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Anett Andróczy

Consultant

What brought you to executive search?

After graduation, I worked for an international retail company as a management trainee where I learned that I want to work in HR. I applied for a job Amrop was advertising at that time for one of its clients but finally Amrop „hunted” me for its own office.

Who is the ideal candidate?

The ideal candidate is the best choice for the client. It depends on the needs of the client who is the best. The candidate should fulfill the basic requirements of the client both in professional experience and personal characteristics.

How do you manage to harmonize your work and family balance?

This is a huge challenge for me because my kids are at the kindergarten. My daughter is 5, my son 6 so they need me a lot and I do not want to miss anything. I try to take them from the kindergarten on my own, and to spend quality time with them at home although I need also do the household. Balance is based on the feeling of success, because if I am successful in my job, I've got wings to face any barriers in harmonizing work and family. My husband and father of my kids supports me also.

What is your opinion about current HR trends (like digitalization, artificial intelligence, and robotics)?

These mean a great challenge for HR, all processes, strategies should be modified in order to react to market changes in a flexible way. Digitalization is a big help for HR process creation and simplification; artificial intelligence and robotics will form the employment market on the long run, where we need to find solutions for.

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

We need to create a balance between the number of women and men on boards for example. I assume the ideal situation is where at least so many female leaders are as men. Both sexes are important and relevant in order to represent values because females decide differently from males, but rationality and logic should be a basis in case of both genders' decision.