Algarve Empreende 2026

Development Plan

Algarve Digital Innovators Network · 2030 Horizon

Algarve Empreende 2026

DEVELOPMENT PLAN

Algarve Digital Innovators

2030

Integrated plan for the regional innovation ecosystem - a network of communities and a network of consultants, mentors and investors

Integrated synthesis of Activities 3.1, 3.2, 4.1 and 4.2 of the project “Algarve Empreende 2026”
ALGARVE-FEDER-00952200 · SIAC - Qualified Entrepreneurship

July 2026

REPORT PREPARED BY

algarve evolution

PROJECT PROMOTERS AND PARTNERS

UAlg Universidade do Algarve · AMAL Comunidade Intermunicipal do Algarve · Algarve Evolution · Algarve STP Systems and Technology Partnerships · nera Associação Empresarial da Região do Algarve · ANJE Jovens Empresários

CO-FINANCED BY

2030 Algarve · Portugal 2030 · Cofinanciado pela União Europeia

Document Details

Title	Algarve Digital Innovators 2030 Development Plan
Nature of the document	Integrated report - a single public document, a synthesis of the work developed with the project's two networks (communities and consultants/mentors & investors), under Activities 3.1, 3.2, 4.1 and 4.2
Project / code	Algarve Empreende 2026 · ALGARVE-FEDER-00952200
Call	ALGARVE-2023-13 - Support System for Collective Actions (SIAC), Qualified Entrepreneurship
Operational programme	Algarve 2030 Regional Operational Programme (ERDF) · Target territory: NUTS II Algarve
Project partners	University of the Algarve, Algarve Evolution, NERA, Algarve STP, ANJE and AMAL
Report prepared by	Algarve Evolution
Consultancy service	Blackbird - www.blackbird.pt | Coordination: Luis Guerreiro
Validation	Validated by the Board of Algarve Evolution, as the entity coordinating the ADI network and responsible for these project actions
Date / version	July 2026 · v1

Executive Summary

The Algarve today has a dynamic, young and international innovation ecosystem, but one that is still fragmented. The Algarve Digital Innovators 2030 Development Plan sets out to organise this dispersed potential into a cooperation structure of regional scale, uniting two complementary pillars: the communities (which mobilise people and critical mass) and the network of consultants, mentors and investors (which concentrates qualified expertise and capital).

The plan brings together 15 structuring actions, distributed across the 6 intervention axes, with the analogous actions of the two networks merged to avoid duplication and gain scale.

The central idea is clear: the ADI network acts as an execution lever for the Algarve 2030 Regional Operational Programme. By energising the ecosystem, it contributes to a qualified pool of companies and projects, to more and better applications to incentive schemes, to private investment, to the creation of technology-based companies and to employment, supporting the sound execution of the Programme and the diversification of the regional economy.

The plan rests on prudence and on the institutional coordination of ATH - Algarve Evolution, UAlg/CRIA and Algarve STP, together with the CCDR and CIRA - Algarve Regional Innovation Council and PICA - Entrepreneurial Discovery Spaces. Its implementation depends on funding, which Algarve Evolution will seek to mobilise with the decisive support of CCDR Algarve, the managing authority of Algarve 2030, in coordination with a set of regional partners, in the spirit of collaboration that has characterised the regional innovation ecosystem.

Table of Contents

Document Details....3
Executive Summary....4
Table of Contents....5
1. Context....8
1.1. The project context and the need for a collaborative network....8
1.2. The ADI network: two pillars of one ecosystem....8
1.3. The importance of the network for the regional innovation ecosystem....9
1.4. The network as an execution lever for the Algarve 2030 Regional Operational Programme....10
2. Development Methodology....11
2.1. Objective of the Development Plan....11
2.2. Methodology of the Community Network....11
2.3. Methodology of the Network of Consultants, Mentors & Investors....12
2.4. From contributions to plan and validation....12
3. Mapping and Characterisation of the Network....13
3.1. The network in numbers....13
3.2. Characterisation of the communities....13
3.2.1. The 24 communities in detail....18
3.3. Characterisation of the community members....28
3.4. Characterisation of the consultants, mentors and investors....34
3.5. Cross-cutting needs of the communities....37
3.6. Contributions from the consultation....38
Initiatives by axis (Question 1)....38
Sustainability mechanisms (Question 2) and investor contributions....38
3.7. Integrated SWOT analysis....39

4. Strategy and Objectives.....40
4.1. Vision, central objective and axes.....40
4.2. Alignment with Algarve 2030, EREI Algarve 2030 and regional governance..40
5. Activity Plan.....43
5.1. The plan at a glance.....43
5.2. Structure and actions.....43
AXIS 1 - Education and Scientific and Technological Knowledge Transfer (R&D) 43
AXIS 2 - Entrepreneurship.....45
AXIS 3 - SME Upskilling.....47
AXIS 4 - SME Internationalisation.....48
AXIS 5 - Institutional Capacity-Building (the network's sustainability core).....50
AXIS 6 - Governance and Development Policies.....53
5.3. Framing within incentive schemes.....55
5.4. Indicators and targets.....56
6. Model for Organising, Monitoring and Evaluating the Plan.....58
Coordination and operation.....58
Regular communication with the networks - bimonthly meetings (PDCA cycle) 58
Engagement and sustainability model.....59
Monitoring and evaluation.....59
Risks, assumptions and sustainability.....60
7. Conclusions and Recommendations.....61
Proposal to the CCDR - a partnership of mutual value.....61
8. Data Collection Instruments.....62
8.1. Consultation session guide.....62
8.2. Community survey (leaders).....62
8.3. Network member survey.....63

Basic information - mandatory....63
General member data - optional....63
Residence and nomadism - optional....63
Company data - optional....63
Services and framework - optional....64
Consent - mandatory....64
9. References....65
10. Entities and People who Collaborated....66
Project partners....66
Network communities....66
Consultants, Mentors and Investors....58

1. Context

1.1. The project context and the need for a collaborative network

This report is the integrated synthesis of the work developed under the project “Algarve Empreende 2026” (ALGARVE-FEDER-00952200), approved under the Support System for Collective Actions (SIAC) - Qualified Entrepreneurship, call ALGARVE-2023-13, of the Algarve 2030 Regional Programme. Promoted by the University of the Algarve in partnership with Algarve Evolution, NERA, Algarve STP, ANJE and AMAL, the project aims to promote qualified entrepreneurship in the region, stimulating the business ecosystem and enhancing entrepreneurs' skills to create and implement innovative business ideas - with a focus on companies resulting from R&D or with strong knowledge enhancement, in the domains of the EREI Algarve 2030 (Regional Smart Specialisation Strategy).

Innovation and entrepreneurship are the main drivers of a region's growth and competitiveness. The Algarve - historically dependent on tourism and with recognised weaknesses in inter-company cooperation and in the link to the R&D system - faces the structural challenge of diversifying its economic base. Activities 3 and 4 of the project responded to this challenge by creating and energising two complementary networks of the ecosystem; this document merges their results into a single plan, because the ecosystem is one.

The need for the network stems from a simple observation, repeated throughout the consultation: the Algarve is home to countless communities, consultants, mentors and investors of great value, who act in a dispersed and isolated way - “groups that are still very segregated and often do not intersect” and an “ecosystem that already has many consultants, but a lack of coordination of efforts”. Structuring them into a network turns this dispersion into a cooperation infrastructure capable of giving innovation regional scale.

1.2. The ADI network: two pillars of one ecosystem

The Algarve Digital Innovators network has a two-pillar architecture in which the pillars complement each other:

- The communities - of digital workers, technology, entrepreneurship, women in technology, municipal cowork - mobilise people, create social capital and provide territorial reach. They are the base of the ecosystem.
- The consultants, mentors and investors - senior and international professionals - concentrate qualified expertise and capital. They are the accelerators of the ecosystem.

Bringing them together makes it possible to turn dispersed expertise and capital into effective support for the region's people, companies and projects. It is this integration that this plan delivers, with a common architecture of six axes and a consolidated set of actions.

1.3. The importance of the network for the regional innovation ecosystem

The network is part of the Algarve Tech Hub (ATH) 2020-2030 Collaborative Strategy - a brand created by the University of the Algarve and licensed to Algarve STP and Algarve Evolution - which aims to position the Algarve as a recognised and globally competitive digital region. Within the ATH fabric, the ADI network is its community fabric and its layer of applied knowledge and capital. Its importance can be summarised in five contributions:

- Social capital and connection - it builds bridges between communities, companies, the university, consultants, investors and public authorities.
- Expertise at the service of companies - mentors and consultants accelerate digital upskilling, AI adoption and the maturing of founders and SMEs.
- Bringing capital closer - the investor network brings financing closer to startups and SMEs and explores a regional investment fund.
- Talent attraction and retention - it structures the communities of digital workers and the resident international talent, encouraging them to settle.
- Collective voice and diversification - it gives scale to dialogue with public authorities and stimulates technology- and knowledge-intensive businesses.

1.4. The network as an execution lever for the Algarve 2030 Regional Operational Programme

The value proposition of this plan, from the perspective of those who manage regional development and public funds, is clear: the ADI network acts as a layer of animation and qualified demand that reinforces the absorption, quality and impact of Algarve 2030 funds and of other incentive schemes. A well-executed SIAC action is not an isolated cost - it is a multiplier.

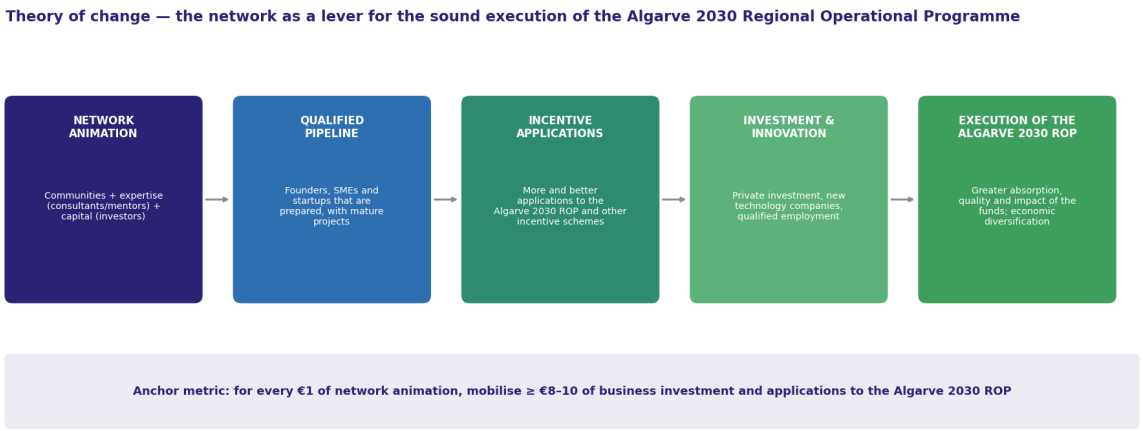


Figure 1. Theory of change - the network as a lever for the sound execution of the Algarve 2030 Regional Operational Programme

The mechanism is sequential: energising the network generates a qualified pipeline of founders, SMEs and startups; which translates into more and better applications to incentive schemes; which mobilise private investment, new technology companies and qualified employment; contributing to the sound execution of the Algarve 2030 Regional Operational Programme. As an anchor metric, the plan assumes that every euro invested in energising the network has a multiplier effect on business investment and on the mobilisation of resources for the territory, without setting, at this stage, a quantified target.

2. Development Methodology

2.1. Objective of the Development Plan

The plan's objective is to consolidate the Algarve Digital Innovators network as an infrastructure of cooperation, expertise and capital for the regional innovation ecosystem, providing it with a shared strategy, an activity plan and a model of organisation, monitoring and evaluation that ensure its continuity and its contribution to Algarve 2030.

The plan was built through participatory and continuous processes, with a differentiated approach by pillar, suited to the profile of each audience and ensuring representativeness and credibility.

2.2. Methodology of the Community Network

The work with the communities took place from February 2025 to July 2026, combining consultation, co-creation and validation:

Feb.–Apr. 2025	Exploratory meetings and launch session with the community leaders; joint definition of the survey tools.
Jun. 2025	Application of the questionnaire to the community leaders (characterisation of the communities).
Jul. 2025	In-person brainstorming session: start of building the development plan.
Sep. 2025	Review of the results and of the plan; start of the member survey.
Oct.–Nov. 2025	Intermunicipal roadshow across the municipalities, coordinated with the Road to Algarve Summit.
2026	Public consultation, open for several months, for contributions from all leaders; review and conclusion meetings.

Thanks to the combination of working sessions and the broad public consultation, the leaders of the 24 member communities are considered to have been heard, even though only some were present at the brainstorming sessions. Data collection was based on two surveys (of leaders and of members), whose questions are set out in Section 8.

2.3. Methodology of the Network of Consultants, Mentors & Investors

Consultants and mentors	4 online brainstorming sessions (Miro dynamic; max. 25 participants per session, to preserve collective reflection), with a broad invitation to the 144 identified and the participation of around 50 consultants and mentors (≈ 52 participations).
Investors	Personalised consultation (individual meetings and interviews), given the more discreet and sensitive profile; 3 meetings held (May–Jun. 2026), with more foreseen until August 2026.
Dynamic	Miro collaborative boards, with a common contribution template (“post-it idea”), user-perspective exercises (pain points by stakeholder) and idea-convergence exercises.

In short, this plan results from consulting the leaders of the 24 communities, around 50 consultants and mentors and 3 investors (consultation ongoing). The contributions result from collective exercises and are not associated with specific individuals.

2.4. From contributions to plan and validation

The sessions worked on two complementary questions. Question 1 - collective initiatives by axis - fed the activity plan (Section 5). Question 2 - mechanisms to make the network active, useful and sustainable - fed the organisation model (Section 6) and provided insights for the characterisation, the SWOT and the conclusions. The document will be validated by the Board of Algarve Evolution, as the entity coordinating the network and responsible for these project actions.

3. Mapping and Characterisation of the Network

The mapping portrays the network as at 1 July 2026, in its quantitative and qualitative dimensions, and culminates in a strategic reading (integrated SWOT analysis).

