

## PERSONAL INFORMATION



## Felisberto António Massano Português Contente

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Sex Male | Date of birth 13/08/1977 | Nationality Portuguese

## CURRENT JOB

## Head of Logistics and Finance, in Centro Clínico/Guarda Nacional Republicana (GNR)

## WORK EXPERIENCE

From April 2022

## As Lieutenant Colonel, Senior officer working as head Logistics and Finance

Portuguese Guarda Nacional Republicana (GNR), Clinical Centre (<http://www.gnr.pt>)

- Responsible for Logistics and Finances, in the GNR Clinical Centre, a military health unit, leading a team of 20 members, that also includes, infrastructure and medical equipment. This Centre, is responsible, among other, for ensure clinical care and health protection in the areas of preventive, curative medicine and medical rehabilitation, providing inpatient services, clinical analyses and outpatient consultations, for all GNR military and civilian personnel and their families.

**Security – Administrative functions** - administrating logistic and financial resources,

From April 2020 to April 2022

## As Major, Senior officer working as head of Human resources administration Section

Portuguese Guarda Nacional Republicana, in the GNR General headquarters

- Responsible for Human Resources Administration bureau, leading a team of 15 police officers

**Security – Administrative functions** - Managing human resources

From March 2015 to April 2020

## As Major, Senior Officer working as consulter – Project manager

Portuguese Guarda Nacional Republicana and East-Timor National Police (bilateral Cooperation)

- Responsible for advise the East-Timor National Police Commissioner, in all security matter

**Security - Training** - country building (abroad)

From February 2014 to March 2015

## As Major, Senior Officer working as consulter – Project manager

Portuguese Guarda Nacional Republicana and East-Timor National Police (bilateral Cooperation)

- Responsible for manage, control and coordinate the team of 80 Police officers (Portuguese and East-Timorese) to Recruit, select and provide training to 520 new agents aimed for the local Police

**Security - Training** - country building (abroad)

From March 2013 to February 2014

## As captain, deputy head of Office of the GNR General Operations Commander

Portuguese Guarda Nacional Republicana

- Responsible for controlling all the administrative and supporting related aspects with the operational engagement of this National Police Force (the biggest in Portugal)

**Security and safety** (abroad)

From August 2012 to March 2013

## As Captain, Deputy Contingent Commander of the Portuguese (GNR) Contingent in ISAF – Afghanistan, and Training Head of Office

Portuguese Guarda Nacional Republicana – working under EUROGENARMERIE Force and NATO umbrella - ISAF <http://www.nato.int>

- The main responsibilities were related to guarantee the total control and respect of the rules of engagement of the Contingent, in hostile territory, in the Afghan Police Training Centre in Wardak

considering the main mission as mentoring the Afghan National Police forces, in teaching the new Police agents, as training head of office.

**Security - Training** – country building (abroad)

From June 2010 to September 2011

### As Captain, Aid of Camp of the GNR General Commander

Portuguese Guarda Nacional Republicana

- Responsible for the security, the personal agenda, and the advising in all security and safety matters of the GNR General Commander, managing a 10 person team.

**Security and safety**

From May 2009 to June 2010

### As Captain, Head of Office of the Portuguese GNR School

Portuguese Guarda Nacional Republicana – *Escola da Guarda*

- Responsible for managing the Public Information Office, the Operations Office and the personal agenda, of the GNR School Commander.

**Security – Training**

From October 2008 to May 2009

### As Captain, Deputy of the Intell Office, in the Integrated Police Unit in EUFOR – Bosnia-Herzegovina (BiH)

Portuguese Guarda Nacional Republicana – working under EUROGENARMERIE umbrella

- Responsible for collecting info in order to guarantee the assessment about the eventual constraints in the area of Operations;
- Also produce and manage the database related with the internal security and safety of BiH, as managing the access to classified info.

**Security and safety** (abroad)

From December 2006 to May 2008

### As Captain, Company Commander in the GNR School

Portuguese Guarda Nacional Republicana – *Escola da Guarda*

- Responsible for managing a team of 200 persons, military and civilians, with the responsibility of ensure the maintenance of all the facilities and support services of the military Unit;
- Perform duties as an instructor in several disciplines, as physical training, ethics and training the trainers.

**Security and Training**

From May to November 2006

### As lieutenant, Instructor in Africa – National Mozambique Police

Portuguese Guarda Nacional Republicana – Technical cooperation in Mozambique

- Responsible for managing a 4 person team with the objective of teaching, monitoring and advising the local police in all aspects related with the new agents training, working in the African jungle for six months.

