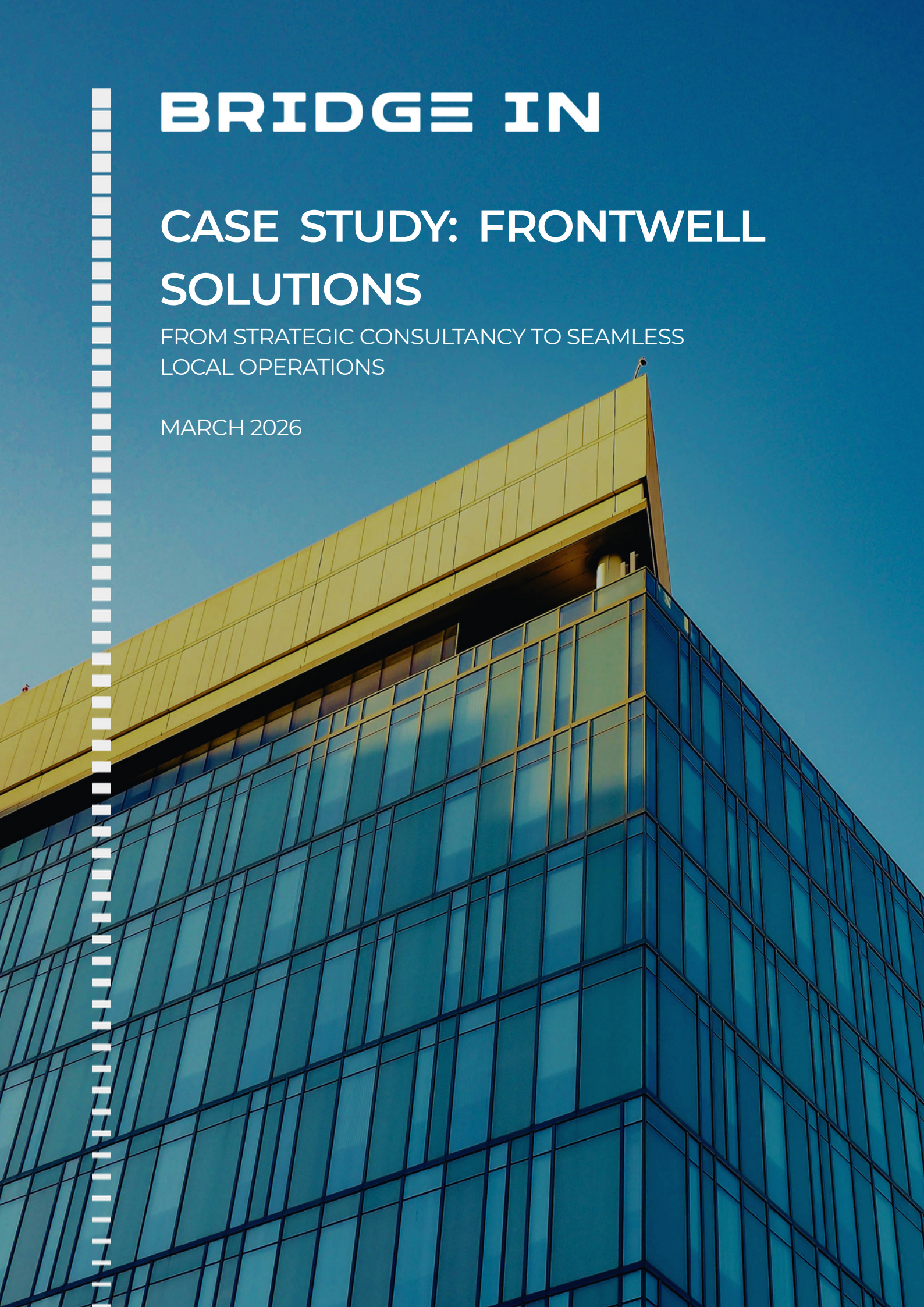




BRIDGE IN

CASE STUDY: FRONTWELL SOLUTIONS

FROM STRATEGIC CONSULTANCY TO SEAMLESS
LOCAL OPERATIONS

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.

