



# TONNIE

TURN ON INTERNATIONAL EXPERTISE

## International Mobility and Talent Integration Platform

We enable companies to hire globally and integrate seamlessly locally, while guiding highly skilled talent to become International Ready.

[www.tonnietaalent.com](http://www.tonnietaalent.com)

The screenshot displays the TONNIE platform's mobile application and web dashboard. The mobile app shows a progress bar for completing steps to reach international readiness. The web dashboard for a 'UI/UX Designer' role tracks progress through three stages: Pitch, Tests, and Application. It includes sections for opportunities, a progress bar, a badge for 'Potential', and results for English test, Tech Assessment, and Personality Assessment.

Opportunities

UI/UX Designer

Follow the progress of each step of this process.

Your progress

1. Pitch

2. Tests

3. Application

Just few more steps left

Complete these steps to get closer to your international career.

Tell us about you 3/7

Job Experience You added a Job Experience

Education You added an Education

Social Links You added a social account

Record your pitch +500 exp Go

Complete your profile +100 exp Go

Add picture +50 exp Go

Check your European CV +50 exp Go

Congratulations! You are part of a select group that has earned this badge. And you are above average.

Potential

See your score on each test

English test 82 - 70/100 See results

Tech Assessment 70/100 See results

Personality Assessment ENFJ-A Protagonists See results

# Crafting the future of Mobility and Talent Integration



## JOSÉ BOUÇA

Cofounder and Head  
Operations and Platform

- Computer Scientist with over 20 years of experience
- Led Digital Transformation, Design Thinking, Data Science, Managed Services and BPO with more than 2.000 professionals.
- 1 Exit and 3 M&As
- Founded and led an accelerator



## ROGERIO MEIRELES

Cofounder and Head  
Business Development and Partnerships

- MBA in Administration,
- 20 years of experience, as a manager and director, in national and multinational companies,



## David Carvalhão

Advisor for Iberian Market  
and Startup Mentor

Graduate in Electronics and Telecommunications from the University of Aveiro, is a dynamic serial entrepreneur with over 21 startups and patents to his credit. Esteemed as a trainer and mentor, he's been instrumental in top-tier acceleration programs in Portugal and Spain, including the Lisbon Challenge and EDP Energy Accelerator.



## Dave Pye

Advisor for  
UK Market

With 25+ years in recruitment, Dave Pye is a pivotal advisor for scaling recruitment businesses globally. Recognized as an Awards Judge and Conference Speaker, he champions Creativity, Curiousness, Culture, and Collaboration. His strategic guidance has enabled global expansions, leadership transformations, and innovative service launches.



## Jamie Bridel

Advisor for Sales  
in Europe

Excels in Offer Development, Product-Market Fit, and Digital Engagement. A Sloan Masters alumnus from London Business School, he's adept in International Business Operations. Having led diverse teams globally and founded Omknee, Jamie offers strategic insights to bolster our European sales initiatives.

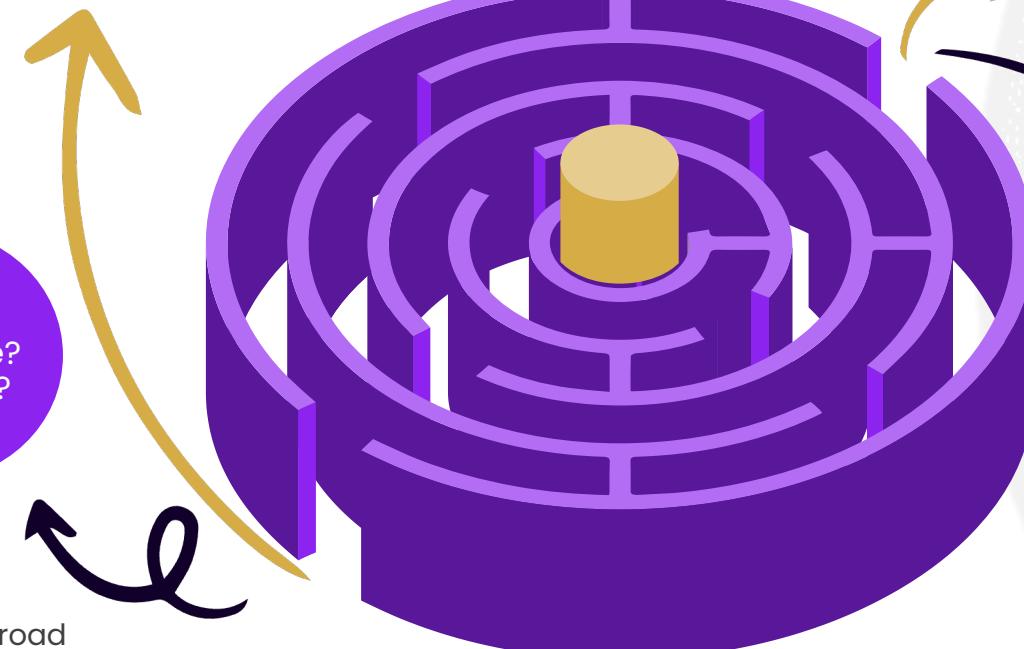
# The international job market is a maze for both the Talent and Companies