**Security and Training** (abroad)

From May to June 2004

### As lieutenant, Security Liaison Officer to the Dutch Football Team

Portuguese Guarda Nacional Republicana – EURO 2004

- Responsible for guarantee and enforce the security of the Dutch (Holland) football team during the 2004 European championship. This included all the players and the support staff in all the stadiums and hotels.

**Security and safety**

From October 2001 to May 2006

### As lieutenant, instructor in the GNR agents course

Portuguese Guarda Nacional Republicana - *Escola Prática da Guarda*

- Responsible for several different aspects training related, such as:
- Managing the issues in Criminal Investigation; Tactics; Physical training; Self Defence Technics;
- Company and Platoon Commander;

**Security and Training**

## EDUCATION AND TRAINING

From November 2017 to July 2018	<b>Specialization Course in Safety and Security Management</b> 14 ECTS Universiade Aberta - Lisbon – Portugal - <a href="https://portal.uab.pt/?lang=en">https://portal.uab.pt/?lang=en</a> <ul style="list-style-type: none"> <li>Specific training that allows to obtain the Professional License of Security Director from the Private Security Department of the Police</li> </ul>
From April 2012 to December 2014	<b>Master in Law and Security (2nd cycle) and Internal Security Auditor, with the classification of 16 Val</b> Faculty of Law at the NOVA University of Lisbon – Portugal - <a href="http://www.fd.unl.pt/en/default.asp">http://www.fd.unl.pt/en/default.asp</a> <ul style="list-style-type: none"> <li>Knowledge of the main subjects and its central concepts, and to familiarise them with major theories of law (both past and contemporary);</li> <li>An interdisciplinary, critical approach to the law as a means to understanding the complexity of legal phenomena, connect to the security aspects;</li> <li>Developed an awareness of the relative character of legal systems and their theoretical, cultural, and ideological foundations. A strong emphasis was placed on the study of other legal systems and on the comparison of the Portuguese legal order with geographically and historically distant ones.</li> <li>Provided the skills to be competent, rigorous, critical, and innovative enough to enter legal practice, connecting this field with the security area.</li> </ul>
From July to September 2012	<b>ISAF Mission training Course</b> EQF Level 4 Portuguese Guarda Nacional Republicana – Intervention Unit <ul style="list-style-type: none"> <li>Expertized Knowledge in: Individual combat techniques and procedures; survival; Weapons and shooting; Team Building; Counter Improvised Explosive Devices; Stress Management and Critical Incidents; specialization in Religious terrorism of Islamic Matrix, with theoretical and practical exercises.</li> </ul>
From September 2011 to June 2012	<b>Postgraduate in law and Security</b> EQF Level 6 <b>Postgraduate in Military Sciences (internal affairs branch)</b> <b>Superior Officer Training Course</b> Superior Military studies Institute and Faculty of Law at the NOVA University of Lisbon – Portugal - <a href="http://www.iesm.pt/s/index.php/pt/">http://www.iesm.pt/s/index.php/pt/</a> & <a href="http://www.fd.unl.pt/en/default.asp">http://www.fd.unl.pt/en/default.asp</a> <ul style="list-style-type: none"> <li>Knowledge in: Criminal Investigation System; Homeland Security System; Security, State and Globalization; Police system; Status Information System.</li> <li>Knowledge in: Resources Management; Communication and Leadership; Logistics and Operations Research; Military Organization; Military Strategy; Military History; Placement of Military Operations; Operations Planning.</li> </ul>
March 2009	<b>i2 Analyst Notebook Essentials and intelligence analysis Training</b> EQF Level 4 iBase <ul style="list-style-type: none"> <li>The basic theories of link analysis used in i2 Analyst's Notebook were reviewed and the concepts behind and basic functions of iBase User introduced.</li> <li>The basic principles of Entity/Link/Properties database design were used to focus discussions and hands-on practice with the goal of designing and creating iBase databases that complement the needs of the end users.</li> <li>Learn to import/export data, create/edit code lists and design reports while moving between designer and user mode.</li> <li>Key system administration tasks, such as setting up passwords and users, were also covered.</li> </ul>
From September to October 2008	<b>Instructor course for shooting fire arms</b> EQF Level 3 Portuguese Guarda Nacional Republicana – Escola da Guarda <ul style="list-style-type: none"> <li>The main objective of this course was to develop and deliver a comprehensive and consistent firearms training curriculum that provided experienced officers the skills needed to safely and effectively use and teach how to use firearms, if necessary, while performing their duties. Also, developing the instructor's overall firearms knowledge, covering pistol, rifle, shotgun and the revolver was a main</li> </ul>

target.