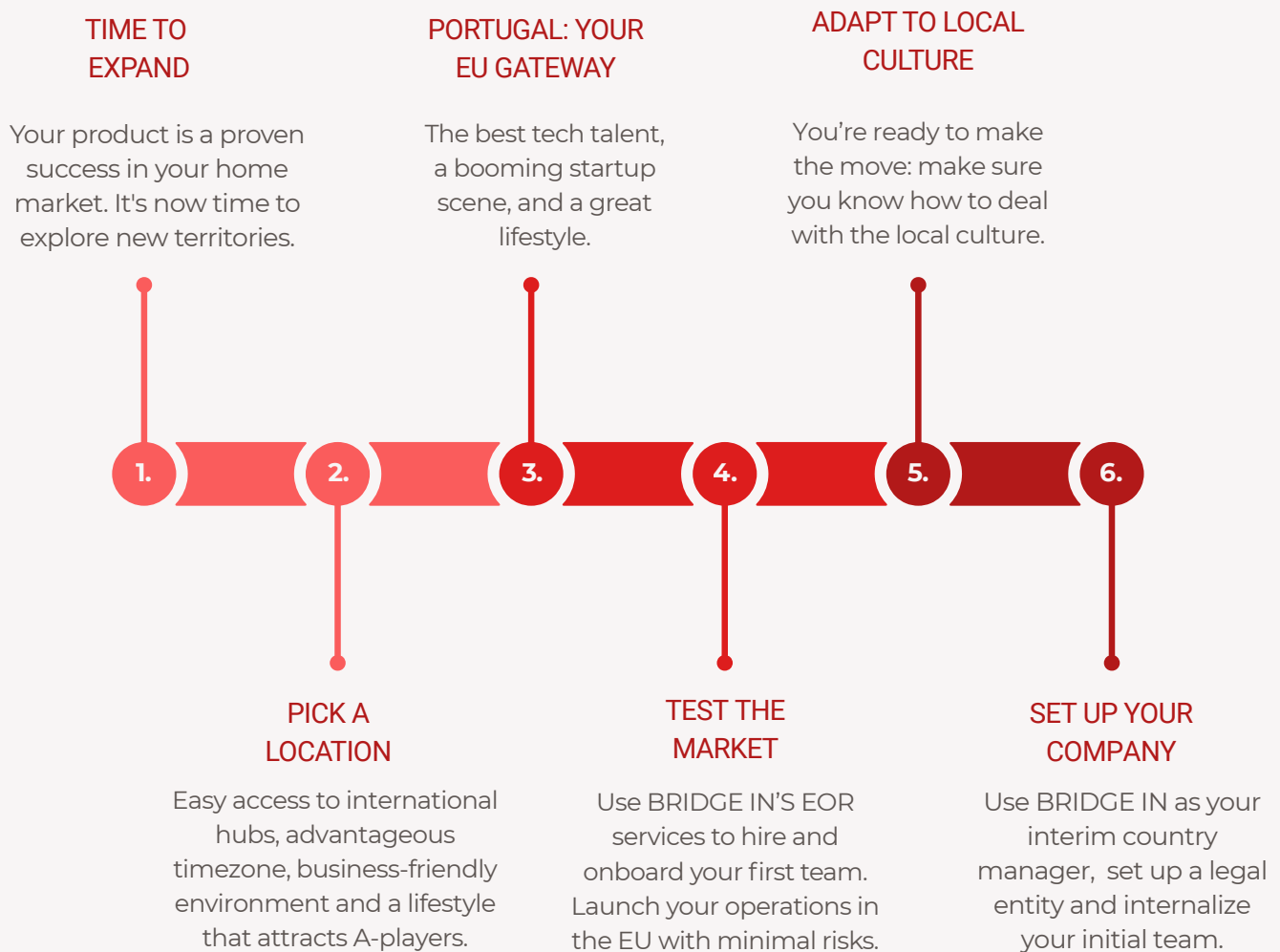
Get a personalized service - we are not a global generic PEO, we specialise in helping tech or tech-enabled companies set foot into the European market through Portugal. With **fully-owned operations in Portugal**, the BRIDGE IN team has extensive experience recruiting and managing tech, sales, and customer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

FRONTWELL SOLUTIONS

OUR CLIENT, AT A GLANCE

HEADQUARTERS: Bad Vilbel (Frankfurt), Germany

FOUNDED: 2017

COMPANY SIZE: 190+ employees

INDUSTRY: B2B IT Services & Manufacturing Digitalization

SERVICES: FrontWell Solutions (FWS) is a globally operating consulting and project delivery firm serving 12 of the top 20 major pharma companies. They specialize in digital transformation for regulated, compliance-driven industries.

THE CHALLENGE

As a knowledge leader in highly regulated sectors, **FrontWell Solutions needed to establish a local presence in Portugal** to support its expanding project portfolio.

Speed vs. Bureaucracy

While the initial goal was a Foreign Employer (Non-Resident Entity) setup, government processing times for establishing the entity threatened to delay the start dates of their first batch of consultants.

High-touch support

Given the specialized nature of their consultants, FWS required a partner who could provide individual, white-glove support to each employee to ensure a smooth transition.

Compliance rigor

Operating in the pharma and chemical sectors comes with sector-specific labor requirements that demand deep local expertise.

BRIDGE IN structured employment frameworks that met those precise standards, because knowing what compliant looks like in a specialized industry is where local leadership matters most.

THE SOLUTIONS

AN ADAPTIVE OPERATIONAL ENGINE FOR PHARMA-TECH CONSULTING

1. The "Temporary EOR" Pivot

To bypass the processing delays of the initial Foreign Employer (FE) setup, **BRIDGE IN pivoted to a temporary Employer of Record (EOR) model.**

This allowed the first four employees to start work immediately in May and June 2025 while the long-term structure was finalized.

BRIDGE IN also acted as the legal employer of record to ensure zero gaps in social security or insurance coverage during the setup phase.

2. White-Glove Employee Transition

Once the Foreign Employer entity was established, **BRIDGE IN managed the full transition of all employees** from the temporary EOR structure.