**Lacks clarity and guidance  
for the international opportunities**

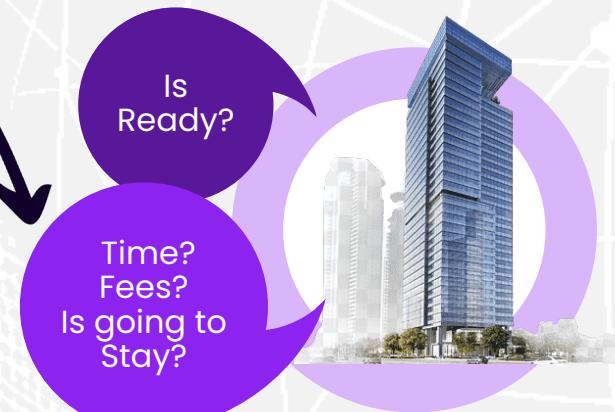


**Andrea, Age 27  
Frontend Developer**

**Goal:** Willing to grow in a career abroad



**Vetting and Integrating international  
talent is hard and expensive**



**Company In Europe**

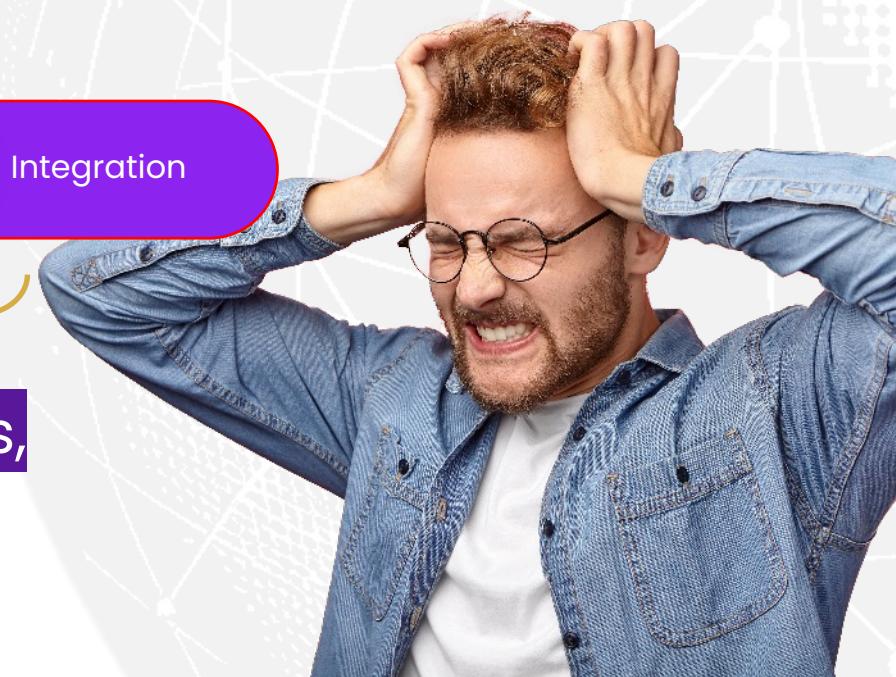
**Goal:** Rapidly scale engineering team by tapping international talent, due local talent scarcity

# Most job portals only list down international jobs

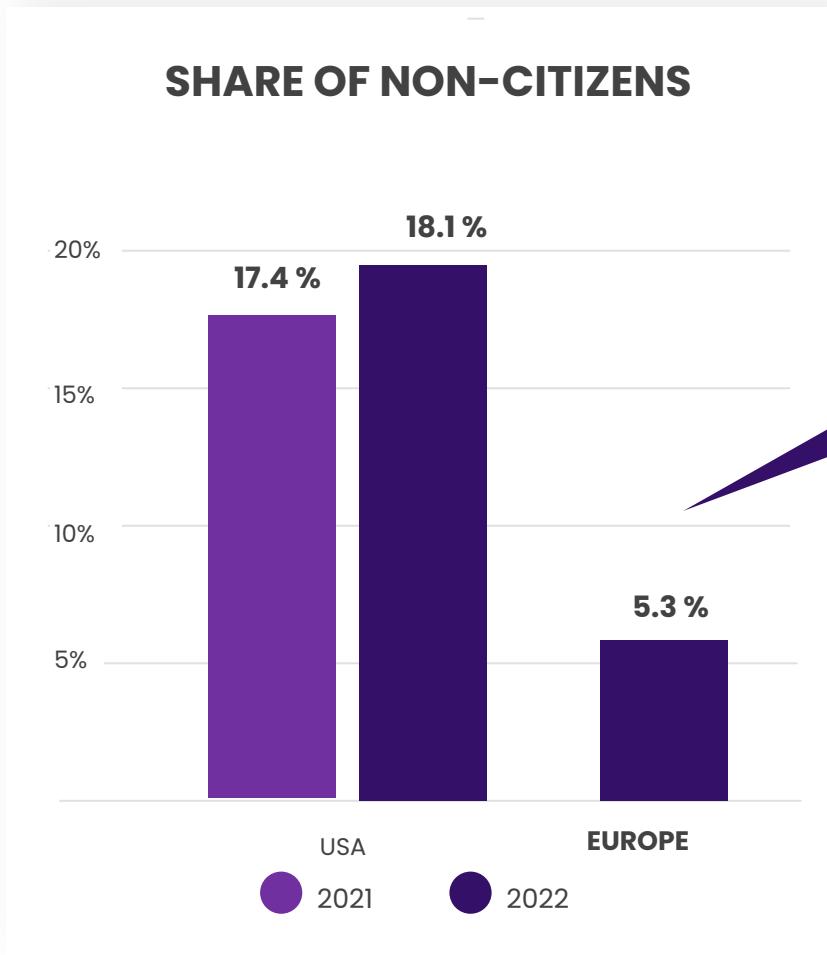
- Merely helping people discover available opportunities



Little to no support for the subsequent steps, making international opportunities challenging to talent and companies.