From October 2005 to March 2006

### Captain Course

EQF Level 5

Portuguese Guarda Nacional Republicana – Escola da Guarda

- The main objective of this course was to develop the competences to lead several groups of police stations, considering the operational, administrative and personnel managing.

From February to March 2003

### Nuclear, Biological, Chemical and Radiologic instructor Course

EQF Level 4

Portuguese Army

- This course offered the graduates the required skills to carry out functions on this matter, considering the modules and Fundamentals of NBQR related defense, recognition and decontamination, Contaminated Sites Forecast, according with police and military procedures.

July 2002

### Self-Defence Trainer Course

EQF Level 3

Portuguese Guarda Nacional Republicana – Escola da Guarda

- Offered the graduates the required skills to carry out functions on this matter,
- This training meant to provide the confidence and peaceful technics in order to be able to teach a legally defensible system of Self-Defense and also a training system, that is health and safety compliant.

From January to June 2002

### Instructor course for military physical education

EQF Level 5

Portuguese Army – Physical Education Training Center

- Offer the graduates the required skills to carry out functions on military physical training, considering:
- Basic climbing techniques, holds, and strategies in rock climbing. Additionally, how to belay and become familiar with climbing etiquette and safety practices;
- introduction to Military Physical Fitness
- life-long exercise principles combined with the immediate benefit of a strength and aerobic workout
- The understanding of fitness techniques and programming as well as nutrition information, as the correct learning form in a variety of muscular strength and endurance exercises as well as cardio-respiratory training principles and how to apply both to a training routine to work towards all fitness goals
- And the correct knowledge of military sports as the military tracks and military shooting.

From October to December 2001

### Train the Trainers Course

EQF Level 4

Portuguese Guarda Nacional Republicana – Escola da Guarda

- The main competences acquired were: Clearly identify the requirements of the training role; write appropriate training objectives; identify appropriate training materials and structure content to meet the objectives of the group; confidently deliver effective training sessions Select and utilise effective visual aids to support your training sessions; Overcome difficult situations or problems that can occur during training sessions and evaluate the effectiveness of the training against pre-determined objectives. .

From October 1996 to September 2001

### Graduation in Military Sciences, internal security area

EQF Level 6

Portuguese Military Academy

- This Course provided all the tools regarding:  
The scientific training (basic and technical); The physical preparation and military training and the behavioral, moral and civic.
- Therefore, in the end we were able to acquire the knowledge and intellectual dynamics essential for the continuous monitoring of knowledge; and meet the necessary qualifications for the performance of specific functions in GNR particularly to command men in extreme situations.

## PERSONAL SKILLS

Mother tongue(s)

Portuguese

Other language(s)	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C1	C1	C1	C1	C1
Spanish	B1	B1	B1	B1	B1
French	C1	C1	C1	C1	C1

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user  
Common European Framework of Reference for Languages

**Communication skills** ▪ Excellent communication skills in 4 languages (plus basic knowledge of Tétum – East-Timor language) gained through my experience as Police Officer, during my professional path.

**Organisational / managerial skills** ▪ leadership skills (currently responsible for a team of 20 persons)  
▪ Coordination and organization skills (currently responsible for ensuring the services procurement)  
▪ Creative and with innovation wits for digital technologies  
▪ Budget administration skills (in the last two years responsible for administrate the Clinical Centre Budget for all the clinical and medical activities)

**Related skills** ▪ Since 2022 responsible for providing management and advisory services, hands-on with experience in assure the medical services and the suitable equipment for the best healthcare  
▪ Experience in online training  
▪ Ability to easily work in a multicultural environment

**Computer skills** ▪ Experience and training in the usage of computers and office software packages, experience in handling of web based management systems

**Other skills** ▪ Carpentry, electronics and survival skills  
▪ Easy learner  
▪ All-Terrain Vehicle Driving skills

**Driving licence** ▪ B and A category

## ADDITIONAL INFORMATION

**Publications** Master Thesis: “*Fatores de Risco no Patrulhamento da GNR em Ambiente Operacional*” - 2014  
**Honours and awards** ▪ Medal for Military Merit  
▪ Two Public Security distinguished Services Portuguese Medal  
▪ Public Security distinguished Services East-Timor Medal  
▪ Merit for public security East-Timor Medal  
▪ Exemplar Behaviour Portuguese Medal  
▪ Four Special Services Commission Portuguese medal  
▪ EUFOR-ALTHEA Mission Medal  
▪ ISAF-NATO Mission Medal  
▪ 11 commendations (3 from the GNR General Commander, 5 from the GNR Unit Commander and 3 from the East Timor Authorities)

Sincerely

Lisbon, 31<sup>st</sup> of may, 2024