3.1. The network in numbers

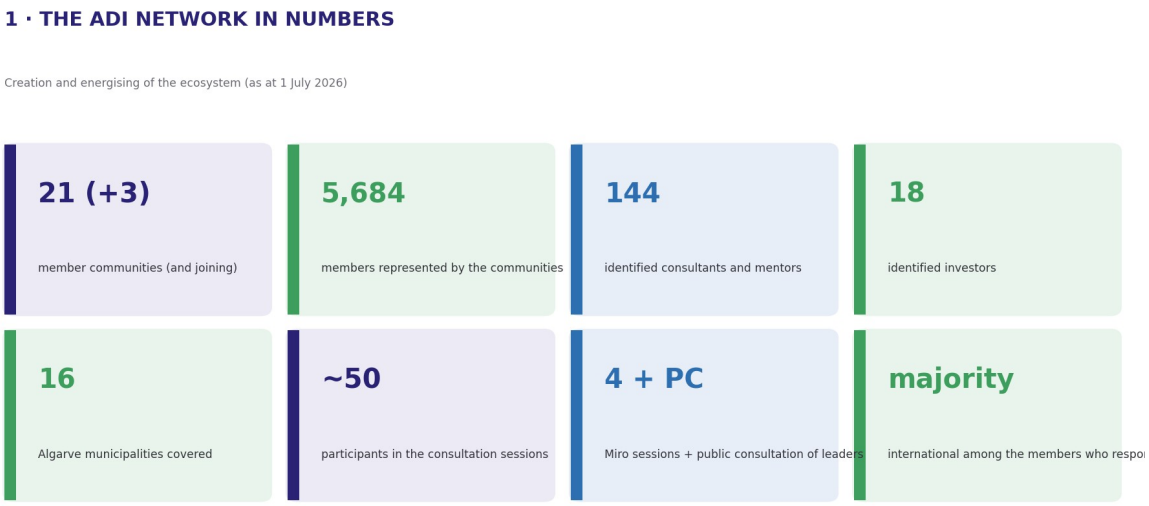


Figure 2. The ADI network in numbers - creation and energising of the ecosystem

3.2. Characterisation of the communities

The 24 member communities form a diverse mosaic, from communities of digital nomads and technologists to entrepreneurship networks, cowork spaces and women-in-technology networks, representing around 5,839 members.

No.	ADI Community	Leader	Members
1	Albufeira Digital Nomads	to be defined	350
2	Algarve Blockchain Community	Clarissa Peereboom	255
3	Algarve Evolution Network	Sílvia da Paz	496
4	Artificial Intelligence Algarve	Joaquim Nascimento	120
5	Colagos	to be defined	630
6	Flutter Faro	Daniel Jorge	125
7	GDG Faro	Tiago Fernandes	275

No.	ADI Community	Leader	Members
8	GDG Lagos	Lewis Grainger	266
9	Geek Girls Portugal - Faro	Liliana Pereira	4
10	Geek Sessions Faro	Penélope Gonçalves	545
11	Impact Hackers	Lenz Gschwendtner	60
12	Lagos Digital Nomads	Joana Glória	543
13	Lagos Remoters	Anne-Marie Beurskens	30
14	LOFT Community	Flor dos Reis	600
15	Pears & Porches - Diginomads	Andres del Rio	5
16	Portimão Digital Nomads	Manuela Defrancesco	350
17	Tavira Works	Brendon McCarthy	150
18	Win Algarve	Kamila Sitdwell	200
19	Wordpress Algarve	Ruben Martins	50
20	Financial Thinking	Laura Pulita	80
21	Cowork & Coffee Club	Ana Moreno	65
22	Walking Club Algarve	Katarina Šokac	360
23	Faro em Ação	Pedro Cavalheiro	200
24	Algarve AI Agents	Lior Goldenberg	80
	TOTAL (24 communities)		**5839**

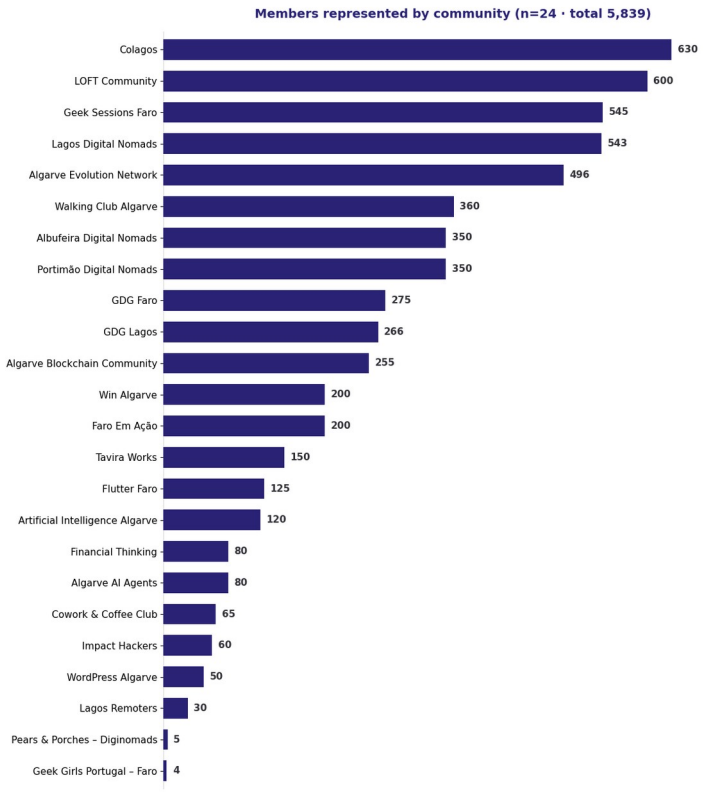


Figure 3. Members represented by community (n=24; total 5,839)

Figure 4. The communities and their members in numbers

The community survey (20 responses) shows that most are recent (around 80% created from 2020 onwards), do not have their own physical space (operating in a distributed and itinerant format) and are active across all municipalities, with the greatest concentration in Faro and Lagos.

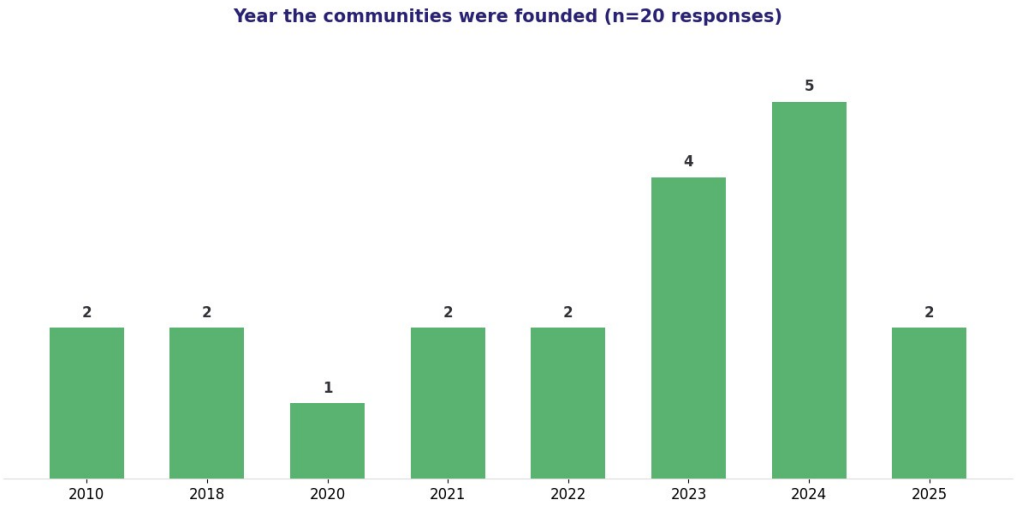


Figure 5. Year the communities were founded (n=20 responses)

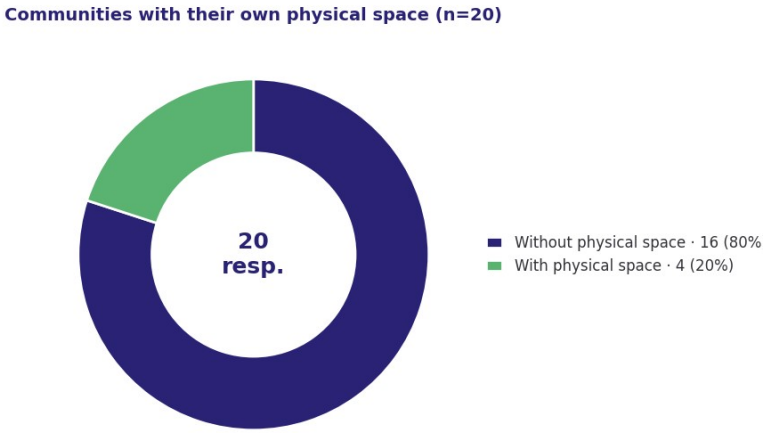


Figure 6. Communities with their own physical space (n=20)

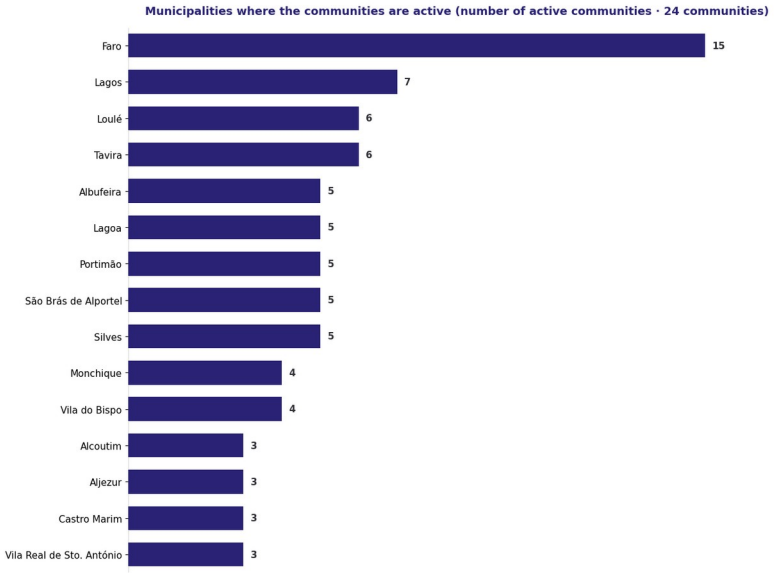
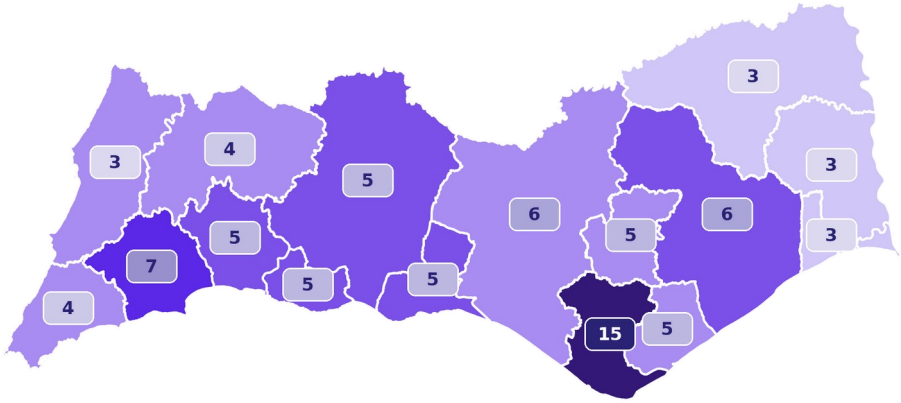


Figure 7. Municipalities where the communities are active (number of active communities)



Territorial coverage map - number of active communities per municipality (shading indicative of distribution; updated values in the highlights).

The dominant focus areas are entrepreneurship and innovation, technology, digital nomads and remote work, alongside niches (blockchain, WordPress, finance). The members' profile, according to the communities, is mostly entrepreneurs, freelancers, remote workers, founders and digital nomads.

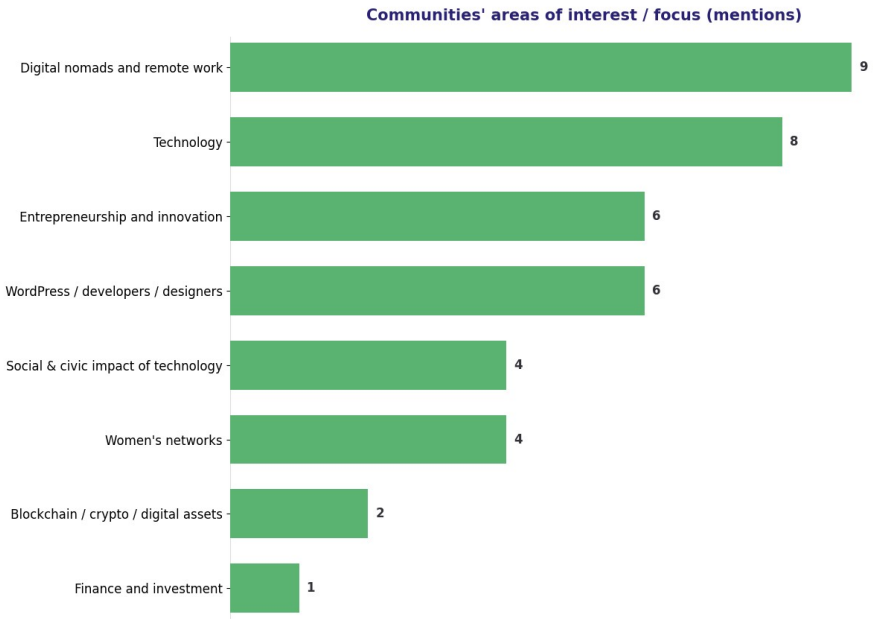


Figure 8. Communities' areas of interest / focus (mentions)

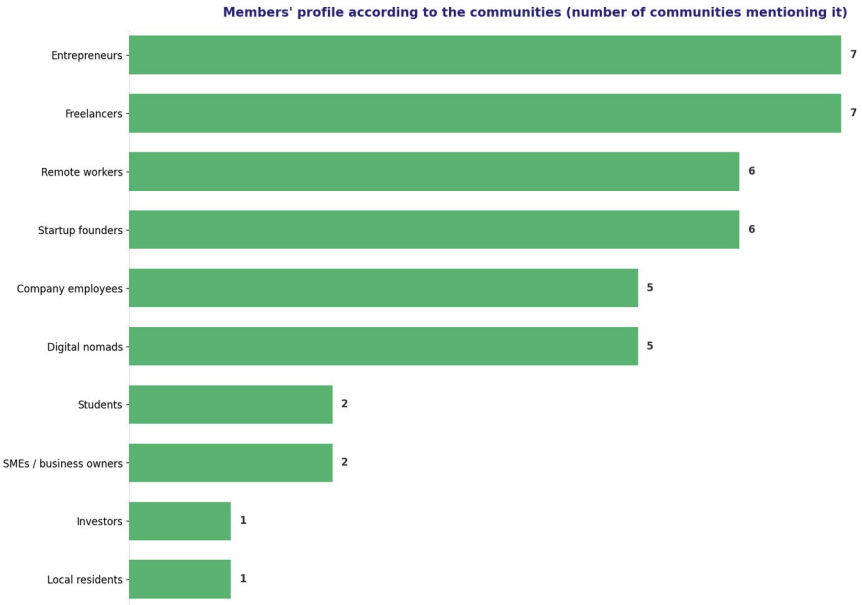


Figure 9. Members' profile according to the communities (number of communities mentioning it)

3.2.1. The 24 communities in detail

This section systematises the purpose, member profile, activities and areas of interest of each of the 24 member communities, based on the consultation and the community profiles presented at the network's public session. The summary table allows for a comparative reading and the following profiles detail each community.

