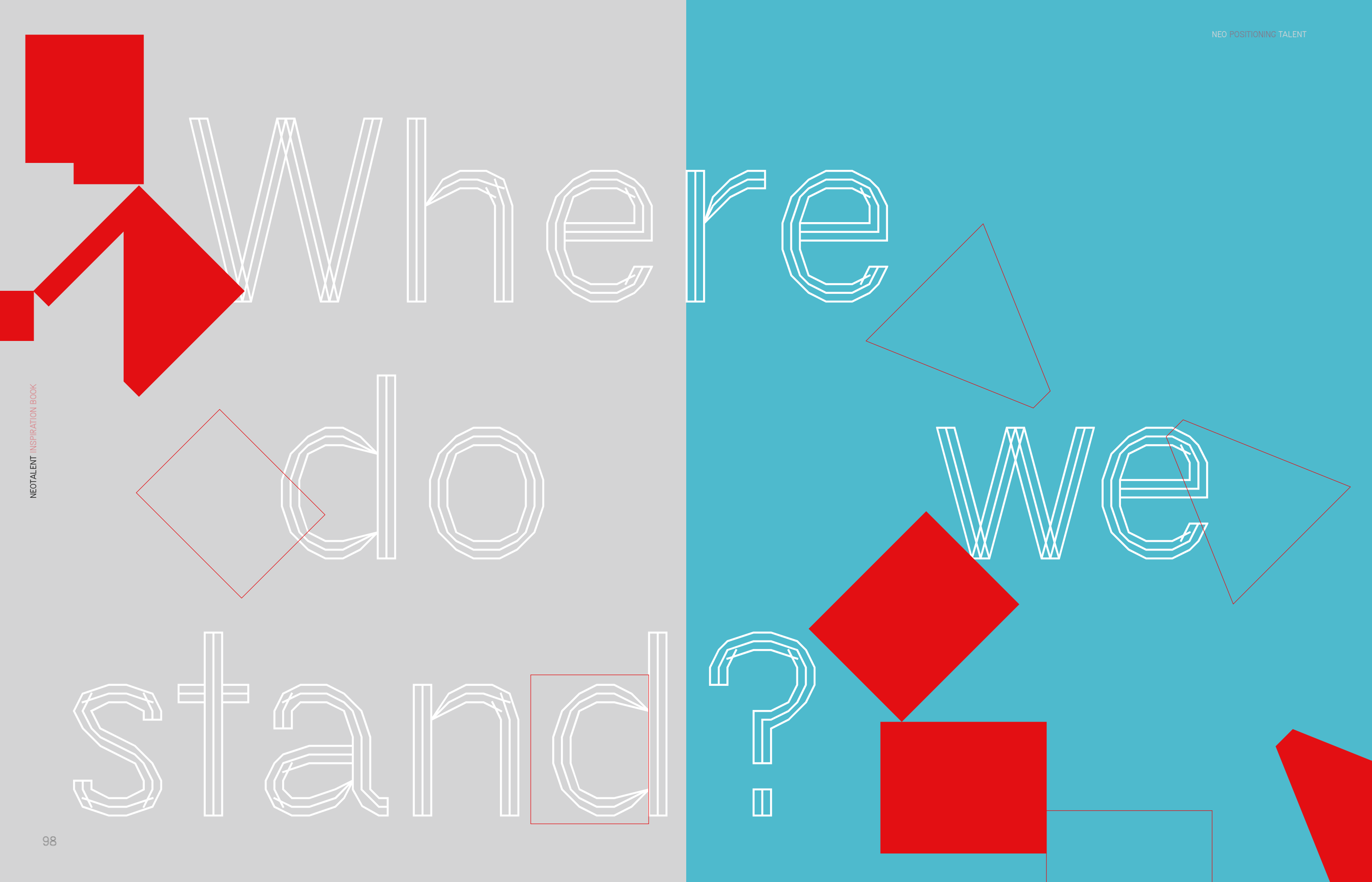
NOVABASE  
GROUP COMPANY

NEO ABILITY TALENT

The responsive  
people.

# Neo Positioning Talent







# POSITIONING

We have a  
talent for that

EveryShore is happening with new platforms,  
new connectivity, new speed, new responsiveness.

Every Challenge is happening with new knowledge,  
faster organisations, and better places to work.