# The Talent Staffing market is worth \$700B



**3.5x GROWTH OPPORTUNITY**

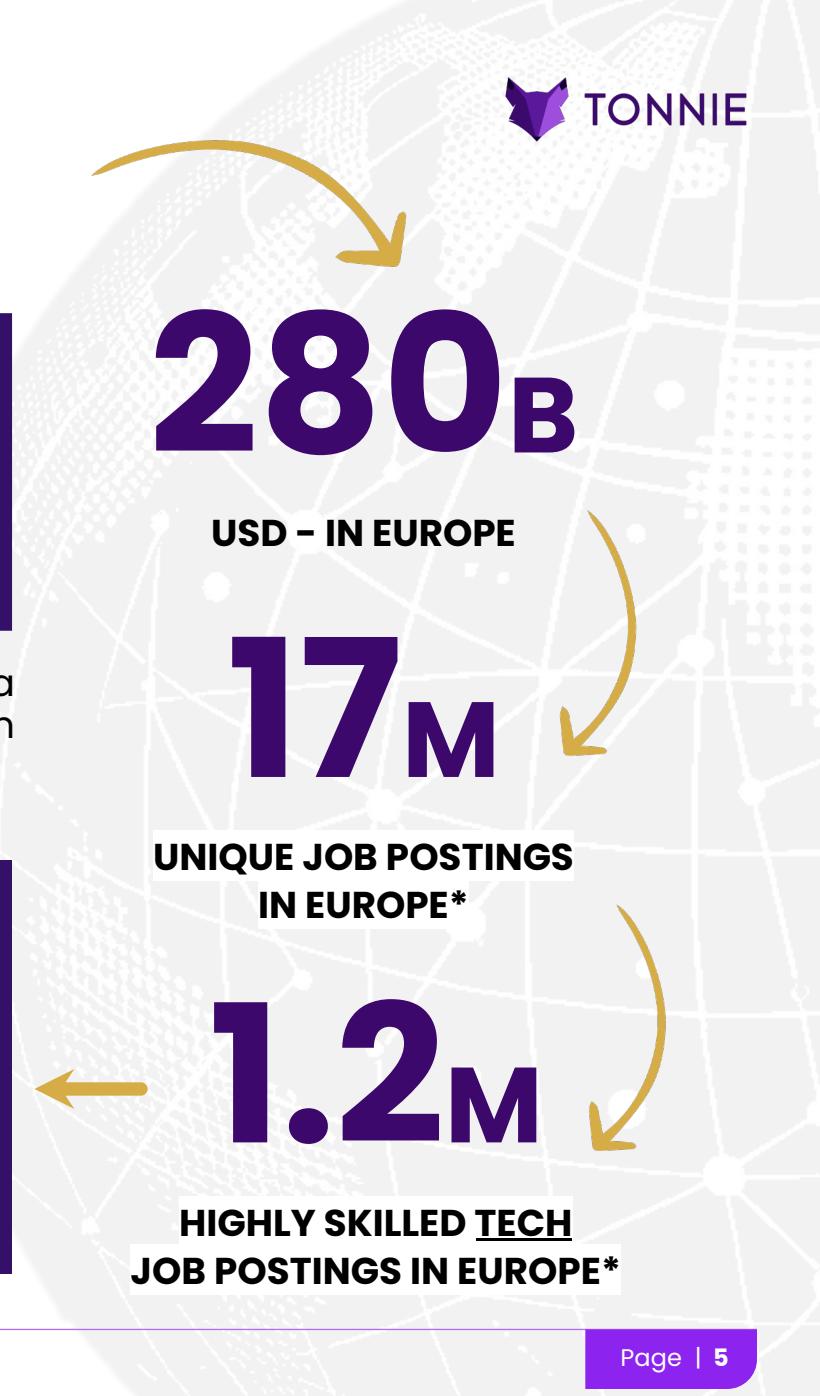
ONLY 5.3% OF EUROPE POPULATION ARE NON-EU, COMPARED TO USA, 18.1%

And is experiencing a high post-covid growth

CAPTURING 1% OF HIGHLY SKILLED, ONLY IN TECH, GENERATES A TURNOVER OF :

**400M USD YEAR** 

WAGES IN TECH ARE 2 X AVERAGE





## So, we came up with our International Ready Formula

- to enable international Talent and Companies to make the 'Fusion'...

$$\text{IR} = (\text{VGT} + \text{L}) \wedge \text{E3}$$

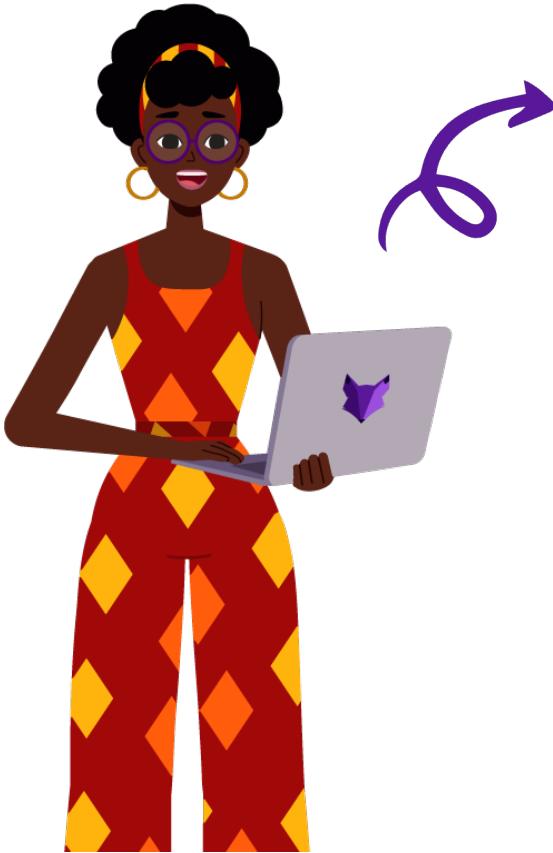
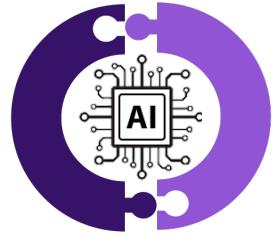


By **Exponentially** increasing  
their chance of success

...and streamlines the complete process from Job discovery to employee integration



# AI-powered MESH algorithm



➤ Collect data and assess ...

