



GET TO KNOW

# DAMIA GROUP PORTUGAL

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Tech Recruitment Experts



Damia Group

At the heart of Damia Group is our passion for people.

**As Tech Recruitment experts, we use a variety of sourcing techniques with a twist of Boolean magic and a sprinkle of marketing & creative ideas.**

We are innovative, transparent and relaxed.

We cut the noise and deliver!



Damia Group

# ABOUT US



We're on a mission to deliver outstanding recruitment experiences in a candidate-driven tech market.

We believe tech professionals deserve accurate, open, and transparent communication, from the first contact to the final offer and throughout the entire recruitment process.

Every candidate matters. That's why we focus on personalised, respectful experiences for everyone involved.

**We humanize tech recruitment.**



Damia Group

# OUR SOLUTIONS

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We connect the right people – not just fill positions.

We're on a mission to make a positive impact on people's lives by finding the best person for each role and helping build stronger, smarter teams with the right skills and cultural fit.

We achieve this by combining traditional CV and interview evaluation with technical assessments, psychometric testing, and online video interviewing platforms, allowing us to identify and attract the talent you need.



Damia Group

## WHAT WE DO



### PERMANENT RECRUITMENT

Damia is your go-to boutique for quality IT candidates, with matching skills and cultural fit. We cut the noise and deliver!



### IN-HOUSE TALENT ACQUISITION

By joining forces and extending your team, we achieve incredible results with the best tech recruitment service in the market.



### CUSTOM SOLUTIONS

Designed to help clients attract, engage, and understand tech talent beyond traditional recruitment. From tailored events and tech meetups to salary assessments, talent mapping, and employer branding initiatives, we build solutions that respond directly to your unique challenges and growth goals.

WE'VE DONE  
THIS BEFORE



# CASE STUDIES



SIXT's Road to Portugal: Scaling fast with Damia's Recruitment Expertise



Permanent Recruitment

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A tech-enabled solution transforming lives in Africa, powered by PT tech talent



Permanent Recruitment

[Read More](#)



Implementing ProSiebenSat.1's Portuguese Tech Hub from scratch



In-House Talent Acquisition

[Read More](#)



From Silicon Valley to Lisbon: how we helped Bounce thrive in Europe



In-House Talent Acquisition

[Read More](#)

## HALL OF FAME & TESTIMONIALS



PME líder

2X



PME  
excelência

**#SOSUEU**  
SOURCING SUMMIT EUROPE

2020 4th best  
European Sourcing Team



Best Tech Recruiter Provider  
2 years in a row



Damia has been able to support us with great recruiters and really good market insights and reporting. One of the key assets of Damia was the open and trustful partnership they created. They eagerly listened and really tried to understand our needs to provide us with great candidates and hires.

Bastian Müller  
Global Head of Talent Acquisition  
@ **OLX Group**



Having a partner like Damia that really knows the tech community and offers business flexibility is really the best choice you can have.

Ana Tavares  
Global Director of Talent Acquisition  
@ **Salsify**

# Let's work together!

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