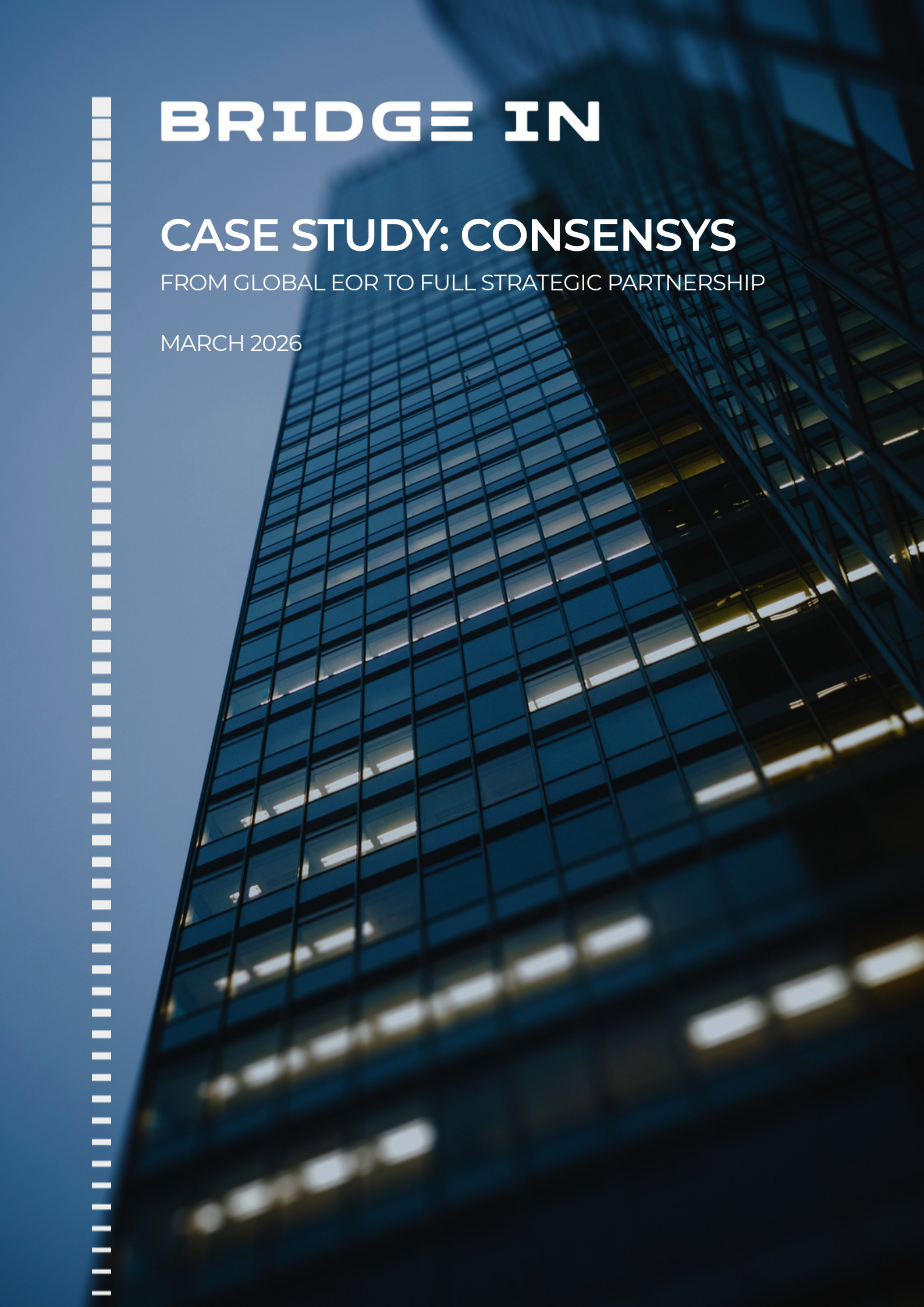




BRIDGE IN

CASE STUDY: CONSENSYS

FROM GLOBAL EOR TO FULL STRATEGIC PARTNERSHIP

MARCH 2026



Portugal is currently the best location in the Western World for starting or growing a tech startup.