#	Community	Municipality	Leader	Members	Areas of

		· since			interest
1	**Albufeira Digital Nomads**	Albufeira · since 2024	to be defined	350	Digital nomads, Remote work, Networking
2	**Algarve Blockchain Community**	Faro · since 2024	Clarissa Peereboom	255	Blockchain, Web3 & crypto, Digital assets
3	**Algarve Evolution Network**	Algarve · 16 municipalities · since 2018	Sílvia da Paz	496	Ecosystem & innovation, Education, Startups & SMEs
4	**Artificial Intelligence Algarve**	Faro · since 2024	Joaquim Nascimento	120	Artificial Intelligence, Machine Learning, Technology
5	**Colagos**	Lagos	to be defined	630	Entrepreneurship & innovation, Digital nomads, Technology & AI
6	**Flutter Faro**	Faro · since 2022	Daniel Jorge	125	Mobile development, Flutter / Dart, Technology
7	**GDG Faro**	Faro · since 2018	Tiago Fernandes	275	Google technologies, Android & Cloud, AI
8	**GDG Lagos**	Lagos · since 2022	Lewis Grainger	266	Google technologies, Technology, Innovation
9	**Geek Girls Portugal –**	Faro (national network) ·	Liliana Pereira	4	Women in tech,

	Faro	since 2010			Mentoring, Technology
10	**Geek Sessions Faro**	Faro · since 2010	Penélope Gonçalves	545	Digital product, AI, Social & civic impact
11	**Impact Hackers**	Faro · since 2024	Lenz Gschwendtner	60	Social & civic impact, Hackathons, Technology
12	**Lagos Digital Nomads**	Lagos	Joana Glória	543	Digital nomads, Remote work, Networking
13	**Lagos Remoters**	Lagos · since 2024	Anne-Marie Beurskens	30	Remote work, Digital nomads, Networking
14	**LOFT Community**	Central and Eastern Algarve · since 2023	Flor dos Reis	600	Digital nomads, Entrepreneurship & innovation, Remote work
15	**Pears & Porches – Diginomads**	Silves · since 2023	Andres del Rio	5	Expats, Digital nomads, Community
16	**Portimão Digital Nomads**	Portimão · since 2021	Manuela Defrancesco	350	Digital nomads, Remote work, Entrepreneurship
17	**Tavira Works**	Tavira · since 2023	Brendon McCarthy	150	Entrepreneurship & innovation, Remote work, Social & civic impact
18	**Win Algarve**	Lagoa · since 2023	Kamila Sitdwell	200	Women's network,

					Entrepreneurship & innovation, AI & social impact
19	**WordPress Algarve**	Faro · Algarve · since 2025	Ruben Martins	50	WordPress & Web, Entrepreneurship & innovation, Technology & AI
20	**Financial Thinking**	Algarve · region	Laura Pulita	80	Financial literacy, Investment, Women's network
21	**Cowork & Coffee Club**	Algarve · 16 municipalities · since Apr. 2026	Ana Moreno	65	Digital nomads, Entrepreneurship & innovation, Remote work
22	**Walking Club Algarve**	Algarve · 12 municipalities · since Mar. 2025	Katarina Šokac	360	Digital nomads, Remote work, Health & offline connection
23	**Faro Em Ação**	Faro · since 2024	Pedro Cavalheiro	200	Entrepreneurship & innovation, Social & civic impact, Technology
24	**Algarve AI Agents**	Faro · Loulé · since 2026	Lior Goldenberg	80	Artificial Intelligence, Technology, Entrepreneurship &

					innovation

Total: 24 communities · 5,839 members represented · 16 municipalities.

01 · Albufeira Digital Nomads - Albufeira · since 2024 · Leader to be defined · 350 members	
Purpose	Make Albufeira a destination for digital nomads, connecting them to the local community.
Member profile	Digital nomads, remote workers, freelancers, locals and students
Activities	Weekly meetups, workshops, networking sessions and events.
Areas of interest	Digital nomads · Remote work · Networking

02 · Algarve Blockchain Community - Faro · since 2024 · Leader Clarissa Peereboom · 255 members	
Purpose	A non-profit community offering knowledge and educational resources in a safe space to navigate the world of crypto and digital assets.
Member profile	Web3 founders, developers and investors; students
Activities	Monthly gatherings; mapping of crypto-friendly venues and a Web3 trail across the Algarve.
Areas of interest	Blockchain · Web3 & crypto · Digital assets

03 · Algarve Evolution Network - Algarve · 16 municipalities · since 2018 · Leader Sílvia da Paz · 496 members	
Purpose	Connects visionary entrepreneurs, talent, startups and SMEs and partners to co-create a vibrant innovation ecosystem in the Algarve.
Member profile	Entrepreneurs, professionals, startups and SMEs
Activities	Events and programmes focused on education, creation and growth of startups and SMEs, and ecosystem development.
Areas of interest	Ecosystem & innovation · Education · Startups & SMEs

04 · Artificial Intelligence Algarve - Faro · since 2024 · Leader Joaquim Nascimento · 120 members	
Purpose	Community dedicated to exploring and driving the future of Artificial Intelligence in the Algarve region.

Member profile	Students, entrepreneurs and professionals
Activities	Knowledge-sharing events on AI and its applications.
Areas of interest	Artificial Intelligence · Machine Learning · Technology

05 · Colagos - Lagos · Leader to be defined · 630 members	
Purpose	Community and cowork space in Lagos that strengthens the local entrepreneurship and innovation ecosystem, connecting digital nomads, remote workers and the local fabric.
Member profile	Digital nomads, entrepreneurs, freelancers and remote workers
Activities	Coworking, gatherings and partnerships that energise the local innovation community.
Areas of interest	Entrepreneurship & innovation · Digital nomads · Technology & AI

06 · Flutter Faro - Faro · since 2022 · Leader Daniel Jorge · 125 members	
Purpose	Online and in-person community dedicated to Flutter events, part of the Flutter Meetup Network (128 groups, supported by Google).
Member profile	Developers and enthusiasts of technology and mobile development
Activities	Flutter demos and events, workshops.
Areas of interest	Mobile development · Flutter / Dart · Technology

07 · GDG Faro - Faro · since 2018 · Leader Tiago Fernandes · 275 members	
Purpose	Google Developers Group Faro - a local developers group that energises the tech community in the Algarve, promoting knowledge sharing.
Member profile	Students, freelancers, professionals and tech enthusiasts
Activities	Talks, meetups, workshops, Build with AI, DevFest, Hash Code.
Areas of interest	Google technologies · Android & Cloud · AI

08 · GDG Lagos - Lagos · since 2022 · Leader Lewis Grainger · 266 members	
Purpose	Connect and educate members about the most relevant technologies on the market.
Member profile	Students, entrepreneurs and IT professionals
Activities	Monthly gatherings.
Areas of interest	Google technologies · Technology · Innovation

09 · Geek Girls Portugal – Faro - Faro (national network) · since 2010 · Leader Liliana Pereira · 4 members	
Purpose	National network of women in technology, built from informal gatherings. It prioritises female participation while being open to all.
Member profile	Women in technology; professionals and students
Activities	Meetups, workshops, mentoring, school events and an annual conference.
Areas of interest	Women in tech · Mentoring · Technology

10 · Geek Sessions Faro - Faro · since 2010 · Leader Penélope Gonçalves · 545 members	
Purpose	Algarve tech community that brings together enthusiasts, professionals and entrepreneurs to discuss digital product topics.
Member profile	Product engineers and designers (freelance and companies), students, entrepreneurs
Activities	Meetballs at Ikea (weekly study group), Geek Talks, Fireside Chats and an annual conference.
Areas of interest	Digital product · AI · Social & civic impact

11 · Impact Hackers - Faro · since 2024 · Leader Lenz Gschwendtner · 60 members	
Purpose	Meet regularly to discuss social and civic impact and project ideas, building bridges between technology and local associations.
Member profile	People from tech and civic impact; teachers, researchers and students
Activities	Social-impact hackathons in partnership with associations to solve concrete challenges.
Areas of interest	Social & civic impact · Hackathons · Technology

12 · Lagos Digital Nomads - Lagos · Leader Joana Glória · 543 members	
Purpose	Connect digital nomads, remote workers and locals in Lagos, creating an active and welcoming community.
Member profile	Digital nomads, remote workers and residents
Activities	Regular meetups, networking sessions and social and coworking events.
Areas of interest	Digital nomads · Remote work · Networking

13 · Lagos Remoters - Lagos · since 2024 · Leader Anne-Marie Beurskens · 30 members	
Purpose	Bring people together to socialise, network and make new friends.
Member profile	Residents, digital nomads and remote workers
Activities	Fortnightly meetups and, occasionally, sessions with speakers on specific topics.
Areas of interest	Remote work · Digital nomads · Networking

14 · LOFT Community - Central and Eastern Algarve · since 2023 · Leader Flor dos Reis · 600 members	
Purpose	Promote and support the remote-work lifestyle, building a dynamic and welcoming community in Central and Eastern Algarve.
Member profile	Remote professionals, freelancers and startup founders
Activities	Coworking and afterworks, festivals and food gatherings, sport and outdoor activities.
Areas of interest	Digital nomads · Entrepreneurship & innovation · Remote work

15 · Pears & Porches – Diginomads - Silves · since 2023 · Leader Andres del Rio · 5 members	
Purpose	Community between Albufeira and Portimão that brings together expats and digital nomads.
Member profile	Expats and digital nomads
Activities	Occasional tandem gatherings.
Areas of interest	Expats · Digital nomads · Community

16 · Portimão Digital Nomads - Portimão · since 2021 · Leader Manuela Defrancesco · 350 members	
Purpose	Connect remote workers, digital nomads and

	locals who live in or visit Portimão.
Member profile	Remote workers, freelancers, entrepreneurs and investors
Activities	Fortnightly meetups, free educational seminars and volunteering with local organisations.
Areas of interest	Digital nomads · Remote work · Entrepreneurship

17 · Tavira Works - Tavira · since 2023 · Leader Brendon McCarthy · 150 members	
Purpose	Cultivate a community and culture of entrepreneurship and innovation in Tavira.
Member profile	Freelancers, startup founders and remote professionals
Activities	Coworking meetups and entrepreneurship workshops.
Areas of interest	Entrepreneurship & innovation · Remote work · Social & civic impact

18 · Win Algarve - Lagoa · since 2023 · Leader Kamila Sitdwell · 200 members	
Purpose	Community of professional and global women in the Algarve - a trusted space for connection, growth and support.
Member profile	Female entrepreneurs, freelancers, remote workers and SMEs
Activities	Workshops, celebrations, social events and networking.
Areas of interest	Women's network · Entrepreneurship & innovation · AI & social impact

19 · WordPress Algarve - Faro · Algarve · since 2025 · Leader Ruben Martins · 50 members	
Purpose	Local community of WordPress users, designers, developers and enthusiasts in the Algarve, to share knowledge and strengthen the network.
Member profile	WordPress users, designers, developers and marketing teams
Activities	Monthly events on development, design, content management, SEO and e-commerce.
Areas of interest	WordPress & Web · Entrepreneurship &

	innovation · Technology & AI

20 · Financial Thinking - Algarve · region · Leader Laura Pulita · 80 members	
Purpose	Improve financial and investment literacy, with a special focus on women.
Member profile	Entrepreneurs, investors, freelancers and digital nomads
Activities	Masterclasses, free and paid events and one-to-one coaching sessions.
Areas of interest	Financial literacy · Investment · Women's network

21 · Cowork & Coffee Club - Algarve · 16 municipalities · since Apr. 2026 · Leader Ana Moreno · 65 members	
Purpose	Community focused on the Algarve's digital ecosystem, to counter the isolation of remote and freelance work, connecting local independent professionals, entrepreneurs and remote workers.
Member profile	Digital nomads, entrepreneurs, freelancers and remote workers
Activities	Monthly rotating coworking sessions; a network of official partners with benefits; a communication and sharing channel (WhatsApp).
Areas of interest	Digital nomads · Entrepreneurship & innovation · Remote work

22 · Walking Club Algarve - Algarve · 12 municipalities · since Mar. 2025 · Leader Katarina Šokac · 360 members	
Purpose	Create opportunities for people to meet, socialise and network while staying active and exploring the Algarve's trails.
Member profile	Digital nomads, entrepreneurs, freelancers, remote workers and SMEs
Activities	Weekly walks on Saturdays.
Areas of interest	Digital nomads · Remote work · Health & offline connection

23 · Faro Em Ação - Faro · since 2024 · Leader Pedro Cavalheiro · 200 members	
Purpose	Non-profit, youth-led community, created by and for young people from Faro, to learn, share ideas, develop skills and turn ideas into projects with local impact.
Member profile	Entrepreneurs, freelancers and students
Activities	Faro Resolve, Makers Space, Holiday Camps, volunteering programmes and Erasmus exchanges.
Areas of interest	Entrepreneurship & innovation · Social & civic impact · Technology

24 · Algarve AI Agents - Faro · Loulé · since 2026 · Leader Lior Goldenberg · 80 members	
Purpose	Community for builders, business owners and the curious who want to understand and implement AI agents at work, in business and in life, with real knowledge and experience-sharing.
Member profile	Entrepreneurs, freelancers, remote workers, SMEs, startup founders and students
Activities	Monthly meetups and ongoing discussions in the WhatsApp group.
Areas of interest	Artificial Intelligence · Technology · Entrepreneurship & innovation

3.3. Characterisation of the community members

The member survey collected 222 responses. The socio-demographic and company fields were optional, so the base (n) varies between indicators. Algarve Evolution - the coordinating community - is strongly represented, and mentors/consultants appear with a high weight because they are an integral part of the network.

