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### What brought you to executive search?

I'd been working in higher education as a professor and director for many years before joining executive search. At that time, I was searching for internship opportunities for my students at international, mainly French companies, so I built good relationships with companies and executives, and also with the Hungarian-French Chamber of Commerce. Although I liked working in education, I dreamed about a job in business, an area which was very dynamic at that time in the 90's, as more and more French and other international companies were starting their businesses in Hungary.

### What are the values you work with?

It is important to me to represent high professional and ethical standards. I can only work with companies which share similar values. I support the client, always focusing on their needs in order to find the right candidate for the position who could fit the company's culture.

### What do you expect from an ideal candidate?

Our clients look for candidates who have leadership skills; knowledge of a specific sector is not a top priority any more. I like if a candidate is exceptional and unique in something and if she or he could raise my interest. Excellent professional reputation is a must, the candidate should be authentic and acknowledged in leadership and professional skills based on references. Openness for innovation and trends is important. Good communication and influencing skills are also basic. One would think that a refined and neat appearance almost goes without saying, but unfortunately that is not always the case.

### What do you think about the role of women in leadership?

I am not a feminist, but I think there are only a few women in top leader positions, although they are very talented, tough, and ambitious. Currently, I am working on a search for a top manager position, for which we are close to finalization. I actually met with more good presentable female candidates than male. This could differ by sectors, of course. From my point of view, women are quite adept at succeeding with fresh and quick restarts. They are able to move forward even after a failure.