A stable and secure democracy, with a high standard of living and great English proficiency. Portugal is also a beautiful and welcoming destination, where people actually want to live in.

With its booming tech scene and top talent, **Portugal provides a strategic location bridging US and EU markets** and offers the best cost-benefit.

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WHY BRIDGE IN?

SCALE IN PORTUGAL, SPAIN, & ITALY, HASSLE-FREE

Have a flexible growth plan - With our **Employer of Record** services, you can start your expansion at your own pace while keeping costs and risks under control. We will hire and employ professionals on your behalf through our company, in accordance with Portuguese labour laws. When you are ready, we can help you establish a local legal entity to allow you to insource the team.

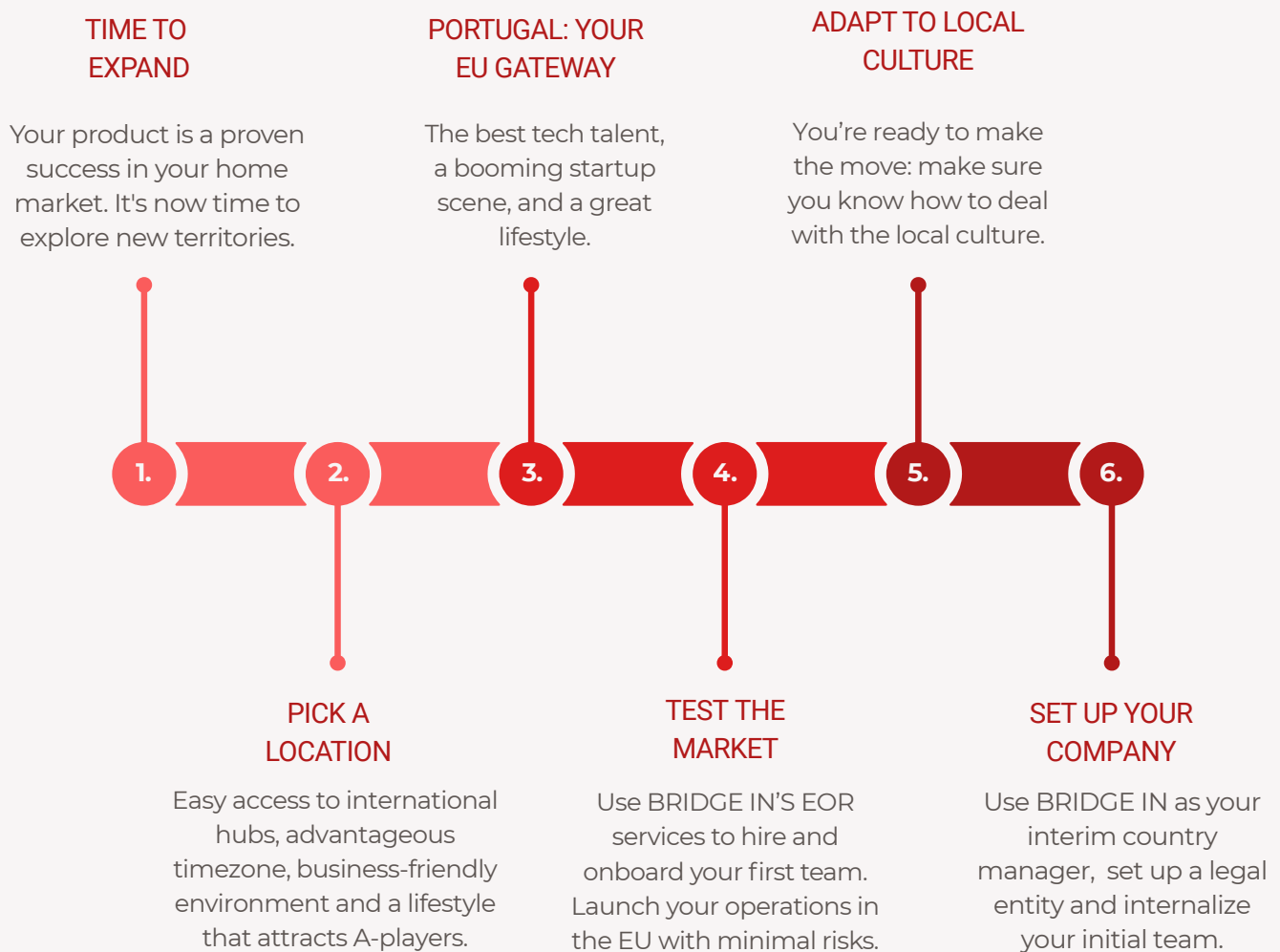
Get a personalized service - we are not a global generic PEO, we specialise in helping tech or tech-enabled companies set foot into the European market through Portugal. With **fully-owned operations in Portugal**, the BRIDGE IN team has extensive experience recruiting and managing tech, sales, and customer service teams for international companies.