We handled every contractual, administrative, and compliance step to ensure a seamless handover by September 1st, 2025.



A TAILOR-MADE PLAN

MAKING THE COMPLICATED SIMPLE

Operational flexibility and efficiency

By utilizing the EOR-to-FE conversion strategy, FrontWell Solutions avoided losing key talent to start-date delays. Thanks to our tailored approach, within less than two months of signing, their first consultants were active and fully compliant on the ground in Portugal.

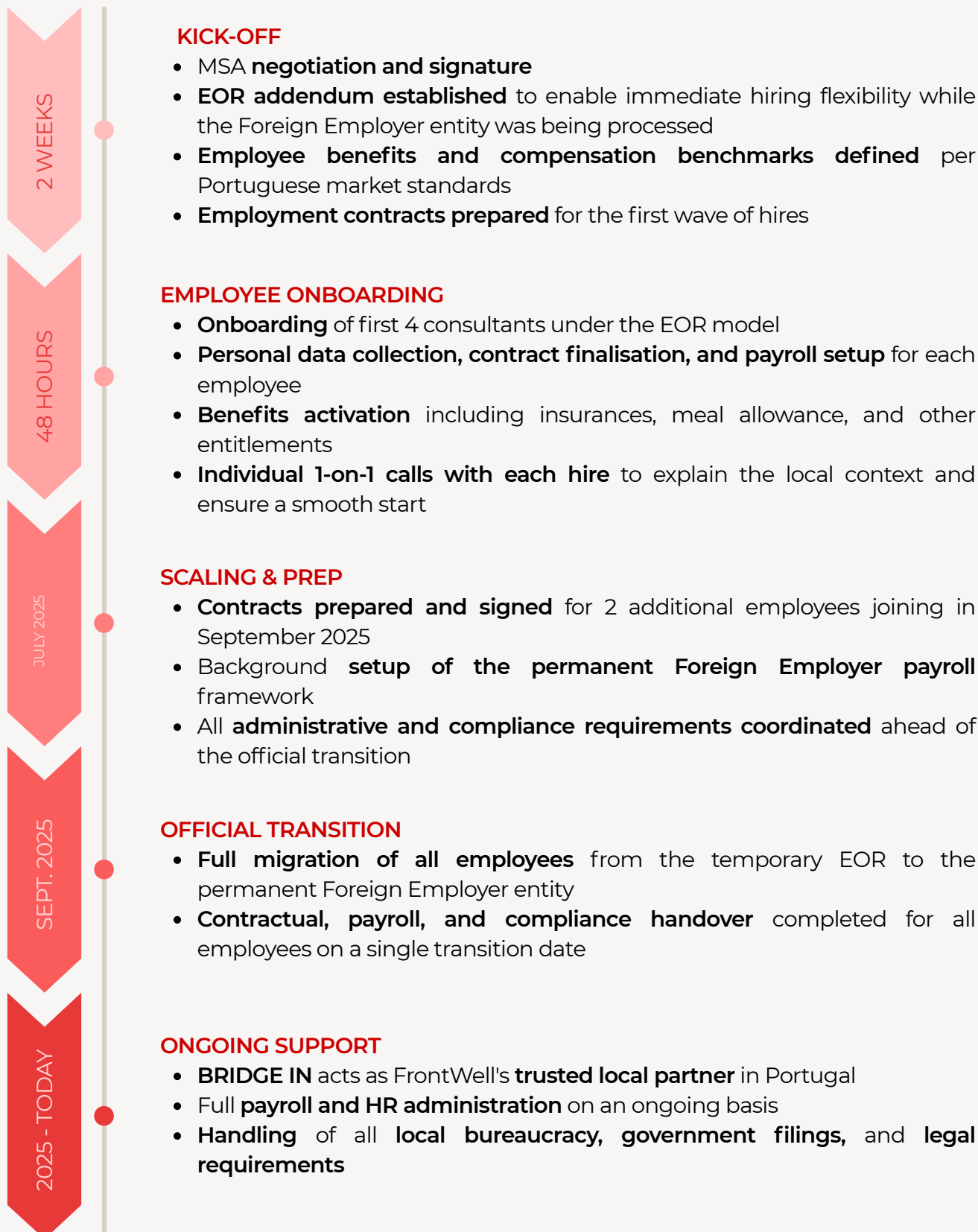
BRIDGE IN handled the setup of FrontWell's non-resident entity in Portugal, along with all payroll, tax compliance, and labor law requirements, allowing FWS to focus on their core mission of manufacturing digitalization.

Resource and time optimization

- **Administrative hours saved:** By delegating all individual employee queries, offer preparations, and local registrations to BRIDGE IN, FWS saved hundreds of internal management hours.
- **Scalable success:** Starting with 4 employees in the first batch, the partnership quickly scaled to 6 committed members by September 2025.
- **Cost-effectiveness:** FWS avoided the overhead of hiring a dedicated local HR manager or engaging expensive international law firms for a boutique-scale entry.



THE PROCESS



BRIDGE IN

**SCHEDULE A TIME WITH
OUR TEAM TODAY**



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