What

we

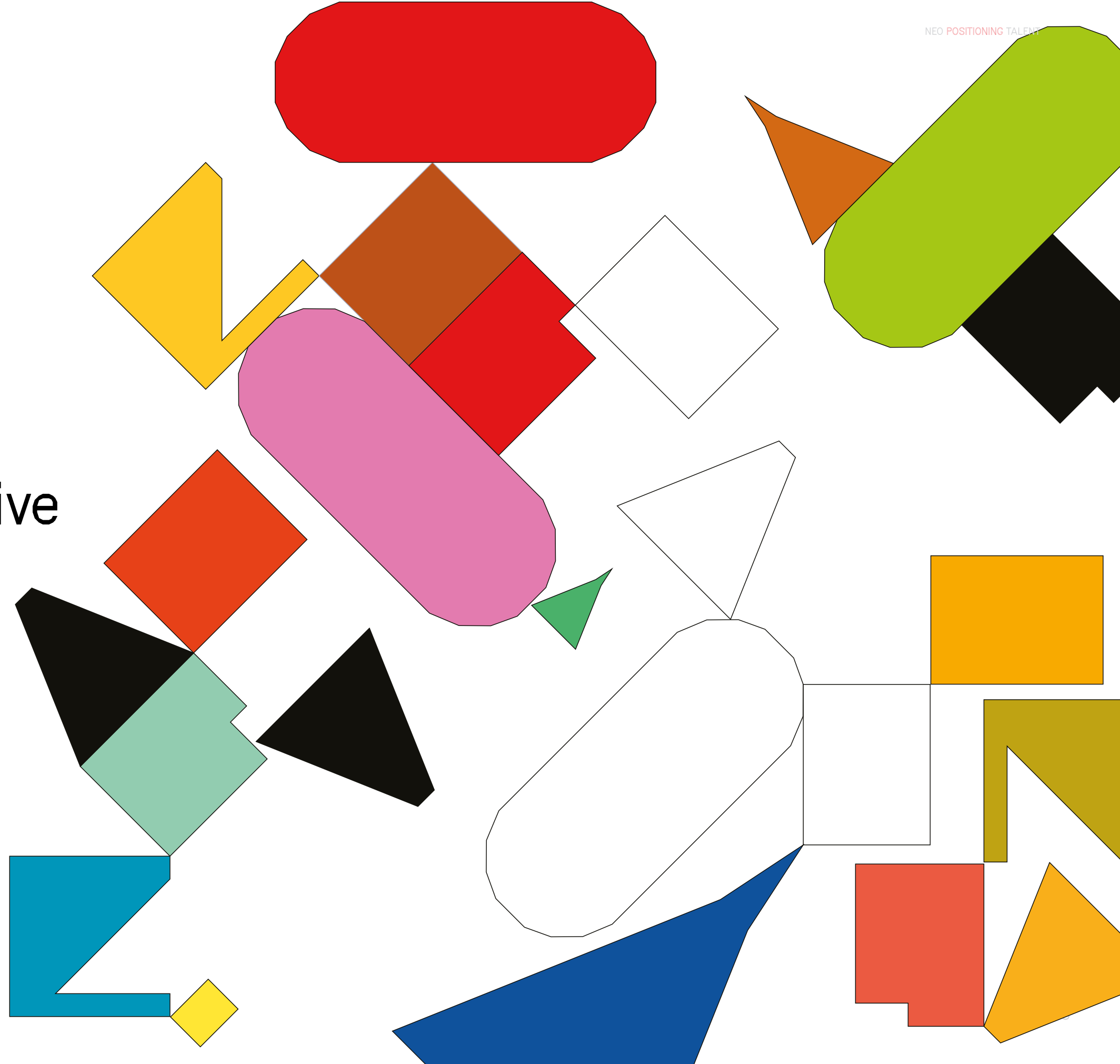


undo

say?