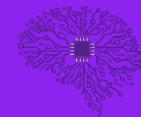
Motivation

English

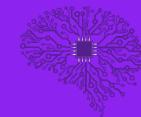
Soft skills

Hard skills

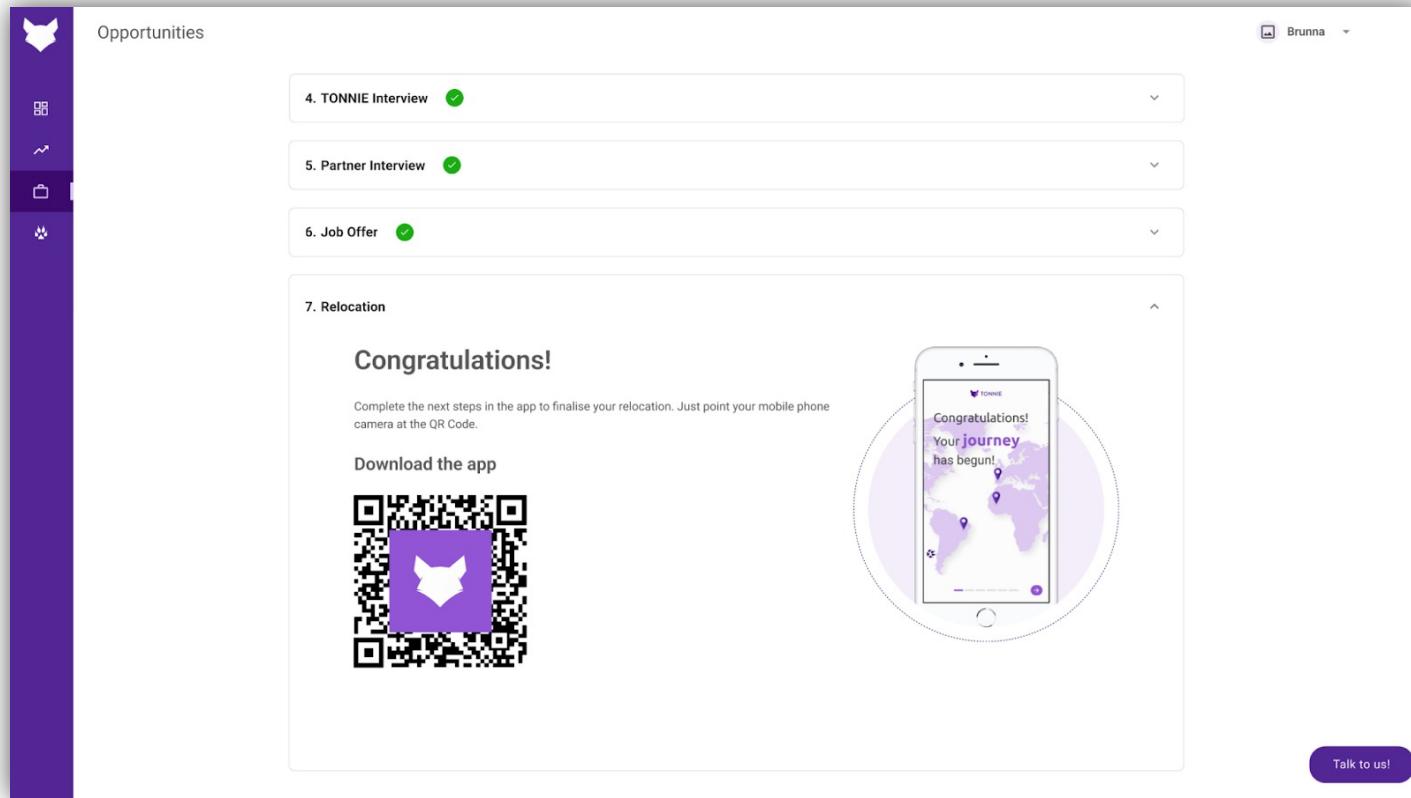
➤ .. to score the potential to shine internationally



AI powered Scoring Evaluation



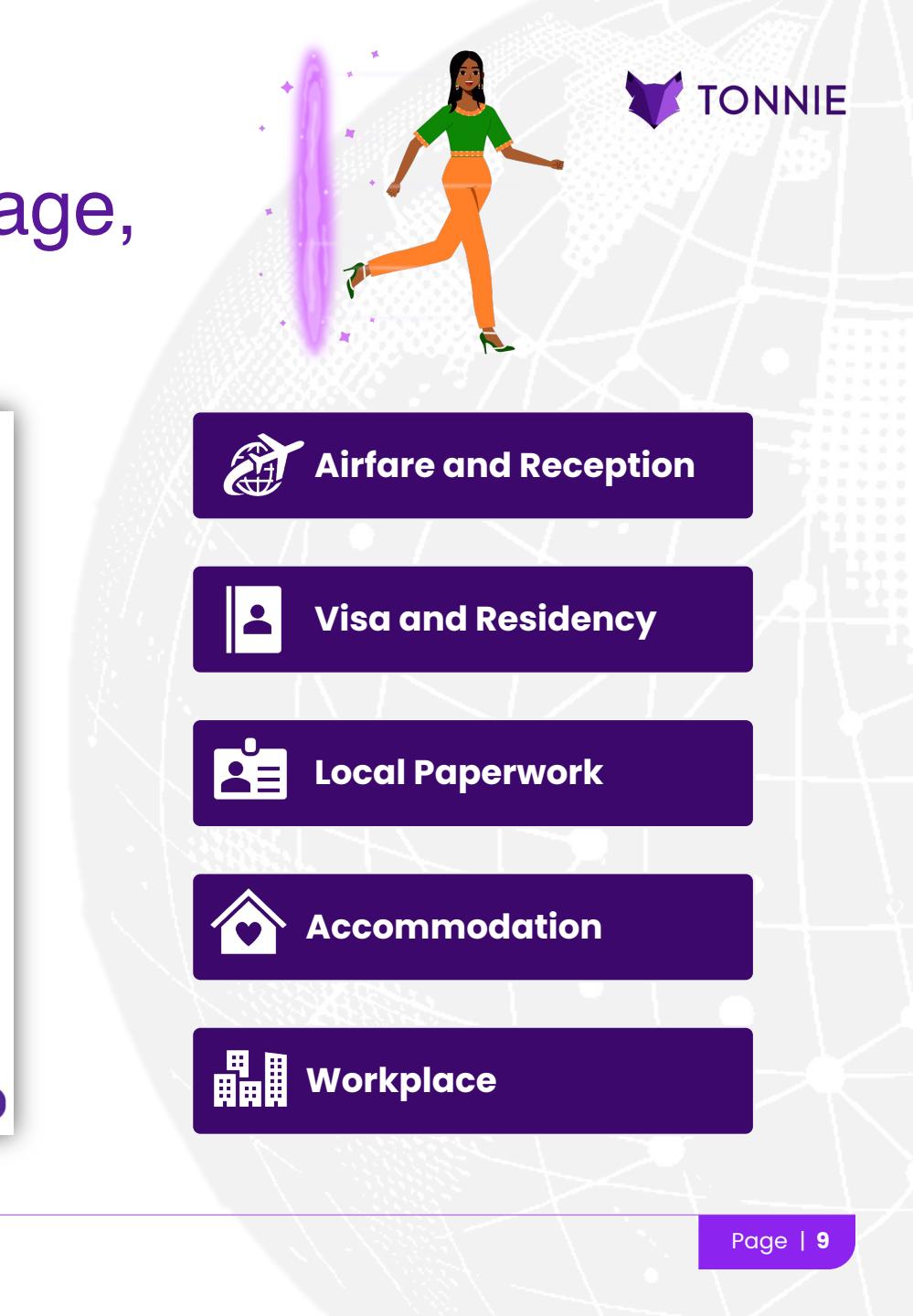
# Turnkey international relocation package, fully handled digitally...