Figure 10. Members' professional situation (multiple response; n=222)

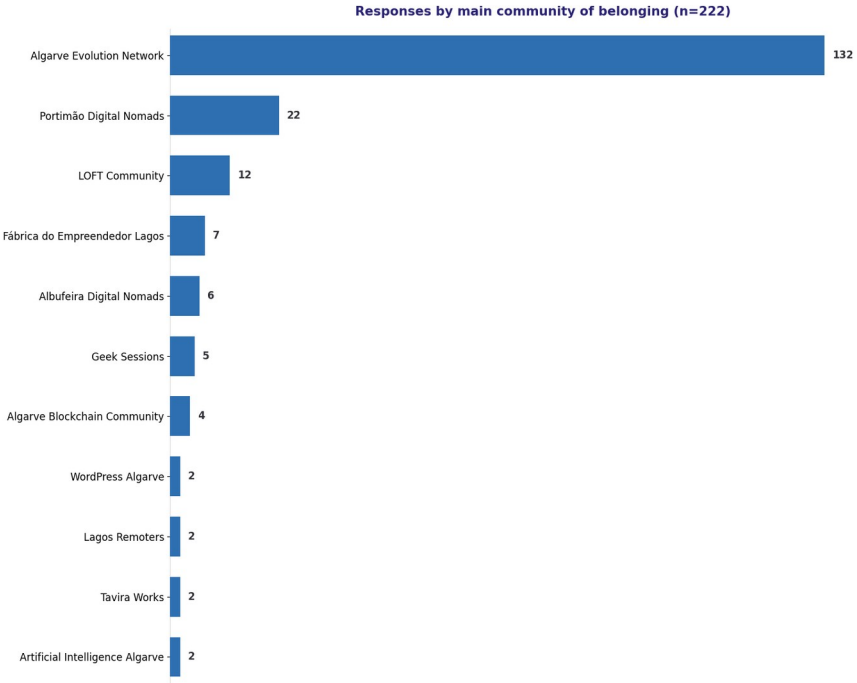


Figure 11. Responses by main community of belonging (n=222)

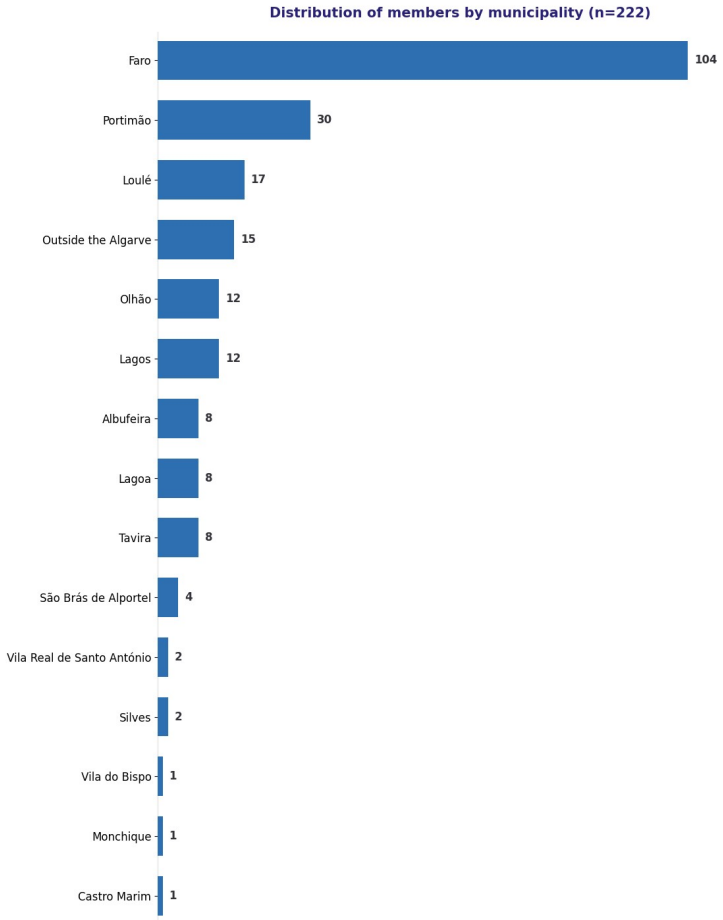


Figure 12. Distribution of members by municipality (n=222)

In the socio-demographic dimensions, there is a male predominance, an age range concentrated between 35 and 54 years and a high academic profile (master's, postgraduate/MBA, bachelor's). The international dimension is striking: among those who indicated nationality, around two thirds are foreign.

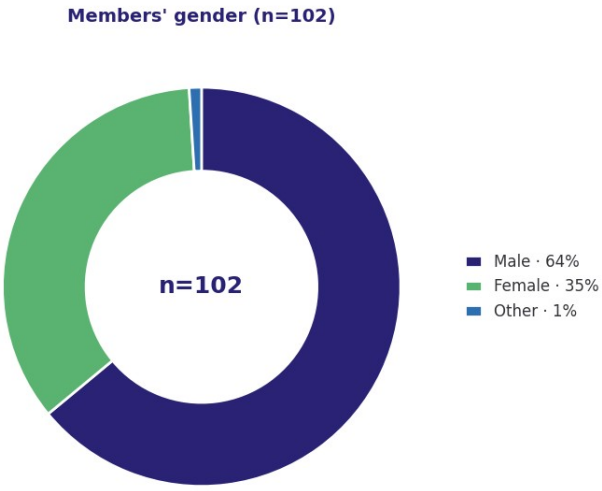


Figure 13. Members' gender (of those who responded)

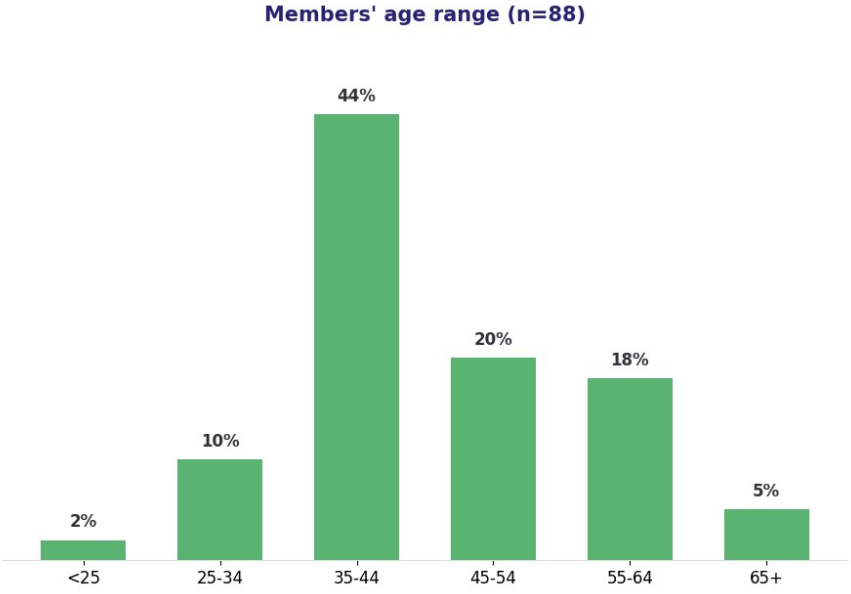


Figure 14. Members' age range (of those who indicated year of birth)

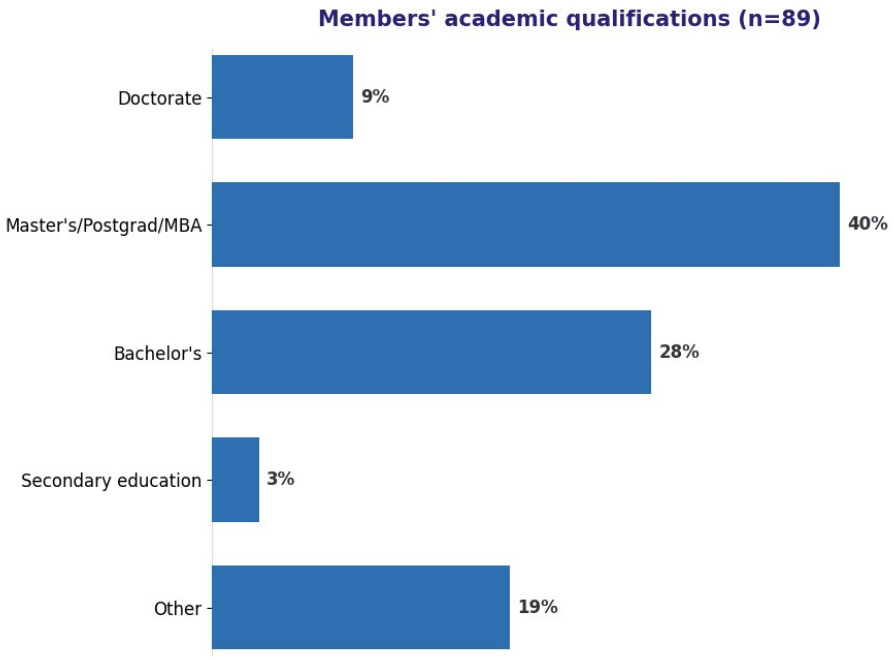


Figure 15. Members' academic qualifications (of those who responded)

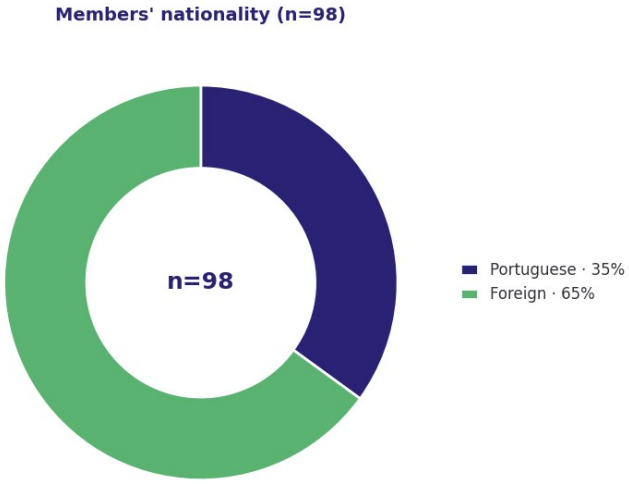


Figure 16. Members' nationality: Portuguese vs. foreign (of those who responded)

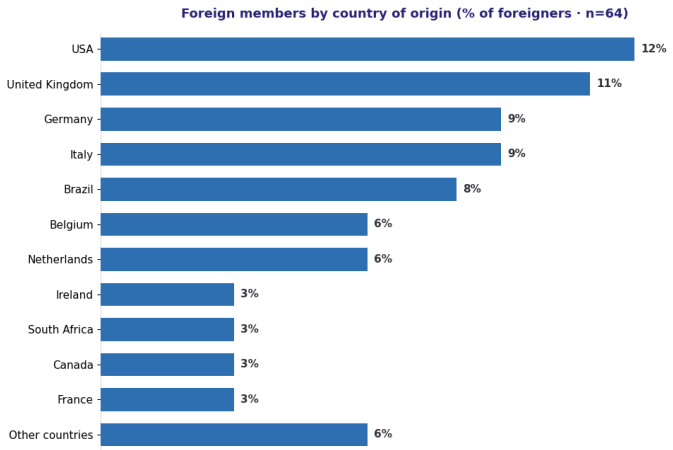


Figure 17. Foreign members by country of origin (main)

Most respondents live in the Algarve and spend most of the year there, with nomadism being a minority - a sign of a network anchored in professionals settled in the region. On the business side, sole proprietorships and private limited companies (quotas) predominate, with a relevant share of technology startups.

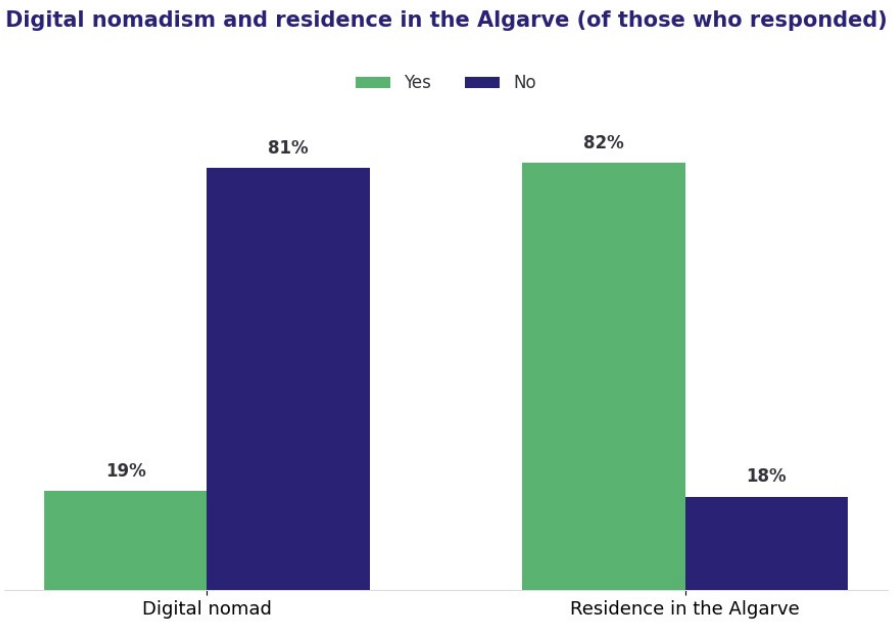


Figure 18. Digital nomadism and residence in the Algarve (of those who responded)

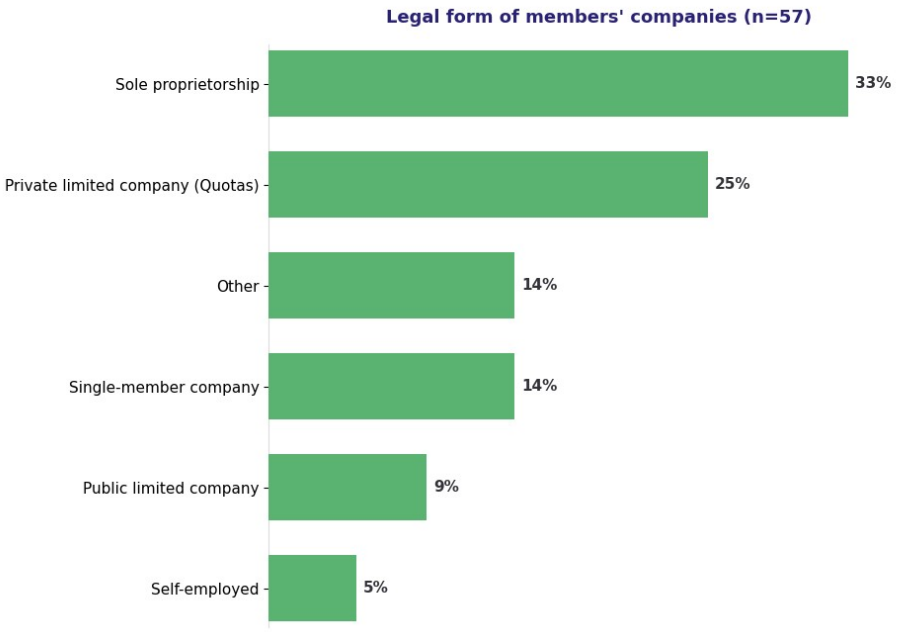


Figure 19. Legal form of members' companies (of those who responded)

3.4. Characterisation of the consultants, mentors and investors

The expertise and capital network brings together 144 identified consultants/mentors and 18 investors - senior human capital (average age ≈ 48-50 years) and strongly international (around four in five of foreign nationality, among those who responded).

