

# Nuno Bernardo

Labour Law and Social Security / HR Manager

nunobernar@gmail.com

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## Summary

Specialties:

HR management

Vocational Training

Employment and labour law issues

Social Security

Collective Bargaining

Social Dialogue

Participation in the discussion and negotiation of the Labour Code and complementary legislation - 2003, 2009 and 2011 (result of the tripartite agreement of March 2011).

Participation in the discussion and negotiation of the tripartite agreement of January 2012 "Commitment to Growth, Competitiveness and Employment" - Amendments to Labour Code.

Participation at the meetings held between the Social Partners and the "Troika" (composed by the International Monetary Fund, European Central Bank and European Commission), 2013

Participation in the working group on active employment measures, MEE, 2013

Portuguese Employers' Delegate at the Ninth European Regional Meeting (International Labour Organization), April 2013 - Employers' Drafting Group Member

Member in the CRL - Centre for Labour Relations, created in 2013 (Decreto-Lei n.º 189/2012 de 22 de agosto)

Member of the Management Board and Management Council (FCT - FGCT) - (n.º 2 e n.º 3 do artigo 21.º da Lei n.º 70/2013, de 30 de Agosto)

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## Experience

**Member of the Executive Commission at CTP - Portuguese Confederation of Tourism**

May 2010 - Present (3 years 10 months)

Labour Law Adviser

In 2011 attempt the 100.<sup>a</sup> ILC at International Labour Organization - Committee on the Application of

## Standards

In 2013 attempt the 102.<sup>a</sup> ILC at International Labour Organization - Committee on the Application of Standards

Represents CTP in the:

Advisory Committee for the Coordination of Social Security Systems (European Commission)

Economic and Social Council (C.E.S.)

Standing Committee for Social Dialogue (C.P.C.S.)

Regional Council - CCDR Alentejo

Advisory Council Labour Mediation System

Advisory Council for the Promotion of Occupational Safety and Health at Work

Commission of Regulation and Access to Professions (C.R.A.P.)

Commission for Equality in Labour and Employment (C.I.T.E.)

Advisory Board on the Regulatory Authority for Water and Waste Services (ERSAR)

## **HR Manager at AZINOR Group - SANA Hotels**

January 2008 - 2010 (2 years)

According to the guidelines laid down developed the necessary actions to implement strategies at a policy of Human Resources of a Group with over 500 employees, where we highlight, among others, the implementation of the Draft New Opportunities (hospitality Industry - 1st in the country), Sana Hotels Training Academy, Vocational Training Plan 2008, 2009 and 2010, E-Learning Program.

Coordination of all HR areas, in consultation with the various governance structures of the Group

*2 recommendations available upon request*

## **Legal and Labour Advisor at CTP - Portuguese Confederation of Tourism**

January 2004 - December 2007 (4 years)

Expertise in Labour Relations

Advisor at ILO - International Labour Organization

Advisor at European Commission: Committee Vocational Training and Committee Migrant Workers in EU

Advisor in CES - Portuguese Economic And Social Committee

Main activity in the area of Labor and Social Affairs

Employers representative, on the list in Article 570., Paragraph 1 of the Labour Code, in order to complete the arbitration of disputes arising from the establishment or revision of the collective agreement or arbitration of a minimum service in case of strike (term for the triennium 2006 to 2008).

Technical Adviser to the CTP for the materials of the International Labour Organisation (I.L.O.)

Attempt the 92.<sup>a</sup>, 93.<sup>a</sup>, 94.<sup>a</sup>, 95.<sup>a</sup> and 96.<sup>a</sup> ILC at ILO

*2 recommendations available upon request*

## **Trainee Lawyer at Bernardo Advogados**

2001 - 2003 (2 years)

Trainee lawyer with core activity in the Criminal Law, Civil Law and AUGI

Featured (Ordering monthly and weekly) in Seixal Judicial Court of Law and in the Public Security Police (PSP)

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## Volunteer Experience

**Assistant to the celebrations at Parish Church (Municipality of Covilhã)**

1995 - 1997 (2 years)

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## Publications

**Participation in: "Plataforma Laboral Contra a SIDA - A resposta do meio laboral ao VIH/SIDA", ISBN 972-8478-15-1**

May 2005

Authors: Nuno Bernardo

Coordination and systematization of legal texts.

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## Languages

**Spanish**

(Elementary proficiency)

**English**

(Professional working proficiency)

**French**

(Elementary proficiency)

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## Skills & Expertise

**Collective Bargaining**

**Personnel Management**

**Negotiation**

**Employment Law**

**Recruiting**

**Social Issues**

**Social Dialogue**

**HR Management**

**Management**

**Policy**

**Labor Relations**

**Employee Relations**

**Employee Training**

**Talent Management**

**HR Consulting**

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## Education

### **Faculty of Law of the University of Lisbon**

Law Graduate Degree, Expertise in Labour Law - The Labour Code Revised, 2011 - 2012

### **Faculty of Law of the University of Lisbon**

Attempt Law Graduate Master Degree, Labour Law, Arbitration and Social Security, 2006 - 2007

### **Faculty of Law of the University of Lisbon**

Law Graduate degree, Labor Law and Social Security, 2005 - 2006

### **Moderna College of Law**

Law Degree, 1995 - 2001

Activities and Societies: Head of Class (4.º and 5.º)

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## 4 people have recommended Nuno

"Nuno is a great Human Resources professional with a strategic vision managing people in large and diversified companies with international scope. I worked with Nuno on international expats hiring and management and is balanced judgment and global vision on what should be an international human resources structure make him the right candidate for any company willing to manage human resources on a global level. I recommend Nuno for any key strategic human resources position."

— **Alfredo Motty**, *Market Development Manager (Import-Export Markets), Azinor Trading Group of Companies*, worked directly with Nuno at AZINOR Group - SANA Hotels

"Nuno is a very professional person, working in a serious way and very oriented for the success of the projects runned by his responsibilities. He also takes as significative the development of good relation with others and the maintenance of a proper environment for working and achive desirables goals. He is someone with whom I've worked as service provider, but someone that I woud like to have as a colleague at my company, due to his personality, professionalism e quality of work."

— **Carlos Reis Marques**, *Partner, Vivere Consulting*, was with another company when working with Nuno at AZINOR Group - SANA Hotels

"Nuno is a hard working collegue, with extended knowledge is his area of expertise. Is also a friendly and likeable person, making easy to work with, ans his very proactive."

— **Marta Pereira**, *Administrative Assistant, Confederação do Turismo Português*, worked directly with Nuno at CTP - Portuguese Confederation of Tourism

"O Nuno Bernardo mostrou, durante o tempo que tivemos o prazer de trabalhar de uma forma mais próxima, um grande empenho e profissionalismo na causa que nos norteava."

— **Carla Martingo**, *Adviser, ACIDI IP*, was with another company when working with Nuno at CTP - Portuguese Confederation of Tourism

[Contact Nuno on LinkedIn](#)