Get ongoing support locally - BRIDGE IN helps you every step of the way, from employing your workforce on your behalf, to managing all the bureaucracy of incorporation and local operations of a company.

Think of us as your local Country Manager.



MAXIMIZE EFFICIENCY, MINIMIZE RISKS



Starting off your expansion journey with an **Employer of Record** means **you do not assume any of the legal risks related to employing people in a new country:**

- Visa, immigration and work permits
- Country-compliant payroll and taxes
- Advice on cultural and language awareness
- Adhering to local labor laws
- Advice on required benefits, notice periods, termination rule

We take care of all the bureaucratic employment details, so you can incorporate your legal entity at your pace, and insource your employees once your subsidiary is up and running.

CONSENSYS

OUR CLIENT, AT A GLANCE

HEADQUARTERS: Fort Worth, Texas, USA

FOUNDED: 2014

COMPANY SIZE: 750+ employees

INDUSTRY: Web3 / Blockchain Software Development

SERVICES: Consensys provides a complete suite of trusted products to build anything in Web3. As a leader in the Ethereum ecosystem, they specialize in Blockchain Infrastructure and Web3 Tooling.

THE CHALLENGE

Having initially entered Portugal via a generic global EOR provider without local knowledge, Consensys reached a level of maturity where they required their own local legal entity (SL) but lacked the bandwidth to manage it. Their three main challenges were:

Complexity of scale

Managing a team of 20+ employees required more than just automated payroll. **They needed local experts to handle treasury, reporting, and specialized HR admin.**

Operational Friction

Navigating Portuguese labor law and government compliance for a large team was becoming a significant internal drain.

Need for Stability

During periods of global restructuring, **the company required a partner who could handle complex terminations and cost breakdowns with extreme precision.**

THE SOLUTIONS

AN END-TO-END OPERATIONAL ENGINE FOR WEB3 LEADERS

1. Strategic Entity Transition (EOR to SL)

BRIDGE IN managed the transition of 20 employees from their previous EOR framework into Consensys' own local legal entity (SL).

The transition was handled without disruption to worker contracts, ensuring all local tax and social security registrations were migrated seamlessly.

2. Comprehensive "Company as a Service" (CaaS)

BRIDGE IN took over the entire administrative burden, including treasury, legal, accounting, reporting, and HR admin.

We also acted as the primary contact for all Portuguese-related queries from both the company and the employees, **ensuring 100% compliance with local government reports.**



A TAILOR-MADE PLAN

RECLAIMING FOCUS THROUGH TOTAL OPERATIONAL DELEGATION

Unprecedented time savings

For over two years, BRIDGE IN has managed everything from payroll and taxes to recurrent calls and cost breakdowns.

During global layoffs, BRIDGE IN provided the critical data and legal support needed to address role changes and departures in Portugal compliantly.