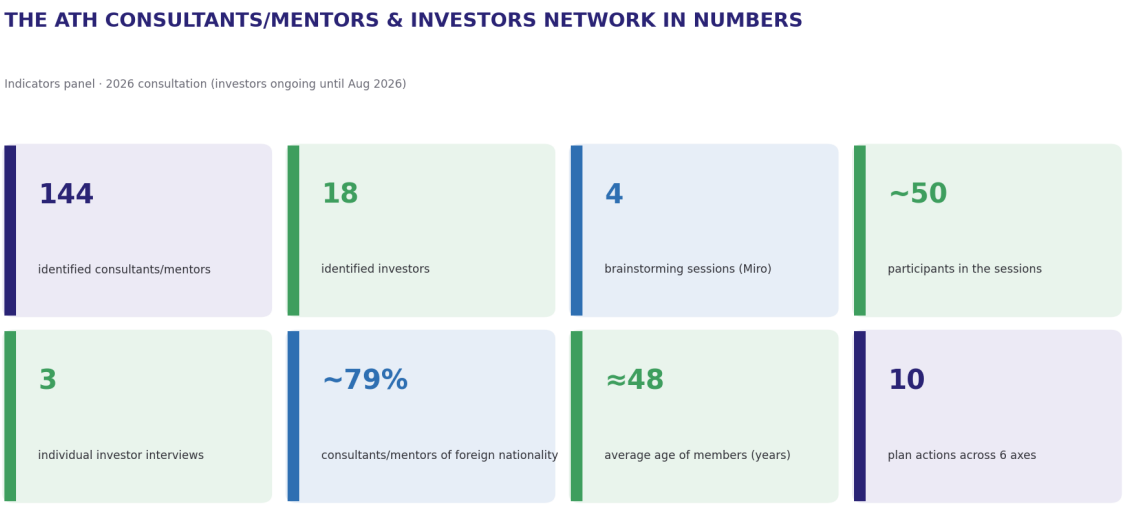


Figure 20. The network of consultants, mentors and investors in numbers

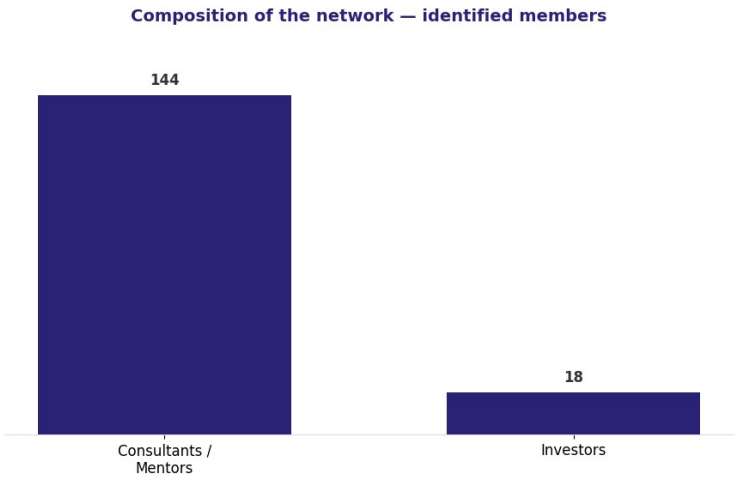


Figure 21. Composition of the network: identified consultants/mentors and investors

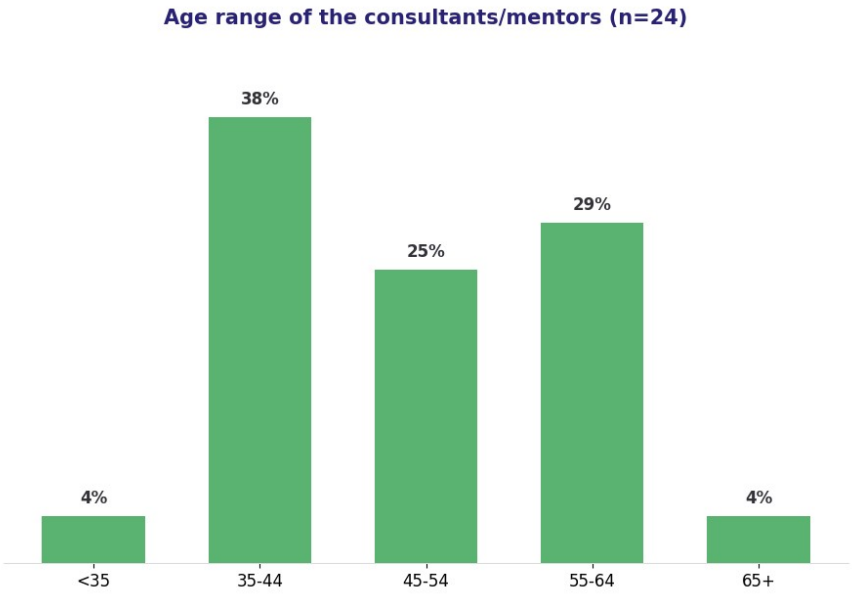


Figure 22. Age range of the consultants/mentors (of those who responded)

The professional profile is markedly multi-skilled: in addition to the mentor/consultant role, many also have experience as entrepreneurs, business owners, startup founders and even investors - precisely the type of resource the network seeks to activate.

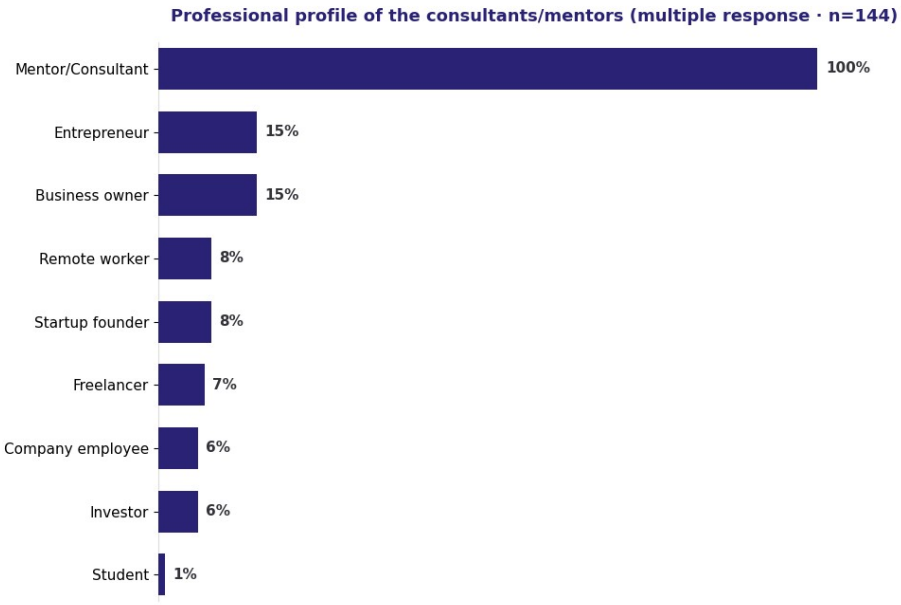


Figure 23. Professional profile of the consultants/mentors (multiple response; n=144)

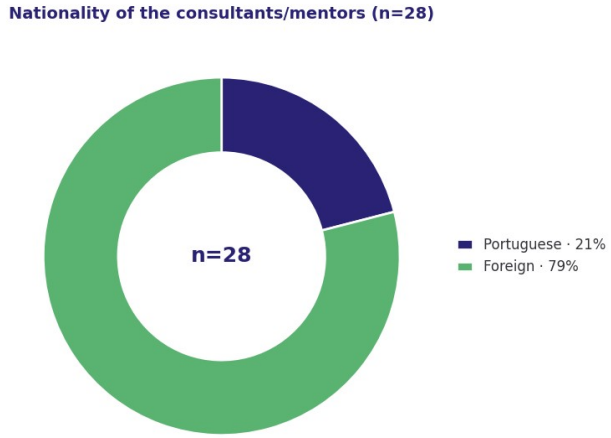


Figure 24. Nationality of the consultants/mentors (of those who responded)

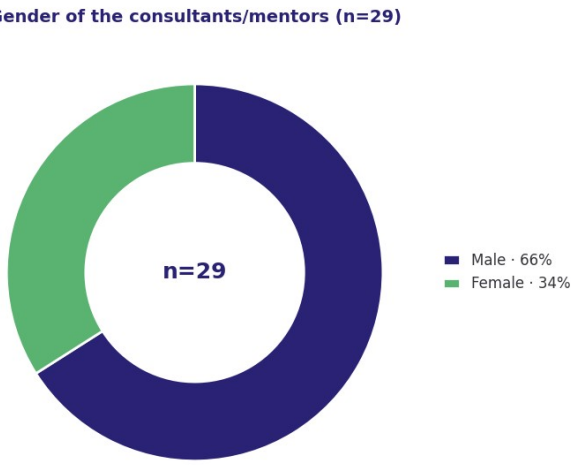


Figure 25. Gender of the consultants/mentors (of those who responded)

3.5. Cross-cutting needs of the communities

Although the plan is essentially collective, its design benefits from knowledge of the communities' individual needs. Without detailing each one's needs (sensitive information), a cross-cutting and aggregated reading is presented, which underpins the plan's choices.

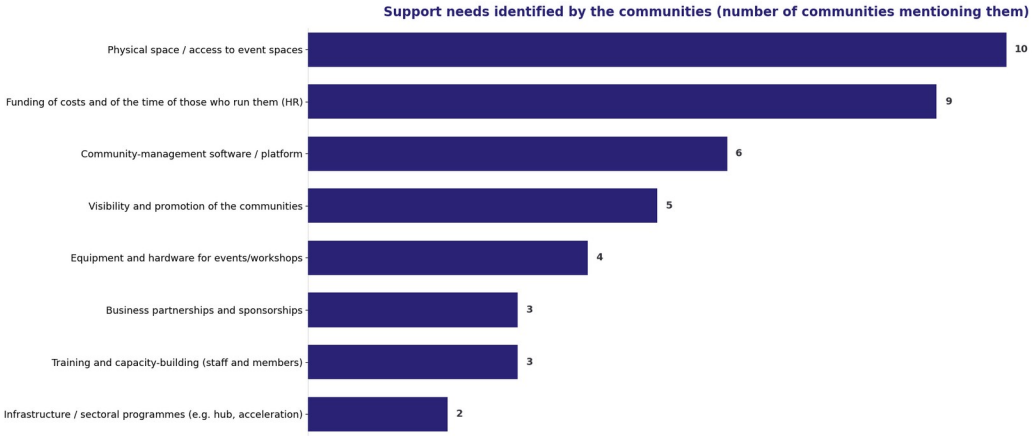


Figure 26. Support needs identified by the communities, by category

The needs are convergent: physical space and access to spaces; funding of the costs and time of those who run the communities; software and community-management platforms; visibility and promotion; equipment; training; partnerships and sponsorships; and, in niches, infrastructure and sectoral programmes. This pattern underpins the shared collective mechanisms that form the core of the plan (Axis 5).

3.6. Contributions from the consultation

The collective contributions are organised on two levels: the initiatives by axis (Question 1), which underpin the activity plan, and the sustainability mechanisms (Question 2), which underpin the organisation model.

Initiatives by axis (Question 1)

Axis 1 · Knowledge and R&D	Permanent university–business network and UAlg J/Vs–incubators–SMEs; Innovation Labs and build sprints; supply-and-needs platform; technology-based company barometer; AI education; awareness-raising in schools and universities.
Axis 2 · Entrepreneurship	Founders Track and bootcamps; an 'office hours' model that respects the mentor's time; 'Junior Consulting' (sprints); investment readiness and business angels; regional/alumni fund; Startup Visa; project follow-up.
Axis 3 · SME Upskilling	AI adoption (hands-on); digital-maturity assessment; joint company–consultant projects; sectoral events; SME showcase and Funding Match; Algarve Living Lab; SDG experts.
Axis 4 · Internationalisation	Communities of international digital workers as hosts; ambassadors and sister communities; sectoral/tech missions; export collective by sector; partnerships with innovation hubs; capture of European support.
Axis 5 · Institutional Capacity-Building	Platform/directory and Skill Map; member-to-member referral; ecosystem database; shared Network of Spaces, Toolkit and Pool; thematic groups and monthly sessions; sharing hub; leaders' school; Algarve Tech Hub Summit.
Axis 6 · Governance and Policies	Collaborative table and public dashboard; Regulatory Sandbox; policy evaluation with metrics; incentives for new sustainable businesses; Smart Visa and Easy Access Funding; alignment with UAlg/CRIA and CIRA.

