

Maria Ana Guedes

Maria Ana Guedes é licenciada em Direito. Desde que ingressou na EDP, em 2011, assumiu funções na Direção de Recursos Humanos (atual People Experience Unit) da EDP Energias de Portugal. Entre 2011 e 2015 assumiu a gestão da mobilidade internacional do Grupo EDP. Entre 2015 e 2017 assumiu funções de Business Partner de algumas Direções da Holding e de pequenas empresas do Grupo. Desde 2018, a par da gestão dos benefícios do Grupo EDP e da Mobilidade Internacional, assumiu a gestão das saídas para a reforma e pré-reforma, onde foi desenvolvido um projeto de revisão do processo de reforma dos colaboradores do Grupo EDP. Participa, em conjunto com a UEDP, na implementação do Programa Planear a Reforma, formação que já se encontra a ser realizada na EDP desde 2016.

Maria Ana Guedes holds a degree in Law. In 2011 she joined EDP and she has been working at the Human Resources Department (currently, People Experience Unit) of EDP Energias de Portugal. Between 2011 and 2015, she was responsible for the international mobility at the EDP Group. Between 2015 and 2017 she was HR Business Partner of some business units of the holding company and some small business units of EDP Group. Since 2018, she is responsible for the benefits department, international mobility and also for the pre-retirement and retirement leaves. It was in this area that the "Retirement Leave Program" project was developed to help the company to review the retirement process of the EDP Group employees. Together with EDP University, she is also in charge of the annual implementation of "Programa Planear a Reforma", a training that was started at EDP back in 2016.