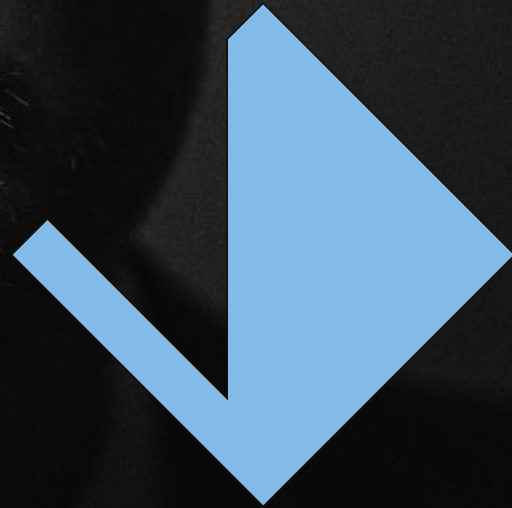
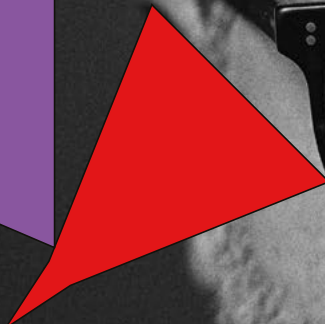
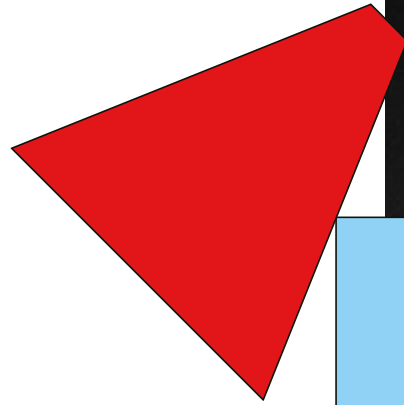
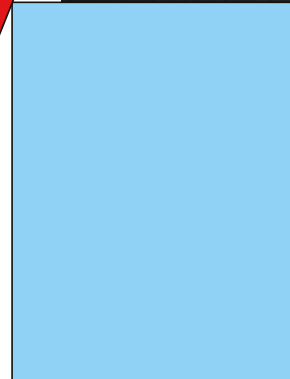
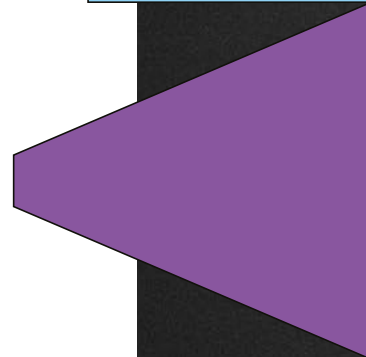
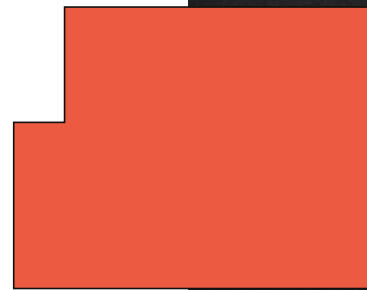
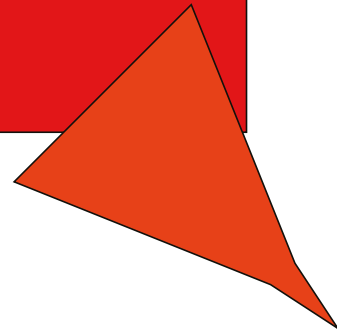
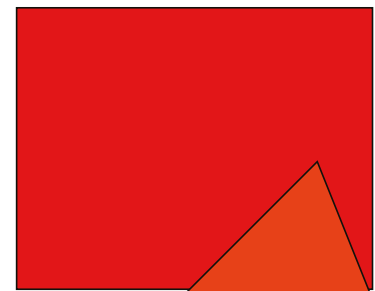
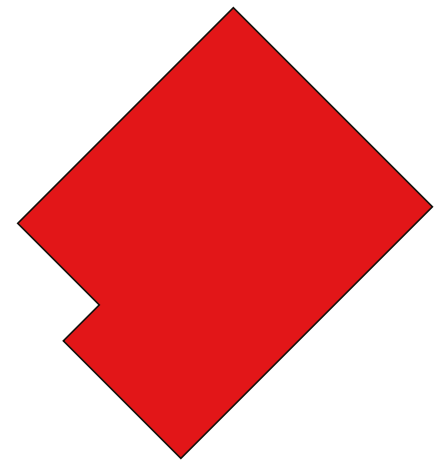
CLAIM

Neotalent  
The responsive  
people.