Resource and financial optimization

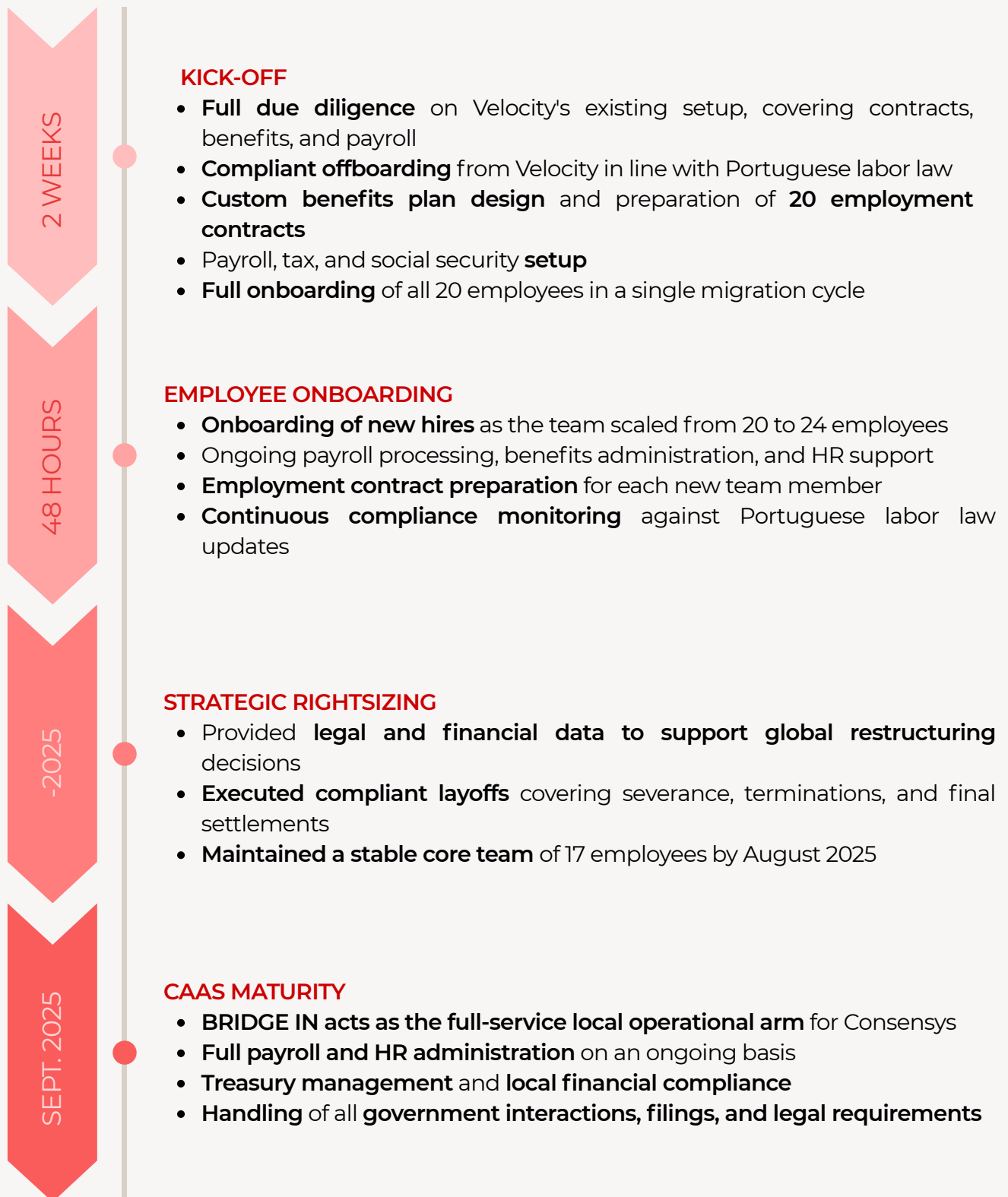
By utilizing BRIDGE IN instead of hiring a full-time local Country Manager, HR Director, and Finance team, Consensys achieved significant savings.

Our deep knowledge of local law provided Consensys with a safety net, ensuring every treasury report and government filing was flawless.

Despite global market shifts, the Portuguese team remained stable, with BRIDGE IN managing the ebb and flow of headcount (from 20 to 24 and back to 17) with zero administrative friction.



THE PROCESS



BRIDGE IN

**SCHEDULE A TIME WITH
OUR TEAM TODAY**



[BRIDGEIN.COM](https://bridgein.com) | HELLO@BRIDGEIN.PT

