

christina virzı

Home

Executive Search at its best,
when it comes to identifying the Leaders
of Tomorrow, irrespective of gender,
nationality, race or religion.

My clients are recognized market leaders headquartered primarily in Germany, Austria and Switzerland. I believe in new perspectives, bold solutions and transformative recruiting – especially in times of digitalization. I perform best with those clients, who put their top priority on the quality of their management and walk their talk.

For additional information do not hesitate to contact me under cv@christinavirzi.com

About Me



Christina Virzı

Managing Director

I enjoy an excellent reputation in the industry when it comes to identifying and placing the Leaders of Tomorrow, irrespective of gender, nationality, race or religion. As a Tajikistani-born, highly international entrepreneur I have lived and worked in Germany, Austria, Hungary, Mexico and the UK.

After co-founding and heading The Female Factor, the renown executive search company for outstanding female talent, in 2012 and thorborg&virzı GmbH in 2015, I decided to focus my experience and believes in my own top executive search boutique – Christina Virzı GmbH.

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Mission

To help my clients identify, place and retain the most qualified, gifted, talented candidates from all over the world for a lasting positive impact on company performance.

It is based on the following values:

- > Adhere to the highest professional standards.
 - > Give full commitment to clients' and candidates' needs and interests.
 - > Build and maintain trusting relationships with clients and candidates.
 - > Maintain a clear, independent perspective and voice my opinion.
 - > Think globally.
 - > Think bold.
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Scope of Business

Business Focus:

- > I advise listed corporations as well as privately-held enterprises on their leadership needs.
- > I draw my candidates from all over the world and maintain closely knit networks among opinion leaders as well as high potentials who will become tomorrow's decision makers.
- > I strongly believe in relationship consulting to maintain long-lasting networks with my candidates and clients.
- > Diversity is an inherent element of all searches I perform. I will always strive to find the best possible candidate, irrespective of gender, nationality, race or religion.

Competitive Edge:

- > Clients and candidates are treated with the utmost discretion.
- > I take sole responsibility from initial candidate contact to final contract negotiations. The same applies to relationships with my clients.
- > I have a proven track record of placing highly diverse candidates, who enhance the performance of the executive and non-executive board substantially.
- > Being an entrepreneur at heart gives my searches an agile approach and guarantees a fresh view on the demand in question.
- > My network of industry experts within the field of digitalization is highly resilient on a global scale.

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Scope of Business

- > Broad industry knowledge allows me to identify the most suitable candidates, irrespective of their industry backgrounds.
- > My search approach has a clear international focus, with many of my searches being global.
- > My research teams are international, based in Europe and Asia. They all have a successful track record of identifying the leaders of tomorrow within the industry in question.
- > My clients greatly benefit from the fact that I meet and evaluate all candidates personally.
- > My diversified client base allows me to avoid off-limits issues and conflicts of interest.
- > My clients' interests are given the highest priority and my search approach is individually tailored to suit the needs of each client.

Approach

My Approach to Executive Search Consulting

1. Problem Analysis and Proposed Solution

Successful executive search consulting requires a thorough analysis of the client's situation. This includes a solid understanding of the present market position, internal and external structures as well as company strategy of the forthcoming years. Before providing a proposal, I take the time to really understand my clients' needs. Only then I agree together with my client on how to approach the search, conduct a detailed job description, candidate profile and the relevant target companies. Together with my client, I define the specific scope and nature of my consulting engagement.

2. The Systematic Search

The systematic search represents the core of my consulting work. My independence provides a maximum degree of search potential. Thorough research and personal discussions with industry experts provide me with the necessary market information to identify qualified executives for the position to be filled.

Once the best qualified candidates have been identified, I conduct written reports of the candidates' vitae and assessments of potential fit to the position in question. These are then followed by personal meetings between the candidate, the client and myself. For confidentiality reasons, I offer to hold these meetings at my premises.

3. The Successful Completion

Once an agreement in principal has been reached, references with former superiors, peers and direct reports will be checked.

In addition, I offer a background and reputation check, including verification of academic degrees.

Publications

Christina Virzì GmbH thrives on an exchange with opinion leaders and top executives in companies, mentors, female leaders, bloggers and the general public. Here, you can find news on the debate about “women in management positions”, e.g. about the women’s quota in Management and Supervisory Boards, as well as opinions from women’s networks such as Generation CEO or inspiring reports from the press and social media.

Press Contact

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Digital Press Kit

Agency Profile Christina Virzì GmbH (download pdf)
CV Christina Virzì (download pdf)
Portrait Christina Virzì
(download high res picture 10×15 cm, 300dpi)

Selected Press Coverage:

„Eine Frau für ganz oben“

Lufthansa Magazin Womans World, 06/2017

„Zu wenig ganz tolle Frauen“

SPIEGEL 11/2014, Quelle: SPIEGEL MAGAZIN

„Es gibt keine geeigneten Frauen hier für CEO-Jobs“

Interview Cicero 07/2014

Gelobt, geholt, gescheitert

Handelsblatt, 07/2014

The Female Factor im Ranking der Wirtschaftswoche

WiWo, 01/2014

Der feminine Faktor

FOCUS, Juni/Juli 2014, FOCUS, Juni/Juli 2014

Chefin, übernehmen Sie!

Frankfurter Rundschau, 01/2013

Euch stecken wir in die Tasche!

myself, 11/2012

Nur Männer reichen nicht

KURIER, 09/2012

Der die Frauen sucht

WiWo 36, 09/2012

Faktor Frau

WOMAN, 09/2012

Unsere Kandidatinnen sind auf angenehme Weise zielstrebig

SAAL ZWEI, 09/2012

Frauenquote 100 Prozent

format.at, 09/2012

The Female Factor

Ladies Drive, 03/2012

Contact

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