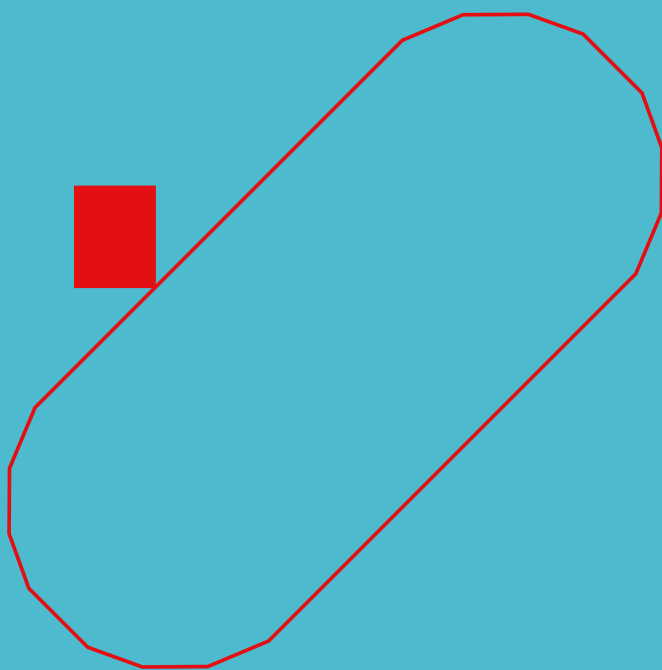
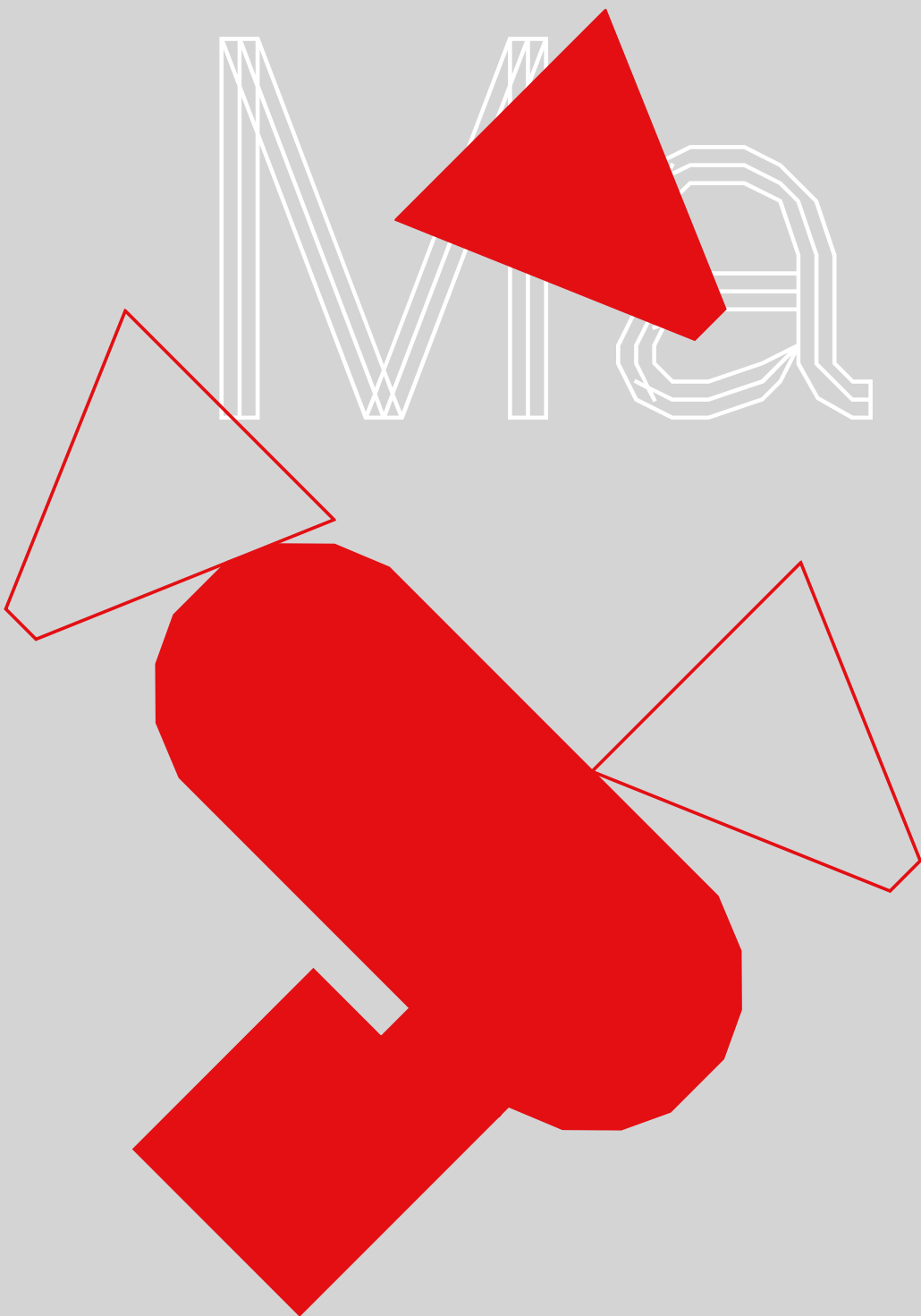
# THE “IN YOUR FACE” PRINCIPLE