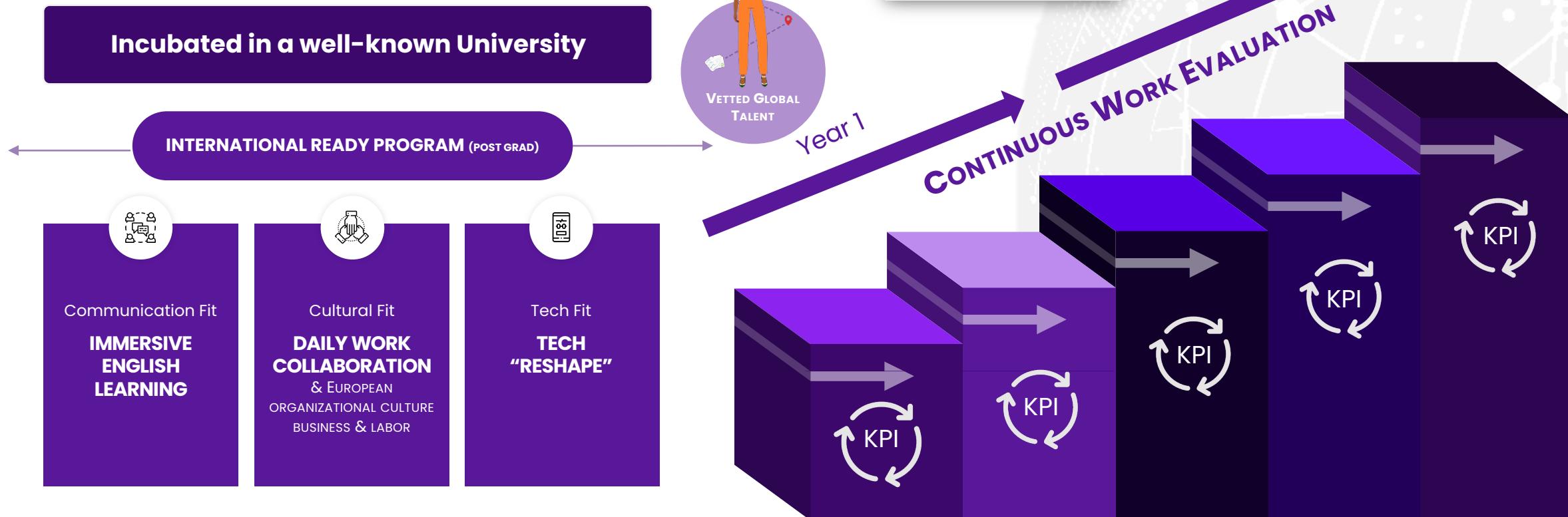
The screenshot shows a mobile application interface for international relocation. At the top, there's a sidebar with icons for home, opportunities, and account. The main area is titled "Opportunities" and lists the following steps:

- 4. TONNIE Interview (green checkmark)
- 5. Partner Interview (green checkmark)
- 6. Job Offer (green checkmark)
- 7. Relocation

Under "7. Relocation", there's a "Congratulations!" message: "Complete the next steps in the app to finalise your relocation. Just point your mobile phone camera at the QR Code." Below this, there's a "Download the app" section with a QR code featuring the TONNIE logo. A smartphone icon shows the app's splash screen with the same "Congratulations!" message and a world map. A "Talk to us!" button is at the bottom right.

- 
-  **Airfare and Reception**
  -  **Visa and Residency**
  -  **Local Paperwork**
  -  **Accommodation**
  -  **Workplace**

# Tonnie ensures Hassle-Free Career Elevation for International Candidates



# We operate on a floating hiring model

## Delayed Hiring

\$X/Day

- We hire the Talent first
- Complete Mobility Process
- "International ready" program
- Talent Commitment Of 12 Months
- No Extra Cost For Internalization
- Pack Of 24 or 12 Months



## Direct Hiring

\$X/Month

- You Hire Directly
- Partial Mobility Process
- "International ready" program
- Up to 12 Months



Allowing businesses complete flexibility to fulfill their talent needs and constraints

# The only complete solution for international Mobility and Talent Integration

② Remote

EOR  
Employee of Record

deel.