Sustainability mechanisms (Question 2) and investor contributions

On the sustainability side, the contributions converged on: a time-boxed engagement model ('office hours'); thematic working groups; short, practical monthly sessions (rotating expert sessions); a referral system and a Skill Map; an agile sharing hub; and a welcoming culture (buddy system). Investors expressed interest in a regular

structure with 'Ask Us Anything' sessions, qualified pitch events and annual gatherings, in exploring a regional/alumni fund, in a focus on AI startups, and in coordination with UAlg/CRIA to avoid duplication.

3.7. Integrated SWOT analysis

The SWOT integrates the mapping of the two networks, the Question 2 contributions and the regional context.

Internal factors	External factors
Strengths Young, plural and international ecosystem: 24 communities, ~5,839 members and ~160 specialised professionals/investors; Strong international and qualified human capital (communities and consultants/mentors); Two complementary pillars - critical mass + expertise and capital; Growing regional technology sector (2019-2023) and framing within the Algarve Tech Hub.	**Opportunities** SMEs' demand for digital and AI upskilling and economic diversification; Algarve 2030 incentive schemes and CCDR support; instruments and domains of EREI Algarve 2030; Link to UAlg/CRIA and CIRA; investors' interest in a regional fund; Demand for the Algarve as a destination for talent and remote work.
Weaknesses Historical fragmentation and isolated work; lack of coordination; Low network maturity and limited operational resources (volunteering, scarce time); Still incipient capital access; dispersed investors; Technical capacity of AE and the ATH still to be reinforced; unbalanced territorial coverage.	**Threats** Dependence on public funding and uncertainty of continuity after the project; International competition for talent and investment; Risk of duplication of efforts between ecosystem entities; Network demobilisation if it does not generate value quickly; pressures on housing and cost of living.

From the SWOT come the plan's strategic guidelines: capitalise on diversity and international human capital; mitigate fragmentation and the scarcity of time/resources with shared, lightweight mechanisms; bring capital closer with prudence; and coordinate with UAlg/CRIA and CIRA to gain scale without duplicating.

4. Strategy and Objectives

4.1. Vision, central objective and axes

Vision: an Algarve recognised as a competitive digital region, where communities, expertise and capital cooperate to generate more innovation, more companies and more qualified employment. Central objective: to consolidate the ADI network as an infrastructure of cooperation, expertise and capital for the ecosystem, progressively, prudently and sustainably activating communities, consultants, mentors and investors at the service of the upskilling, entrepreneurship, internationalisation and financing of the region's companies.

The objective unfolds into six intervention axes:

1. Education and Knowledge Transfer (R&D) - connect UAlg/CRIA and the R&D centres to the business fabric.
2. Entrepreneurship - generate new companies and bring capital closer.
3. SME Upskilling - accelerate SMEs' digitalisation, AI and sustainability.
4. SME Internationalisation - open markets and attract talent and investment.
5. Institutional Capacity-Building - provide the network with infrastructure, leaders and mechanisms that make it sustainable (includes the Algarve Tech Hub Summit).
6. Governance and Policies - give the network a voice and simplify access to visas, incentives and funds.

4.2. Alignment with Algarve 2030, EREI Algarve 2030 and regional governance

The plan was designed to fit within the Algarve 2030 Regional Programme and its priorities (Competitiveness and innovation, Digitalisation, Sustainability and Economic diversification), contributing to the respective Specific Objectives (RSO) and to the domains of EREI Algarve 2030. Institutional coordination is carried out with UAlg/CRIA and, in particular, with CIRA - the Algarve Regional Innovation Council and PICA - Entrepreneurial Discovery Spaces (notably the one dedicated to Digitalisation and ICT) -, ensuring complementarity and non-duplication. The following table presents the alignment of each of the 15 actions.

Action	Algarve 2030 priority	RSO	EREI Algarve 2030 domains	Instruments / coordination
1. Innovation and Knowledge Transfer Laboratories	Competitiveness and innovation; Digitalisation	RSO1.1	Cross-cutting (ICT, Sea, Agri-food/Biotech, Health)	CIRA / PICA (Digit. & ICT); UAlg/CRIA
2. Technology Experts Conference and Network	Competitiveness and innovation	RSO1.1	ICT and Creative Industries; cross-cutting	CIRA / PICA (Digit. & ICT); Diversificar Algarve 2030
3. Entrepreneur Capacity-Building and Mentoring Programme	Competitiveness; Diversification	RSO1.3	Cross-cutting (emerging sectors)	UAlg/CRIA; ANJE; Diversificar Algarve 2030
4. Hackathons for Territory Challenges	Digitalisation; Innovation	RSO1.3	ICT; Sea, Tourism, Health	CIRA; municipalities; UAlg/CRIA
5. Investor Network and Regional Investment Fund	Competitiveness; Diversification	RSO1.3	Cross-cutting	Investment capture; financial partners
6. Digital and AI Academy for SMEs	Digitalisation; Competitiveness	RSO1.3	Cross-cutting	Diversificar Algarve 2030; SME digitalisation
7. Showcase and Promotion of the Network's SMEs	Competitiveness; Diversification	RSO1.3	Cross-cutting	Diversificar Algarve 2030; SME support
8. Discovery and Talent-Attraction Trips	Diversification; Talent attraction	RSO1.3-02-01	Tourism; cross-cutting	Diversificar Algarve 2030; RTA; AICEP
9. Ambassadors, Missions and International Promotion	Internationalisation; Competitiveness	RSO1.3-02-01	Sea and Agri-food; cross-cutting	AICEP; ANJE; Diversificar Algarve 2030; RTA
10. Digital Ecosystem, Brand and Network Directory	Digitalisation; Competitiveness	RSO1.3 e RSO4.5	Cross-cutting	CIRA / PICA (Digit. & ICT); CCDR Algarve
11. Community Leaders Academy	Capacity-building; Competitiveness	RSO4.5	Cross-cutting (emerging areas)	Diversificar Algarve 2030; AMAL/Municipalities; CIRA
12. Shared Resources and Network Energising	Institutional capacity-building	RSO4.5	Cross-cutting	Diversificar Algarve 2030; municipalities, hubs and coworkings
13. Annual Summit and Cooperation between Ecosystems	Competitiveness and innovation; Internationalisation	RSO1.1 e RSO4.5	Cross-cutting	Algarve Tech Hub; CIRA; national/international ecosystems

Action	Algarve 2030 priority	RSO	EREI Algarve 2030 domains	Instruments / coordination
14. Dialogue Table with the Territory	Multi-level governance	RSO1.3 e RSO4.5	Cross-cutting	CIRA; CCDR; AMAL/Municipalities
15. Visa Support and Incentive Access Desk	Competitiveness; Diversification	RSO1.3 e RSO4.5	Cross-cutting	Diversificar Algarve 2030; CCDR; AIMA, IAPMEI, AICEP

5. Activity Plan

5.1. The plan at a glance

Figure 27. The development plan at a glance

The plan brings together 15 structuring actions, distributed across the 6 intervention axes, with the analogous actions of the two networks merged to avoid duplication and gain scale.

5.2. Structure and actions

The analogous actions of the two networks were merged, avoiding duplication and optimising investment; the specific actions were integrated into their respective axes. The following sheets describe each action (objective, target audience, activities, output and result indicators, promoters, framework, investment and horizon).

AXIS 1 - Education and Scientific and Technological Knowledge Transfer (R&D)

Activate the communities and the consultants/mentors as bridges between UAlg/CRIA and the R&D centres and the business fabric.

Action 1. Innovation and Knowledge Transfer Laboratories

Horizon	●●●● · 2027–2030 (ongoing)

Objective	Activate the communities and the consultants/mentors as facilitators of Innovation Labs and build sprints on companies' real problems, generating Open Innovation Calls and knowledge transfer in connection with UAlg/CRIA.
Target audience	Community members and consultants/mentors; UAlg researchers, teachers and students; SMEs and startups.
Activities	(1) Annual calendar of Innovation Labs and build sprints on companies' real challenges (2) Open Innovation Calls generated by the network (3) Academia–network matching platform (4) Support-presentation and transfer activities in schools and universities.
Outputs	≥ 8 Innovation Labs/build sprints; ≥ 6 communities and ≥ 15 consultants/mentors involved; ≥ 3 Open Innovation Calls; ≥ 3 activities in schools/universities.
Result	≥ 10 technology-based companies in transfer projects; ≥ 60% participant satisfaction.
Potential promoters	Algarve Evolution, UAlg/CRIA, Algarve STP
Incentive framework	Algarve 2030 - RSO1.1 (R&D and knowledge transfer). SIAC - Scientific and Technological Knowledge Transfer.

Action 2. Technology Experts Conference and Network

Horizon	●●●● · 2027–2030 (ongoing)
Objective	Consolidate the Algarve as a Deep Tech hub through an annual conference and a public network of consultants, mentors and speakers fed by the communities and the consultants/mentors, with a cycle of talks and micro-summits.
Target audience	Community members and consultants/mentors; deep tech ecosystem; researchers; decision-makers; investors.
Activities	(1) Algarve Deep Tech Conference (1 edition/year) (2) Network of Consultants/Mentors/Speakers - an open base curated by the network (3) Cycle of Deep Tech Talks and micro-summits (4) Annual Algarve Innovation Report.

Outputs	2 conference editions; ≥ 6 talks/micro-summits; ≥ 40 consultants/mentors/speakers in the network; 2 Innovation Reports.
Result	≥ 1,500 participations; ≥ 1,500 downloads of the Innovation Reports.
Potential promoters	Algarve Evolution, UAlg/CRIA, Algarve STP
Incentive framework	Algarve 2030 - RSO1.1. SIAC - Knowledge Transfer / Network Animation.

AXIS 2 - Entrepreneurship

Turn the communities' gatherings and the mentors' experience into pipelines of new companies and bring capital closer.

Action 3. Entrepreneur Capacity-Building and Mentoring Programme

Horizon	●●●● · 2027–2030 (ongoing)
Objective	A modular pathway of capacity-building and advice for founders, with itinerant bootcamps across the communities and mentoring by the consultants/mentors in a time-boxed 'office hours' model that respects the mentor's time.
Target audience	Founders in ideation, validation or pre-seed; freelancers scaling up; student entrepreneurs; communities and mentors.
Activities	(1) Itinerant Founders Track bootcamps (2) 'Office hours' mentoring model (bookable slots) (3) 'Ask Me Anything' sessions (4) Algarve Founders Helpline (5) Startup Weekend Algarve (6) Legal-tax toolkit and cross-mentoring.
Outputs	≥ 3 bootcamp cohorts; ≥ 25 active mentors; ≥ 200 mentoring slots; ≥ 8 AMA sessions; 2 Startup Weekends; ≥ 70 founders supported.
Result	≥ 10 new companies/projects created; ≥ 60% survival rate at 24 months.
Potential promoters	Algarve Evolution, UAlg/CRIA, Algarve STP, NERA, ANJE, AMAL/Municipalities, financial partners
Incentive framework	Algarve 2030 - RSO1.3 (SME growth and competitiveness). SIAC - Qualified Entrepreneurship.

Action 4. Hackathons for Territory Challenges

Horizon	○○●● · 2029–2030 (scale - phase 2)
Objective	Mobilise the network to solve real challenges of municipalities, associations and companies, forming multidisciplinary teams in a reverse-pitch + hackathon format, with solutions that can be implemented in the territory.
Target audience	Community teams; students, programmers, designers, founders; consultants/mentors; proposing municipalities and companies.
Activities	(1) Annual reverse pitch (2) Civic & Tech Hackathon (3) Implementation contest in EREI Algarve 2030 areas (4) Post-hackathon acceleration with mentors (5) Prizes and pilot contracts (6) Network Flagship Events.
Outputs	≥ 2 hackathons; ≥ 20 multi-community teams; ≥ 6 flagship events supported.
Result	≥ 2 post-hackathon pilot contracts; ≥ 3 solutions implemented.
Potential promoters	Algarve Evolution, UAlg/CRIA, Algarve STP, NERA, ANJE, AMAL/Municipalities, financial partners
Incentive framework	Algarve 2030 - RSO1.3. SIAC - Qualified Entrepreneurship / Open Innovation.

Action 5. Investor Network and Regional Investment Fund

Horizon	◐◐●● · pilot 2027–2028 · scale 2029–2030
Objective	Structure, prudently and in phases, a network of investors that brings capital closer to Algarve startups/SMEs, with qualified pitch events and the exploration of a regional/alumni fund.
Target audience	Investors (business angels, family offices, VC); founders/startups at the investment stage; partners (UAlg/CRIA, Algarve STP).

Activities	(1) Personalised investor consultation (2) Qualified pitch events + 'Ask Us Anything' (3) Annual VIP gatherings (4) Feasibility study of a regional/alumni fund ('skin in the game') (5) Facilitation of syndication among aligned investors.
Outputs	≥ 12 investors involved; ≥ 4 pitch/AMA events; 1 regional-fund feasibility study.
Result	≥ 12 investor–startup connections facilitated; ≥ 1 syndication/fund pilot initiative under evaluation.
Potential promoters	Algarve Evolution, UAlg/CRIA, Algarve STP, NERA, ANJE, AMAL/Municipalities, financial partners
Incentive framework	Algarve 2030 - RSO1.3. SIAC - Qualified Entrepreneurship / Investment Capture.

AXIS 3 - SME Upskilling

Activate the communities and the consultants/mentors as agents of digital, AI and sustainability upskilling for SMEs, and give visibility to the network's companies.

Action 6. Digital and AI Academy for SMEs

Horizon	◐◐●● · pilot 2027–2028 · scale 2029–2030
Objective	Upskill SMEs in digitalisation, AI (hands-on) and sustainability, with training delivered by trainer-communities and consultants/mentors, maturity assessment and intervention sprints in which consultant teams (and junior talent) solve concrete challenges.
Target audience	Algarve SMEs; managers and technical staff; freelancers; trainer-communities and consultants/mentors; junior talent.
Activities	(1) Modular catalogue curated by the network (2) Digital/AI maturity assessment (3) Cohorts with 1:1 mentoring (4) Intervention sprints (consultants + junior talent) (5) Micro-credentials and badges (6) Bank of good practices and cases.
Outputs	≥ 140 SMEs assessed; ≥ 400 certified trainees; ≥ 6 intervention sprints; ≥ 6 cohorts.

