



**RICARDO  
CORREIA DE  
MATOS**  
**Application**  
for ICN Board  
of Directors

**Reasons  
for the  
candidacy**

**Over two decades  
of experience**

as a nurse, leader, and  
policy advocate in  
healthcare.

**Deep  
commitment**

to strengthening  
the global nursing  
profession.

**Aim to contribute  
to ICN's mission by**

enhancing the role of  
nurses in healthcare  
systems and addressing  
global nursing challenges.

# PROFESSIONAL EXPERIENCE

## ACADEMIC BACKGROUND:

- PhD student in Public Policy.
- Postgraduate Diploma in Management for Healthcare Professionals (ISCTE – Executive Education).
- Certified Accountant.
- Specialist Nurse in Mental Health and Psychiatric Nursing.

## TEACHING ROLES:

- Guest Professor in public health policies, health economics, health management at the Northern School of Health of the Portuguese Red Cross and at the Viseu Higher School of Health.
- Specialist in Nursing Science at higher education institutions, mentoring future healthcare professionals.

## CLINICAL EXPERIENCE:

- Over 12 years as a nurse at Baixo Vouga Hospital Centre (2003-2015), with extensive hands-on experience in direct patient care.

## LEADERSHIP POSITIONS:

- National Treasurer of Ordem dos Enfermeiros (2024 - 2027).
- President of the Regional Section of Centre of the Ordem dos Enfermeiros (2016-2023).
- Director of the Neurointervention Complex of Red Cross (2025 to the present).
- President of the Águeda branch of the Portuguese Red Cross (2017 to the present).

## GOVERNMENT AND POLICY CONTRIBUTIONS:

- Member of the working group for the monitorization and follow up on the implementation and development of urgent, priority and structural measures set out and contained in the Health Emergency and Transformation Plan of the 24<sup>th</sup> Government.
- Served as Pharmacovigilance Delegate for Infarmed and as a member of the Scientific Council of the Pharmacovigilance Unit of the Centre.

# VISION FOR ICN AND PROJECTS/INITIATIVES TO FACE NURSING CHALLENGES

## • Empowering Nurses:

- Strengthen global nursing through access to continuous education, professional development, and leadership opportunities.
- Ensure equitable access to training and resources, leveraging digital platforms to overcome geographical barriers.

## • Fostering Global Collaboration:

- Promote international cooperation between governments, healthcare systems, and nursing bodies to address common transnational, challenges such as workforce shortages and ageing populations.
- Encourage ICN to facilitate global exchanges of best practices and policies.

## • Driving Innovation:

- Support the adoption of cutting-edge technologies and research-based interventions in nursing care to improve patient outcomes and work efficiency.
- Advocate for ICN to lead in integrating technology and evidence-based practice in global healthcare settings.

## KEY INITIATIVES:

- **Nurses' Wage Reform:** Lead the restructuring of nurses' compensation system to ensure fairness and competitiveness, improving job satisfaction and talent retention.
- **Workforce Optimisation:** Re-design nurse staffing models to ensure efficient resource allocation and enhanced patient care outcomes.
- **Public Health Policy Leadership:** Actively reshape policies to support mental health care and the well-being of healthcare professionals, particularly in high-pressure environments.



## National Leadership Roles:

- National Treasurer of Ordem dos Enfermeiros, responsible for modernising financial management and enhancing transparency.
- Pharmacovigilance Delegate for Infarmed, ensuring medication safety and regulatory compliance.
- Member of the Scientific Council of the Pharmacovigilance Unit of the Centre, contributing to drug safety oversight (2016 to the present).
- Pharmacovigilance Delegate at AIBILI (2021 to the present).
- Responsible for Doping Control at the Anti-Doping Authority of Portugal (AdoP), supporting clean sports practices (2017 to the present).

## Local Governance and Health Councils:

- Active member of Municipal Health Councils in Coimbra and Leiria, influencing local healthcare policy (2017 to the present).
- Member of the Regional Council for Mental Health, contributing to mental health policy formulation and crisis management strategies (2017 to the present).

**COMMITMENT  
TO THE FUTURE  
OF NURSING**

Ricardo Correia de Matos candidacy for the ICN Board of Directors is anchored in his belief in the power of nursing leadership to transform healthcare.

With a proven track record of dedication, innovation, and collaboration, he seeks to help shaping the future of nursing on the global stage.



Ordem dos  
Enfermeiros