The truth is that this is all about people and their talents, about honesty, openness and the ability to build trust.

Mani

festio



- 1 — Cut the crap,  
Get the talent.
- 2 — Speed up the game.  
Make time for life.
- 3 — Digital is everything.  
Change is the new normal.
- 4 — Automation is our  
friend. But people are still  
human.

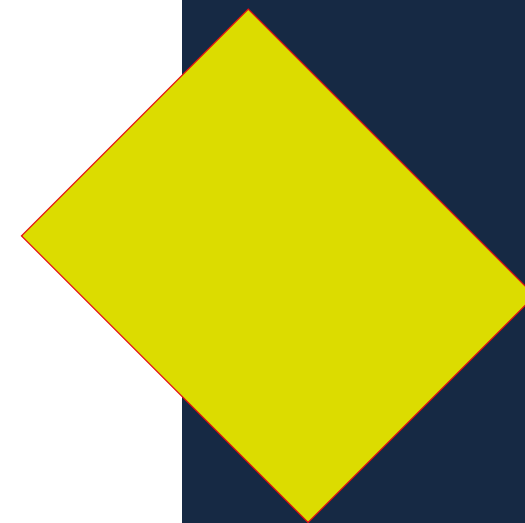
- 5 — Caring is for Careers.  
Developing for business.
- 6 — EveryShore is near.  
EveryChallenge an  
opportunity.
- 7 — We never leave  
because our work lives  
after that.
- 8 — Influence the  
outcome, increase  
the income.

# Neo Methodology Talent



# Specialists Career

WE'RE FOCUSED  
ON THE MOST  
RELEVANT VALUE  
OF THEM ALL.  
THE ABILITY  
TO SEARCH – THE  
NOTION OF BEING  
THE MOST ABLE  
TO FIND THE RIGHT  
TALENT.



To do so, we offer the best talent pool  
The Best Methodology  
The Best Appraisal  
But most of all the means to deliver  
Responsiveness.



# HOW

We will be the most responsive talent provider company, and the best place to work.

We will design careers. We will focus on results and get paid by that.

We will give back through research, knowledge sharing and human value creation.

Broadening the scope of talent-providing to new sectors of activities.

Simplifying processes and communication.

Automating the automatable, caring for the people, living in the future.

Being an recognised authority in talent knowledge and development.



Loop

Proicy



LOOP POLICY  
IS OUR  
VERY  
OWN ABILITY  
TO  
INDEX  
SUCCESS.



We maintain a hands on approach to projects developments with the ACTIVE LOOP POLICY both screening for optimisation in business context as for future career developments and goals for our talent.

Establishing confidence  
through active and bold  
knowledge production.  
Real time influencing  
the market through  
communication  
and exposure.

TOGO = Google  
NM Modelle

## WE USE THE NEOTALENT TO GO MODEL

### Scouters

That look for the best talent  
where it grows and  
manage our academy  
talent pool

### Profilers

That analyses business  
and makes the right match

### Boosters

That oversees talent  
career and fosters personal  
technical and career growth

### Connectors

That create the project  
dialogue and overview

Talent Overall  
Governance —  
to achieve  
maximum  
project  
efficiency  
and potential

Bottom

Line

## WE BUILD A CAREER DESIGN APPROACH

### Exposure

The opportunity to be  
seen and recognized

### Placing

The opportunity to work  
on the best projects

### Outlook

The opportunity to  
make choices

### Stability

The assurance  
of a career

## WITH A BUSINESS ADVANTAGE FOCUS

### Fit

The opportunity to  
be seen and recognized

### Agility on change

The flexibility to  
improve delivery

### Highly specialized pool of talent

The guarantee of  
resources back up

### Loop Policy

The performance  
continous monitoring,  
tracking, reporting,  
and evaluation

Key

5  
Points

1 — 30 years Experience  
and Expertise of  
tech and business  
development

2 — EveryShore Talent

3 — Career Activators

4 — Project Loop Policy

5 — The (responsive)  
Ability Matrix — cater  
for:

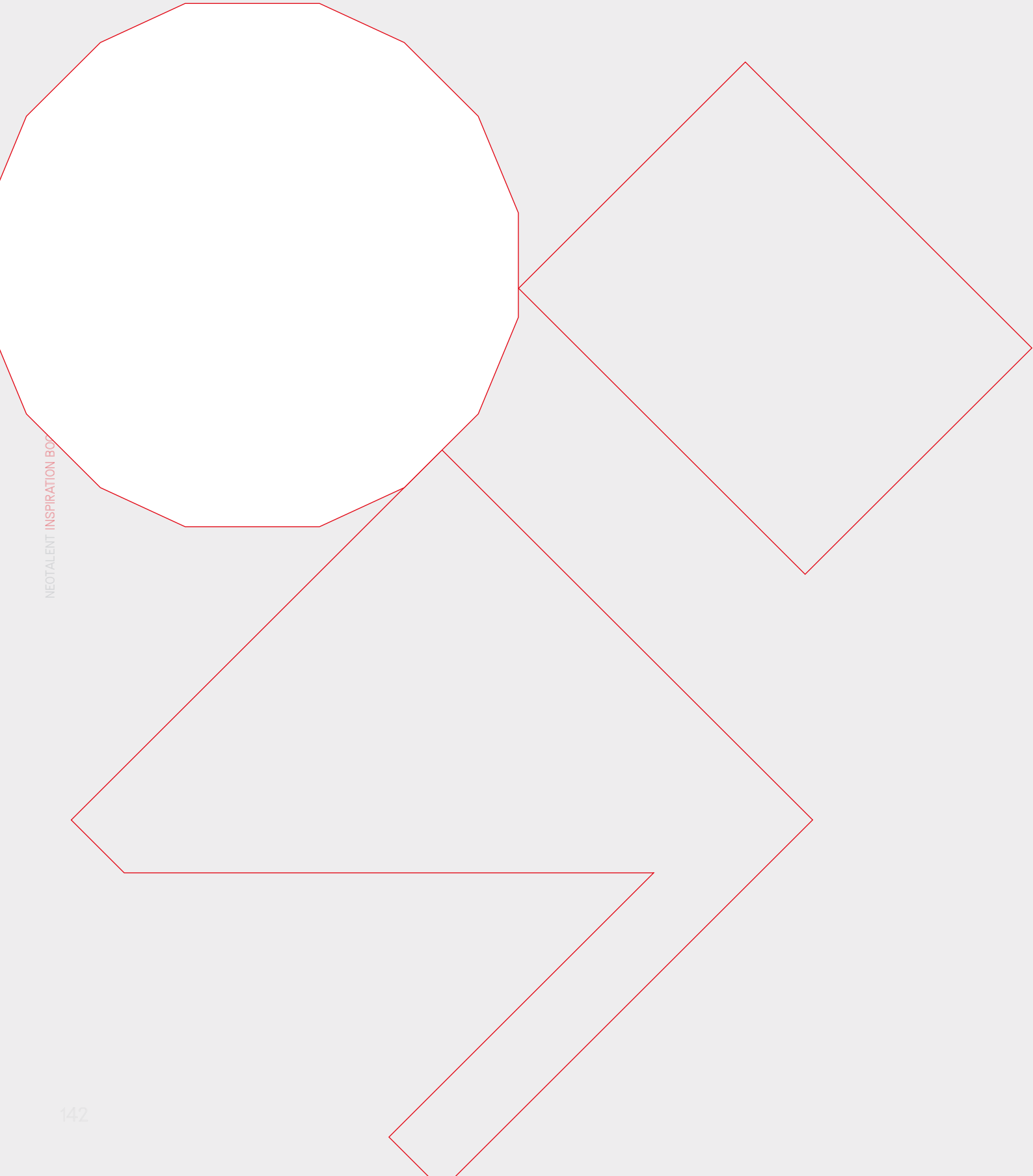
Individual choice  
Demographics Tech  
(R)evolution Client  
complexity and  
enhancement



We fuel the economy through responsible specialized

workforce development and precise fitting for each project.

we



NEOTALENT INSPIRATION BOX

Are

Neotalent