Result	≥ 20% average increase in digital-maturity score; ≥ 20 SMEs with a transformation plan implemented.
Potential promoters	Algarve Evolution, UAlg/CRIA, Algarve STP, ANJE, NERA, IEFP, AMAL/Municipalities
Incentive framework	Algarve 2030 - RSO1.3 (SME Upskilling and Digital Transition). SIAC - SME Capacity-Building.

Action 7. Showcase and Promotion of the Network's SMEs

Horizon	○○●● · 2029–2030 (scale - phase 2)
Objective	Promote peer learning and the visibility of the SMEs and startups associated with the network, with an itinerant showcase where each community presents its leading examples and companies easily access funds.
Target audience	Network SMEs and startups; communities; consultants/mentors; local authorities; investor community; media.
Activities	(1) Showcase Algarve Communities (itinerant) (2) Each community curates its space and pitches (3) Algarve Funding Match programme (office hours) (4) Community SME Awards (5) Annual digital catalogue of the network's SMEs/startups.
Outputs	2 Showcase editions; ≥ 140 exhibiting SMEs; ≥ 18 Funding Match office hours.
Result	≥ 30 fund applications supported.
Potential promoters	Algarve Evolution, UAlg/CRIA, Algarve STP, ANJE, NERA, IEFP, AMAL/Municipalities
Incentive framework	Algarve 2030 - RSO1.3. SIAC - SME Capacity-Building / Entrepreneurial Spirit Promotion.

AXIS 4 - SME Internationalisation

Activate the communities of international digital workers, the diaspora and the international bent of the consultants/mentors as an entry point (inbound) and a projection vector (outbound) for the Algarve.

Action 8. Discovery and Talent-Attraction Trips

Horizon	○○●● · 2029–2030 (scale - phase 2)
Objective	Position the Algarve as a destination for talent and founders, with immersive trips hosted by communities of international digital workers that ensure visitors' soft landing.
Target audience	Qualified foreign professionals; early-stage founders; investors on soft landing; potential new members.
Activities	(1) Discovery Trips hosted by communities of international digital workers (2) Visits to innovation centres, UAlg, companies and municipalities (3) Meetings with startups, investors and mentors (4) Talks on living and doing business in the Algarve (visas, taxation, housing) (5) Post-visit soft landing.
Outputs	3 Algarve Discovery Trips; 20 active ADI Global ambassadors.
Result	≥ 40% of participants with a declared intention to settle; ≥ 4 companies created/relocated; ≥ 15 qualified jobs.
Potential promoters	Algarve Evolution, UAlg/CRIA, Algarve STP, ANJE, NERA, RTA, AICEP, Turismo de Portugal
Incentive framework	Algarve 2030 - RSO1.3-02-01 (SIAC Internationalisation).

Action 9. Ambassadors, Missions and International Promotion

Horizon	○○●● · 2029–2030 (scale - phase 2)
Objective	Internationally project the SMEs and the ADI network and promote the Algarve Tech Hub ecosystem at relevant national and international events, through ambassadors (diaspora and international digital workers who have lived in the Algarve), sister communities, sectoral missions and partnerships with innovation hubs from other regions, with consultants/mentors as facilitators.
Target audience	Relevant leaders and members of the network's communities; qualified diaspora; former-resident international digital workers; sister communities; exporting SMEs; startups; international consultants/mentors.

Activities	(1) ADI Global Ambassadors Programme - recruited among the leaders and relevant members of the network's communities (2) Protocols with sister communities (Bali, Madeira, Lisbon, Berlin, etc.) (3) Sectoral/tech international missions (4) Export collective by sector ('Algarve seal') (5) Representation and promotion of the ATH ecosystem at Web Summit Lisbon and other relevant national and international events, with delegations of Algarve startups (6) Annual Algarve Global Day.
Outputs	≥ 20 active ambassadors; ≥ 4 sister communities/partnerships; ≥ 3 international missions; presence at Web Summit Lisbon (2 editions) with a delegation of Algarve startups; 2 Algarve Global Days.
Result	≥ 10 SMEs in international collective actions.
Potential promoters	Algarve Evolution, UAlg/CRIA, Algarve STP, ANJE, NERA, RTA, AICEP, Turismo de Portugal
Incentive framework	Algarve 2030 - RSO1.3-02-01 (SIAC Internationalisation).

AXIS 5 - Institutional Capacity-Building (the network's sustainability core)

Provide the ADI network with identity, digital infrastructure, trained leaders, shared operational mechanisms and an engagement model that make it active and sustainable; includes the Algarve Tech Hub Summit as a moment of convergence, capacity-building and benchmarking for the ecosystem.

Action 10. Digital Ecosystem, Brand and Network Directory

Horizon	●●●● · 2027–2030 (ongoing)
Objective	Strengthen the network's institutional base with a shared digital platform, a common identity and a directory/Skill Map of communities, consultants, mentors and investors, with matching and referral, in coordination with the regional innovation instruments and with the PICA - Entrepreneurial Discovery Spaces of the Algarve Regional Innovation Council (CIRA), notably the one for Digitalisation and ICT.
Target audience	Communities; consultants/mentors/investors; SMEs and talent; municipalities; external partners and investors.

Activities	(1) Digital directory + Skill Map (profiles, filters, APIs) (2) Unified regional calendar (3) Interactive ecosystem map (4) ADI brand manual + co-brand kit (5) Referral and matching system (6) Newsletter and coordinated social-media management.
Outputs	1 operational platform; ≥ 24 communities and ≥ 70 consultants/mentors/investors in the directory; ≥ 150 events published.
Result	≥ 10,000 visits/year; NPS ≥ 30; ≥ 25 matches/referrals completed.
Potential promoters	Algarve Evolution, UAlg/CRIA, Algarve STP, CCDR Algarve, AMAL/Municipalities, RTA, hubs and coworkings
Incentive framework	Algarve 2030 - RSO1.3 and RSO4.5. SIAC - Institutional Capacity-Building / Network Animation.

Action 11. Community Leaders Academy

Horizon	●●●● · 2027–2030 (ongoing)
Objective	Build the capacity of and strengthen the community leaders and the facilitators of the consultants/mentors network, and support the emergence of new communities in under-represented municipalities and thematic areas.
Target audience	Community leaders and organisers; new leaders; network facilitators; emerging areas (HealthTech, GreenTech, AgTech, Ocean Tech).
Activities	(1) Annual leaders' retreat (2) Quarterly gatherings (3) Leaders' school (6 modules) (4) ADI Community Builder Open Call + seed grants (5) Peer mentoring among leaders.
Outputs	≥ 35 leaders trained; ≥ 6 new communities integrated.
Result	≥ 80% survival of new communities at 12 months; ≥ 700 new members incorporated.

Potential promoters	Algarve Evolution, UAlg/CRIA, Algarve STP, CCDR Algarve, AMAL/Municipalities, RTA, hubs and coworkings
Incentive framework	Algarve 2030 - RSO4.5. SIAC - Animation and Development of Cooperation Networks.

Action 12. Shared Resources and Network Energising

Horizon	●●●● · 2027–2030 (ongoing)
Objective	Convert the operational needs of the communities and the consultants/mentors network into shared collective mechanisms (space, software, equipment, community management) and into a light engagement model (thematic groups, sessions, hub, office hours), operated by Algarve Evolution.
Target audience	Communities; consultants/mentors/investors; organiser teams; partner municipalities, hubs and coworkings.
Activities	(1) ADI Network of Spaces ('ADI pass') (2) ADI Digital Toolkit (community management, streaming, CRM, NPS, office hours) (3) Shared Equipment Pool (4) Thematic working groups and monthly sessions (rotating expert sessions) (5) Agile sharing hub and buddy system (6) Annual activity plan executed by AE under transparent rules.
Outputs	1 Network of Spaces, 1 Toolkit and 1 Pool operational; ≥ 6 thematic groups; ≥ 40 initiatives supported.
Result	≥ 60% of communities/members with annual use; ≥ 350 participations; operational sustainability ensured.
Potential promoters	Algarve Evolution, UAlg/CRIA, Algarve STP, CCDR Algarve, AMAL/Municipalities, RTA, hubs and coworkings
Incentive framework	Algarve 2030 - RSO4.5. SIAC - Institutional Capacity-Building / Network Animation.

Action 13. Annual Summit and Cooperation between Ecosystems

Horizon	●●●● · 2027–2030 (ongoing)

Objective	Ensure the continuity and co-management of the Algarve Tech Hub Summit as an annual moment of excellence for the capacity-building and consolidation of the ADI network and for the international promotion of the ecosystem - open to speakers and to national and international innovation ecosystems, in a benchmarking logic - complemented by a programme of visits to other reference ecosystems, with the establishment of cooperation agreements.
Target audience	ADI network (communities, consultants, mentors, investors); national and international innovation ecosystems; external speakers and partners; public decision-makers.
Activities	(1) Continuity and co-management of the Algarve Tech Hub Summit (annual edition), with the network mobilising speakers, content and the ecosystem showcase (2) Invitation of speakers and national and international innovation ecosystems (inbound benchmarking and network capacity-building) (3) Programme of benchmarking visits to reference national and international innovation ecosystems (4) Establishment of cooperation/twinning agreements between ecosystems.
Outputs	2 co-managed Algarve Tech Hub Summit editions; ≥ 3 benchmarking visits to reference ecosystems; ≥ 3 cooperation agreements established.
Result	≥ 2,000 participations in the Summit; network capacity-building through benchmarking; a regional ecosystem that is more connected and internationally visible.
Potential promoters	Algarve Evolution, UAlg/CRIA, Algarve STP, CCDR Algarve, AMAL/Municipalities, RTA, hubs and coworkings
Incentive framework	Algarve 2030 - RSO1.1 and RSO4.5. SIAC - Institutional Capacity-Building / Network Animation.

AXIS 6 - Governance and Development Policies

Channel the network's collective voice into regional public policies and simplify access to visas, incentives and funds.

Action 14. Dialogue Table with the Territory

Horizon	●●●● · 2027–2030 (ongoing)

Objective	A collaborative body for consulting the network (communities, consultants, mentors and investors) and coordinating its needs with CCDR Algarve, AMAL, municipalities, CIRA (Algarve Regional Innovation Council) and the ATH, with clear coordination and a public results dashboard.
Target audience	Communities and consultants/mentors/investors; CCDR Algarve, AMAL, municipalities, CIRA; civil society; ATH.
Activities	(1) Periodic meetings with rotating representatives (2) Thematic consultations (land, licensing, mobility, energy, visas) (3) Public outcomes dashboard (4) 'Pitch Policy' sessions (5) Coordination with CIRA, UAlg/CRIA and the ATH to avoid duplication and strengthen regional innovation governance.
Outputs	≥ 8 meetings; ≥ 4 thematic consultations; 1 public results dashboard.
Result	≥ 3 recommendations adopted by public entities.
Potential promoters	Algarve Evolution, UAlg/CRIA, Algarve STP, CCDR Algarve, CIRA, AMAL/Municipalities, AIMA, IAPMEI, ANI, AICEP, NERA
Incentive framework	Algarve 2030 - RSO1.3 and RSO4.5. SIAC - Institutional Capacity-Building / Multi-level Governance.

Action 15. Visa Support and Incentive Access Desk

Horizon	●●●● · 2027–2030 (ongoing)
Objective	Simplify foreign founders' access to visas/residence and the network's SMEs/startups' access to incentives and funds, with support from the consultants/mentors and the communities of international digital workers.
Target audience	Foreign founders from the communities of international digital workers; SMEs and startups; consultants/mentors; CCDR, AIMA, IAPMEI, ANI, AICEP.

Activities	(1) Smart Visa Desk (D2, Tech Visa, D7, D8) (2) Multilingual practical manual (3) Advocacy with AIMA, IAPMEI, AICEP (4) Easy Access Funding (templates + Funding Office Hours) (5) Solution Architects (6) Technology-based company barometer.
Outputs	1 Smart Visa desk; ≥ 18 Funding Office Hours; ≥ 8 templates; 1 annual barometer.
Result	≥ 35 soft-landing processes supported; ≥ 15 applications supported.
Potential promoters	Algarve Evolution, UAlg/CRIA, Algarve STP, CCDR Algarve, CIRA, AMAL/Municipalities, AIMA, IAPMEI, ANI, AICEP, NERA
Incentive framework	Algarve 2030 - RSO1.3 and RSO4.5. SIAC - Institutional Capacity-Building / Internationalisation.

5.3. Framing within incentive schemes

Each action is framed within the instruments of the Algarve 2030 Regional Programme and of SIAC - Collective Actions, with the potential frameworks identified action by action. Delivery of the plan depends on mobilising support from incentive schemes and other sources, which Algarve Evolution, as the coordinating entity, will seek to secure in coordination with the ecosystem's partner entities and with the decisive support of CCDR Algarve. The sizing of each action will be detailed in a later phase of the plan's development.

As a Collective Action (SIAC), the plan is structuring and non-selective in nature: its activities generate collective benefits for the regional ecosystem - capacity-building, open dissemination of knowledge, shared instruments and public data - without conferring an individual economic advantage on specific companies. The results are disseminated openly and access to the network is governed by transparent and non-discriminatory criteria. The intervention rests on the principle of additionality, developing animation and coordination functions that the market does not provide on its own, and complements existing regional and national instruments without duplicating them.

5.4. Indicators and targets

Monitoring articulates general network indicators, output indicators and result indicators, defined action by action.

The following table summarises the general network indicators. The output and result indicators of each action are defined action by action in the plan's matrix.

Indicator	Baseline (2026)	2030 target
Active communities in the network	24	≥ 36
Members represented	~5,839	> 7,200
Municipalities covered	16	16 (full coverage)
Communities in the network directory	24	≥ 24
New communities integrated (2026–2030)	-	≥ 12

The network of consultants, mentors and investors (with 18 investors already consulted) is being consolidated, with its progressive expansion foreseen.