GP

aontop

HR  
HUMAN RESOURCE

hh  
HeadHunter

OUTSOURCING

① Local

MARKETPLACE®



# Tonnie makes international hiring delightful

Talent integration comparison matrix between traditional models and Tonnie

	Availability	Vet	On time	On place	Commit	Cost
Traditional Model	Pretender	"Tourist"	Freelancer	You never Know	None	Multiple Vendors and Fees
Tonnie	Motivated	High Potential	Up to 1 month remote	Up to 3 months on premise	At least 12 months	"One Stop Shop"
VETTING			MOBILITY			INTEGRATION



**HITACHI**  
Inspire the Next

**Clear Strategy**

La Redoute

**NTT DATA**

**SIEMENS**

**accenture**

**CELFOCUS**

**VOLKSWAGEN**  
DIGITAL SOLUTIONS



UNIVERSITY

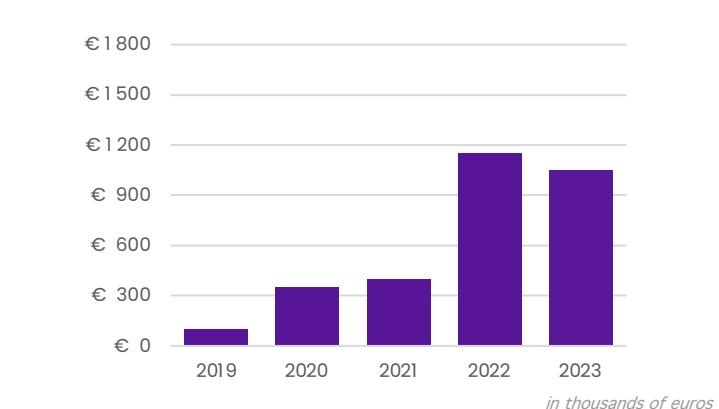
**POLITÉCNICO  
DE LEIRIA**

COLIVING

**casulo**

COWORKING

**STARTUP  
LEIRIA**

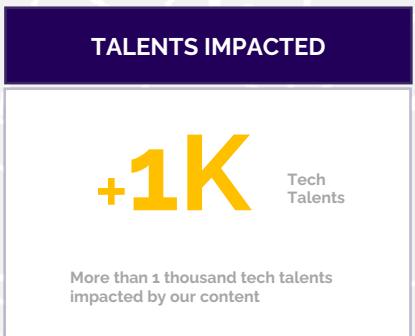


BOOTSTRAPPED SINCE 2020\*,  
ACHIEVING AN ACCUMULATED  
REVENUE OF:

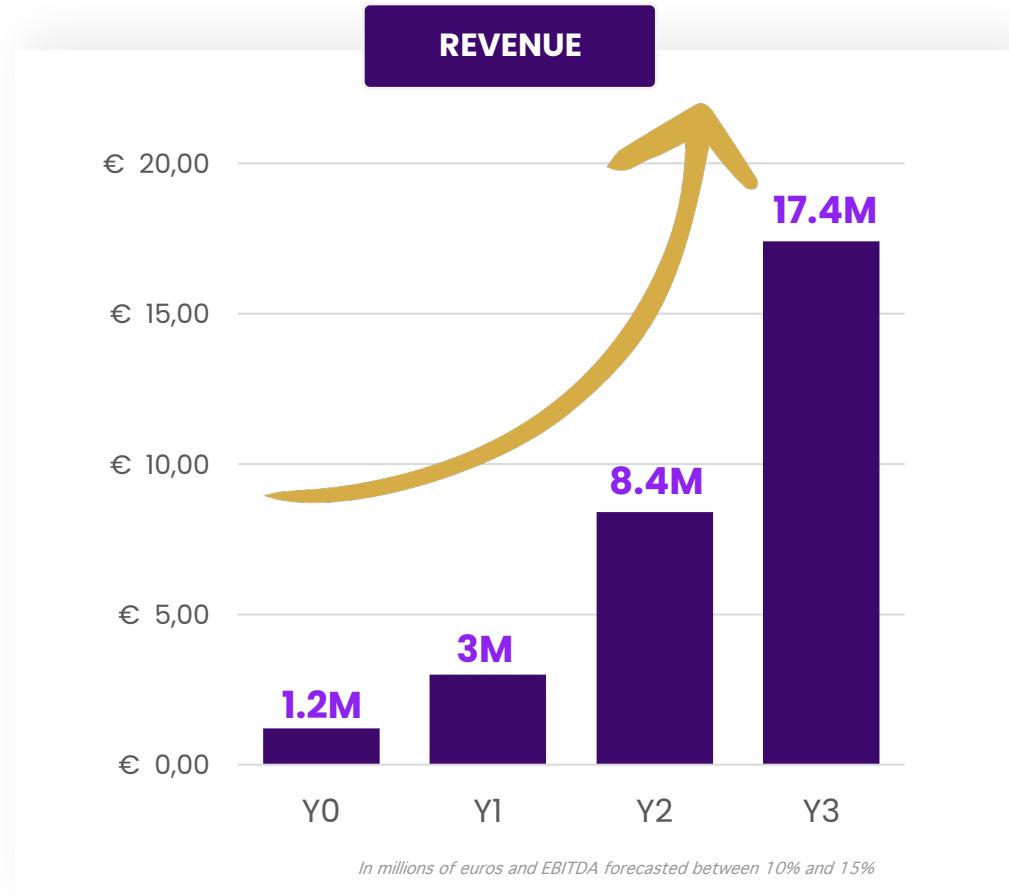
**€3M**

ALWAYS  
PROFITABLE

\*FOUNDED IN APRIL 2019 AND STARTED OPERATIONS IN AUGUST 2019



# We will 15x our growth after 1000 days



### SALES STRATEGY

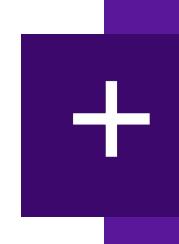
One-stop shop for integrating highly skilled international talent into the EU market to meet urgent demand.