Dimension / indicator	Aggregate plan target (2027-2030)
Network - communities	≥ 36 active communities by the end of the plan; ≥ 12 new communities integrated into the network
Network - expertise and capital	≥ 70 active consultants/mentors; ≥ 12 investors involved
Network - growth and partners	≥ 700 new members incorporated; ≥ 15 partner entities involved
Companies supported	≥ 220 SMEs and startups involved; ≥ 140 SMEs with a digital assessment
SME upskilling	≥ 400 certified trainees; ≥ 20% average increase in digital-maturity score
Entrepreneurship	≥ 70 founders supported; ≥ 300 mentoring slots ('office hours'); ≥ 10 new companies/projects
Digital and technology economy	≥ 20 new technology companies/startups supported in creation or consolidation
Investment leverage	≥ 25 applications to incentive schemes supported

Dimension / indicator	Aggregate plan target (2027-2030)
Internationalisation	≥ 3 international missions; ≥ 20 ADI Global ambassadors; presence at Web Summit Lisbon; ≥ 3 cooperation/benchmarking agreements
Investor network	≥ 6 pitch/AMA events; ≥ 12 investor–startup connections; 1 regional-fund feasibility study
Platform and energising	≥ 24 communities and ≥ 70 members in the directory; ≥ 10,000 visits/year; NPS ≥ 30; ≥ 6 active thematic groups; ≥ 60% of members with annual use of the Pool
Participation	≥ 2,200 total participants in the plan's activities
Governance	≥ 8 Collaborative Table meetings; ≥ 3 recommendations adopted by public entities; 1 public results dashboard

6. Model for Organising, Monitoring and Evaluating the Plan

The model rests on operational lightness and responds directly to the Question 2 contributions.

Coordination and operation

Algarve Evolution ensures all coordination of the plan, operating the shared mechanisms, executing the eligible expenditure under transparent rules and mobilising the funding - always in coordination with all the ecosystem's partners. Potential promoters and partners of the actions include:

Algarve Evolution, University of the Algarve / CRIA, Algarve STP, NERA, ANJE, AMAL and municipalities, CCDR Algarve, CIRA - Algarve Regional Innovation Council, IEFP, IAPMEI, ANI, AICEP, AIMA, Algarve Tourism Region (RTA), Turismo de Portugal, hubs, coworkings and financial partners/investors.

A mechanism for organising, monitoring and evaluating the plan will be created to enable its execution to be tracked together with these entities, with the overall evaluation resting with the entities that make up the Algarve Tech Hub (Algarve Evolution, Algarve STP and UAlg/CRIA). Growth is sized to the pace of the reinforcement of the technical teams of Algarve Evolution and the ATH.

Regular communication with the networks - bimonthly meetings (PDCA cycle)

Operationally, Algarve Evolution maintains regular communication with the Network of ADI Community Leaders and with the Network of Consultants, Mentors and Investors, through bimonthly meetings with each network. These meetings are the main living mechanism for coordination between the plan and the ecosystem, ensuring that the development plan remains up to date, participatory and results-oriented. The first meeting is scheduled for 23 September 2026.
The meetings fulfil three functions, organised in a continuous improvement cycle (PDCA - Plan, Do, Check, Act):
1) Continued listening (Plan) - gather new needs, ideas and contributions from the communities and from the consultants, mentors and investors, continuing the Question 2 consultation.

2) Sharing of initiatives and projects (Do) - present and align the initiatives that Algarve Evolution and the ecosystem partners intend to develop under the development plan, promoting joint projects and applications and avoiding duplication.
3) Reporting and evaluation (Check) - present execution reviews and impact evaluations of the initiatives as they are developed, based on the plan's indicators.
4) Continuous improvement (Act) - adjust priorities, correct deviations and incorporate the lessons learned into subsequent initiatives, feeding back into the plan.
In this way, the bimonthly meetings give a regular cadence and a shared-governance format to the sustainability mechanisms suggested by the network in Question 2 (time-boxed engagement, thematic groups, sharing hub and office hours). Each meeting follows a standard agenda - listening, sharing of initiatives, execution review and decisions - with a record of conclusions and commitments.

Engagement and sustainability model

- Shared mechanisms - Network of Spaces ('ADI pass'), Digital Toolkit and Equipment Pool; rotating community management.
- Time-boxed 'office hours' - mentors and consultants make bookable slots available, with low friction.
- Thematic groups and monthly sessions - AI & Digitalisation, Funding & Incentives, Internationalisation, Tourism & Hospitality, Startups & Investment, Sustainability.
- Skill Map, referral and sharing hub - skills map, matching and agile channel; welcome buddy system.
- Collaborative Table for Communities, Consultants & Territory - coordination of the network's needs with the CCDR, AMAL/Municipalities and CIRA, with a public dashboard.
- Algarve Tech Hub Summit - annual moment of convergence, capacity-building and benchmarking for the ecosystem.

Monitoring and evaluation

Monitoring is continuous and data-based, supported by a shared indicator panel fed by the network's digital platform (ADI Connect). The monitoring and evaluation model

rests on four principles: transparency (public indicators, results dashboard), participation (involvement of the ecosystem partners), usefulness (measuring in order to decide and improve) and accountability (to the managing authority and the network's members).

It articulates three levels of indicators and a well-defined evaluation cycle:

- General network indicators - size and energising of the ecosystem (communities, members, participation).
- **Output and result indicators by action (outputs and results) - collected systematically, with identified owners.**

The cycle provides for: systematic collection and periodic reporting; measurement of the satisfaction and use of the shared mechanisms (NPS); a mid-term evaluation, halfway through the period, to adjust targets and reallocate resources; and a final impact evaluation, with a public report. Operational management rests with Algarve Evolution, in coordination with the partners; the overall evaluation is ensured by the entities that make up the Algarve Tech Hub (Algarve Evolution, Algarve STP and UAlg/CRIA).

Risks, assumptions and sustainability

Execution of the plan rests on assumptions - funding of the animation function, continued involvement of the ecosystem partners and gradual reinforcement of the technical teams - and anticipates the main risks and their mitigation measures:

- Funding not secured - phasing and prioritisation of actions, safeguarding of the minimum animation functions by Algarve Evolution / ATH and search for complementary sources.
- Participation dependent on voluntary availability - low-friction time-boxed mechanisms and bimonthly cadence (PDCA cycle) to sustain involvement.
- Turnover in community leaderships - Leaders Network, structured onboarding and shared knowledge base.
- Overlap with other instruments - coordination through the Collaborative Table and articulation with the CCDR and CIRA.

The network's sustainability is ensured, above all, by Axis 5 - Institutional Capacity-Building, which constitutes its sustainability core, consolidating permanent animation functions and a shared-governance model beyond the funding period.

7. Conclusions and Recommendations

The integration of the two partial plans into a single plan reveals an underlying reading: the Algarve Digital Innovators ecosystem represents more than the sum of its parts. Five conclusions summarise the document:

1. The network multiplies the impact of the funds. More and better applications, more private investment, more technology companies and more employment - the network is a lever for the sound execution of the Algarve 2030 Regional Operational Programme.
2. Communities, expertise and capital. Integrated, the two pillars cover the entire value chain of regional innovation.
3. Governance and non-duplication. The coordination between Algarve Evolution, Algarve STP and UAlg/CRIA, together with the CCDR and CIRA, ensures coordination and complementarity with the regional instruments.
4. Prudence and scalability. A plan that is ambitious in vision, prudent in execution, sized to the pace of the reinforcement of the technical structures.
5. Sustained support as a high-return investment. Funding the network's animation is investing in the absorption and impact of the entire Regional Programme.

Proposal to the CCDR - a partnership of mutual value

What the network offers: qualified demand and a pipeline for the incentive schemes; animation and capacity-building of the ecosystem; data and governance (Collaborative Table and public dashboard); and attraction of international talent and capital. What the network needs: sustained funding of the animation function (via SIAC / Institutional Capacity-Building); an Algarve Evolution–CCDR cooperation protocol; and articulation with the monitoring of Algarve 2030 and with CIRA. It is a mutually beneficial partnership, whose main beneficiary is the regional economy.

The Algarve Digital Innovators network thus takes on a clear objective: to put communities, expertise and capital at the service of the Algarve's companies, contributing to a more innovative, more international and more economically diversified region, in a way that is prudent in the present and scalable in the future.

8. Data Collection Instruments

As this is a public document, and to safeguard members' individual information, the databases and individual responses are not attached (kept as internal working data). The instruments used are reproduced here as a technical reference.

8.1. Consultation session guide

The sessions (Miro dynamic) and the interviews worked on two questions, with a common contribution template:

- Question 1 - What collective, concrete and implementable initiatives do you propose (2027-2030) to strengthen the Algarve Tech Hub as an engine of innovation and to increase investment and the use of incentives by companies? (by axis)
- Question 2 - What collaborative initiatives or mechanisms do you propose to make the network more active, useful and sustainable for its members?
- Contribution template ('post-it idea') - What? · For whom / what problem does it solve? · Expected impact · Who leads / participates / potential funding?

8.2. Community survey (leaders)

- Community name
- Date of establishment
- Where is it currently active?
- Does it have its own physical space? If so, address
- Website and social media
- Objectives and scope
- Description of activities
- Number of active members
- Member management system
- Member profile/type
- Municipalities of activity
- Areas of interest/focus

- Total number of members represented
- Comments / observations

8.3. Network member survey

With mandatory and optional blocks:

Basic information - mandatory

- Which community/network do you belong to?
- Current professional situation
- Location in the Algarve (municipality)

General member data - optional

- Name
- Mobile phone
- Email
- LinkedIn
- Other social media
- Year of birth
- Gender
- Academic qualifications
- Nationality
- Official address (locality)

Residence and nomadism - optional

- Are you a digital nomad?
- Do you have residence in the Algarve?
- If not, do you plan to?
- Months per year in the Algarve?

Company data - optional

- Company name
- Tax number (NIF)

- Commercial brand
- Company type
- Head office/establishment in the Algarve?
- Year of establishment
- Economic activity code (CAE)
- Website
- Is it a technology startup?
- Activity summary

Services and framework - optional

- Technology services offered
- Other management-support services
- Other services provided
- Correlation with the domains of EREI Algarve 2030
- Number of employees in the Algarve (2024)
- Turnover (€) in 2024

Consent - mandatory

- Conditions for authorising the use of the information
- Acceptance of the legal conditions

Data protection: the processing of the data collected is governed by the GDPR (Regulation (EU) 2016/679). The data are collected with informed consent, for the purposes of characterising, energising and monitoring the network, with Algarve Evolution as the data controller. Data subjects may exercise the rights of access, rectification and erasure, and the data are presented in aggregate form in the public outputs.

9. References

Sources and materials consulted:

- Algarve Evolution (2025-2026). Databases of the community and member surveys and of the Miro consultation sessions (internal working data).
- Algarve Evolution (2026). Matrices of the development plans of the two networks and the integrated Algarve Digital Innovators 2030 plan.
- University of the Algarve, Algarve STP and Algarve Evolution. Algarve Tech Hub 2020-2030 Collaborative Strategy and Memorandum of Understanding (2022).
- Algarve 2030 Regional Programme (ERDF) and Regional Smart Specialisation Strategy - EREI Algarve 2030. CCDR Algarve.
- CIRA - Algarve Regional Innovation Council and PICA - Entrepreneurial Discovery Spaces (notably the one for Digitalisation and ICT). CCDR Algarve.
- INE / CCDR Algarve. Indicators of the technology sector and of the Algarve's high and medium-high technology companies and knowledge-intensive services (2019-2023).
- Project “Algarve Empreende 2026” (ALGARVE-FEDER-00952200) - call ALGARVE-2023-13 (SIAC - Qualified Entrepreneurship).

10. Entities and People who Collaborated

The development of this plan resulted from a collective and participatory process. Algarve Evolution thanks all the entities and people who, through the working sessions, the surveys, the meetings and the public consultation, contributed to its construction. The lists below are presented in alphabetical order; the contributions were collective and are not associated with specific individuals.

Project partners

Algarve Evolution · Algarve STP · AMAL - Intermunicipal Community of the Algarve · ANJE · NERA · University of the Algarve.

Network communities

Albufeira Digital Nomads (Gonçalo Hall) · Algarve AI Agents (Lior Goldenberg) · Algarve Blockchain Community (Clarissa Peereboom) · Algarve Evolution Network (Sílvia da Paz) · Artificial Intelligence Algarve (Joaquim Nascimento) · Colagos (Diogo Rodrigues) · Cowork & Coffee Club (Ana Moreno) · Faro Em Ação (Pedro Cavalheiro) · Financial Thinking (Laura Pulita) · Flutter Faro (Daniel Jorge) · GDG Faro (Tiago Fernandes) · GDG Lagos (Lewis Grainger) · Geek Girls Portugal – Faro (Liliana Pereira) · Geek Sessions Faro (Penélope Gonçalves) · Impact Hackers (Lenz Gschwendtner) · Lagos Digital Nomads (Joana Glória) · Lagos Remoters (Anne-Marie Beurskens) · LOFT Community (Flor dos Reis) · Pears & Porches – Diginomads (Andres del Rio) · Portimão Digital Nomads (Manuela Defrancesco) · Tavira Works (Brendon McCarthy) · Walking Club Algarve (Katarina Šokac) · Win Algarve (Kamila Sitdwell e Verónica Milhai) · WordPress Algarve (Ruben Martins).

Consultants, Mentors and Investors

Consultores e mentores - Alexandre Miguel Sares Costa · Ana Dulce Moreno Pedro · António Cristovam · Benjamin Latsko · Brendon McCarthy · Bruno Carlos · Carla Yanina · César Emanuel Alvito Gaspar · Daniel Fraústo · Daniel Salvado · David Kernan · David M. C. E. Santo · David Palecek · Eduardo Costa · Elana Gold · Flor dos Reis · Francisco Miguel Condeço Caetano de Sousa · Francisco Soalheiro · Hugo Barros · Ilia Semukhin · Jack Liao · Janine Rebelo · Jason Kuczek · Jeroen van der Lugt · Joana Mendes ·

Johannes Lodders · Jorge Cabaço · June Nardiello · Luís Filipe da Cruz Pereira Seguro · Marina Mourinho · Marinho Krieg · Mário Gago · Marta Borkowska · Nicolas Lair · Nina Chande · Nuno Cunha · Oscar Puentes · Paulo Pereira · Reimar Kosack · Rodrigo Beja · Rui Freitas · Rui Mendonça · Rui Pedro Braz Barroca · Sam Van Kerckhoven · Sandra Godinho · Santiago Bender · Stefan van Eerde · Tiago Fernandes · Vera Henriques · Victória del Pino.

Investors - Damarys Zampini (Sustrategy) · David Nicol Williams · Wouter Heijnen (Sotavento Fund). (Consultation ongoing until August 2026.)