Focus on **companies** with "**Multicultural**" mindset.



### PRIORITY MARKETS

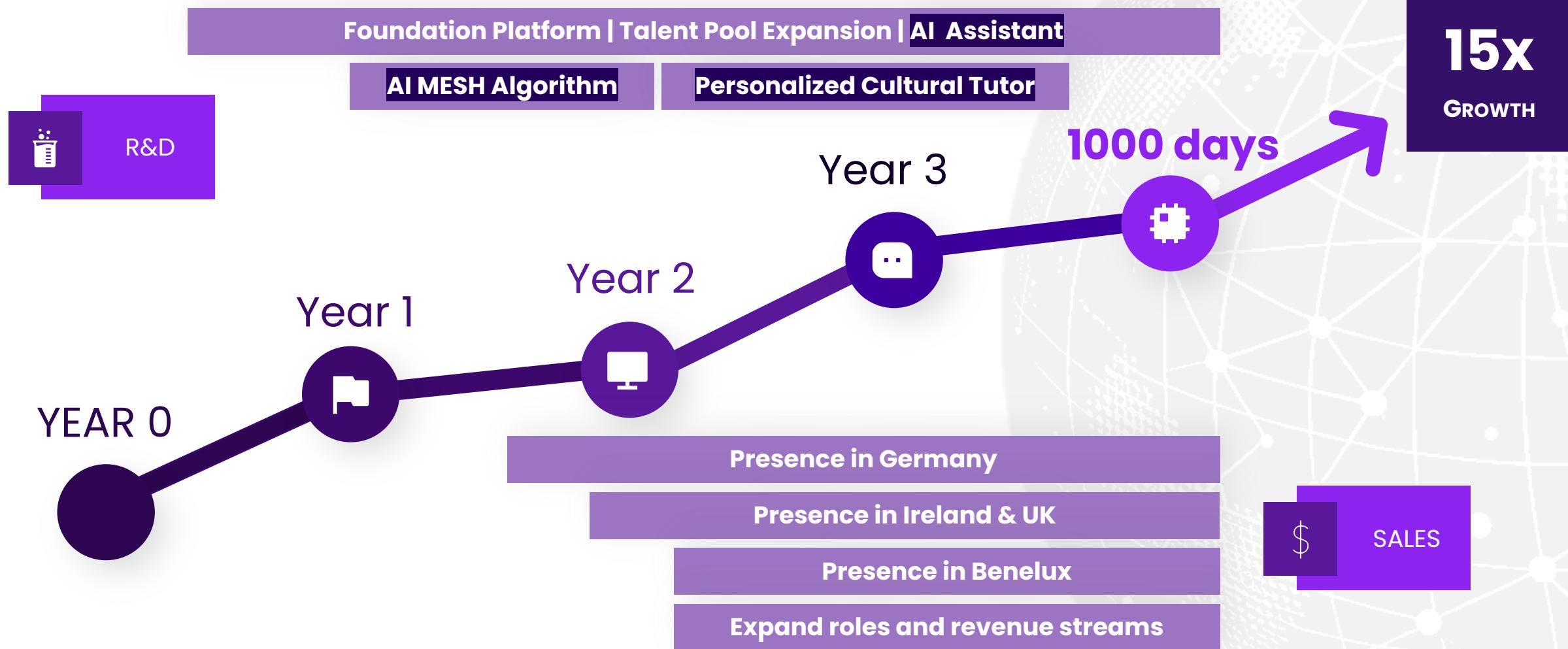
Strengthen our foothold in the **Portugal** market, and strategically expand into **Germany**, the **Benelux** region, and the **Ireland/UK** market, leveraging **local presence and partnerships**.



### EXPAND ROLES AND REVENUE STREAMS

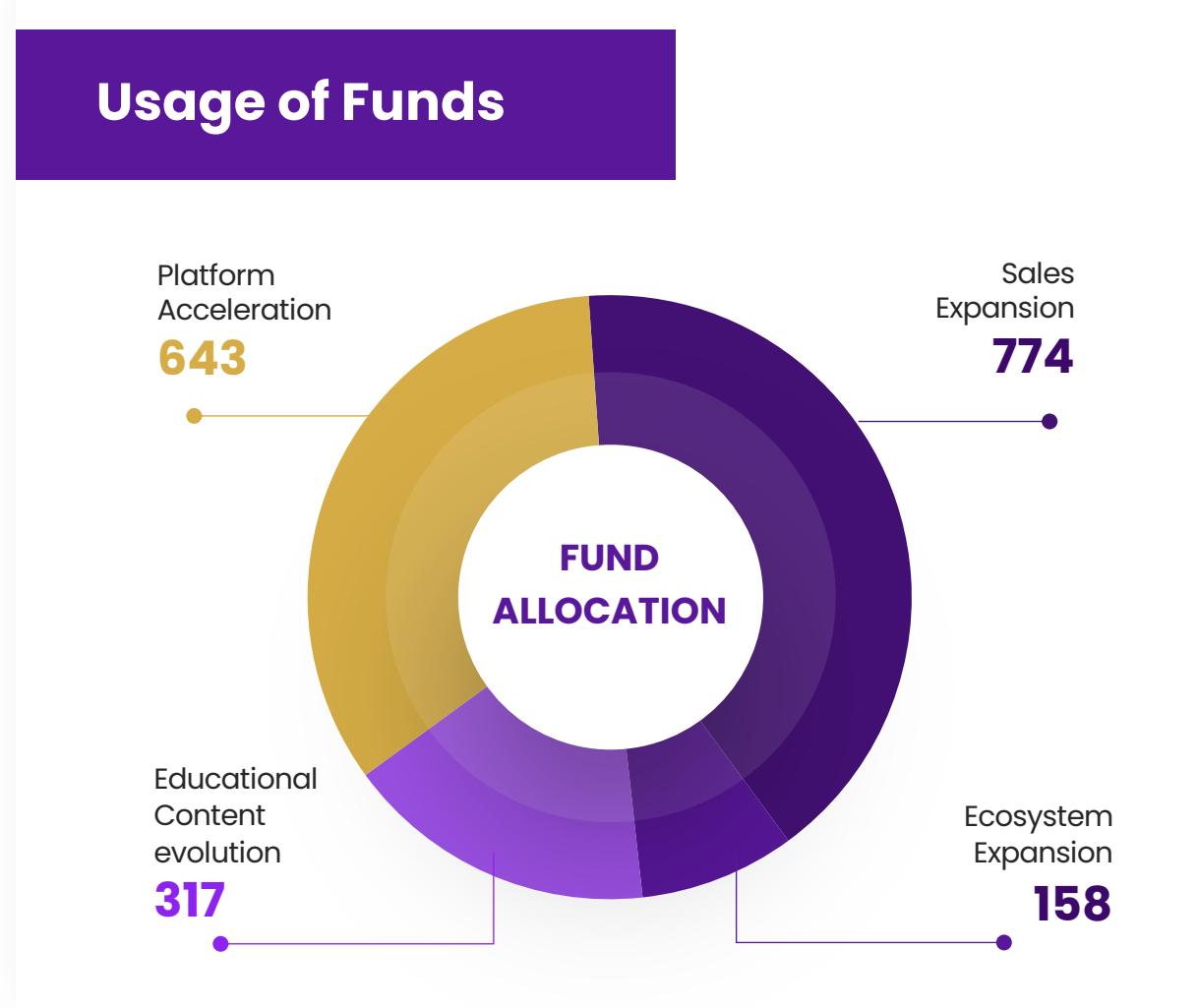
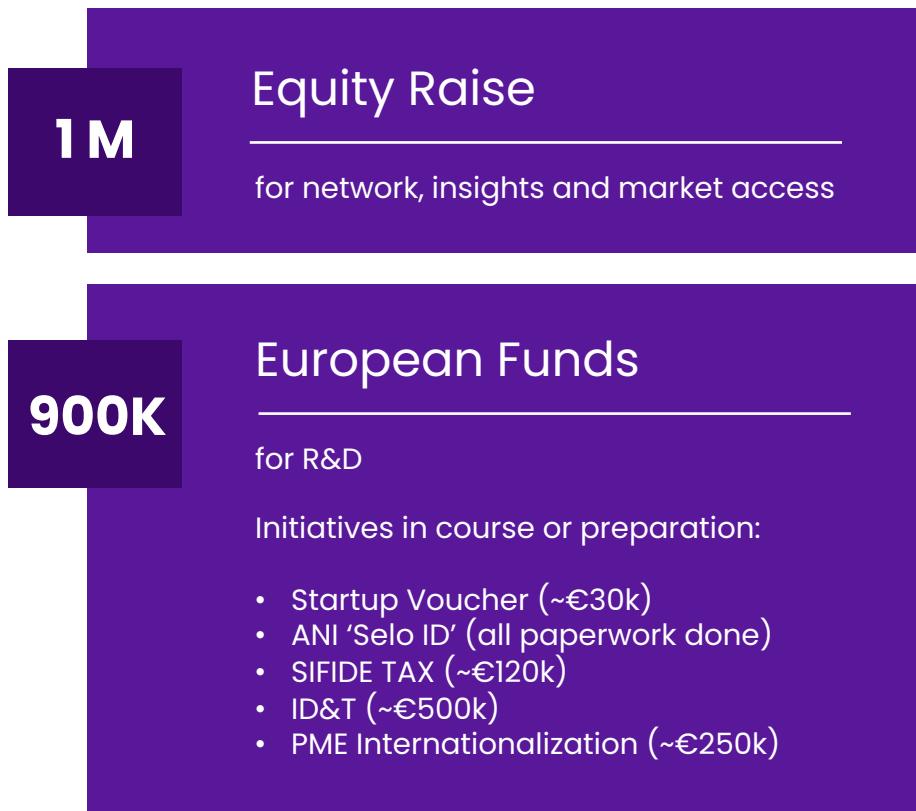
Tap into **other highly skilled sectors** such as **Engineering** and **Finance**. Initiate new revenue models including a B2B **Internal Exchange Program**, a B2C '**Pay for the Experience**' option, Income Sharing agreements, and Freemium services.

# Our roadmap to succeed...



# We are raising €1.9M

> Runway: 3 years



# Innovators always are...



## NOT RECRUITMENT AGENCY

Unlike traditional agencies focused on talent hunting, **we prioritize strategic integration of international expertise** into local settings, ensuring cultural fit and smooth transitions.



## NOT OUTSOURCING COMPANY

We don't merely delegate tasks or functions. Our mission is to enhance **your in-house capabilities** with a global perspective, not to outsource your needs.



## NOT JUNIORS OR TRAINEES

Our focus is not early-career individuals. We specialize in connecting companies with **experienced professionals**, offering a depth of knowledge and expertise that juniors or trainees cannot.



## NOT RELOCATION COMPANY

While we assist in relocating talent, our role extends far beyond logistics. We **facilitate complete cultural and professional integration**, ensuring that international talent thrive in their new environments.



## NOT ACADEMY UP/RESKILL

Education is vital, but **our core lies in mobilizing already highly skilled talent**. We're about bringing seasoned experts who can immediately contribute to and grow with your team.



# TONNIE

Come with us to make international mobility and talent integration seamless

- + Unique Market Positioning
- + Urgent demand in Europe
- + Clear path to growth and profitability
- + Experienced and Passionate Team

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[www.tonnietalent.com](http://www.tonnietalent.com)



Let's build a world where skills, not borders, shape opportunities.

