

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

Combining almost 40 years of search experience we are able to offer tailor-made services which we believe are second to none in the industry.

Our clients are recognized market leaders headquartered primarily in the DACH region. We have a long standing tradition with family businesses as well as listed companies. We 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 us under cv@thorborgvirzi.com



Christina Virzì
Managing Partner



Heiner Thorborg
Managing Partner

All our businesses share core values and have one sole mission:

Our mission is to help our clients find, develop 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' needs and interests.
- > Build and maintain relationships with clients and candidates.
- > Maintain an independent perspective and voice clear opinions.
- > Think globally.

Business Focus:

- > We advise listed corporations as well as the owners of privately held enterprises on their leadership needs.
- > We draw our 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.
- > We strongly believe in relationship consulting to maintain on-going relationships with our candidates and clients.

Competitive Edge:

- > We take sole responsibility from initial candidate contact to final contract negotiations. The same applies to relationships with our clients.
- > Broad industry knowledge allows us to identify the most suitable candidates, irrespective of their industry backgrounds.
- > Our search approach has a clear international focus, with many of our searches being global.
- > Our research teams are international and have a successful track record.
- > Our clients greatly benefit from the fact that we meet and evaluate all candidates personally.
- > Our diversified client base allows us to avoid off-limits issues and conflicts of interest.
- > Clients and candidates are treated with the utmost discretion.
- > Our clients' interests are given the highest priority and our search approach is individually tailored to suit the needs of each client.
- > Our lean organizational structure guarantees the highest level of efficiency.

About Us



Christina Virzì

2004 BA (Hons) International Business and Management Studies, European Business School, London

2004 – 2010 Different positions with Peek & Cloppenburg KG in Düsseldorf, Berlin and Vienna, like Head of Human Resources International and Head of Project Management Human Resources

2012 The Female Factor GmbH, Frankfurt, Managing Partner

in addition

2014 thorborg&virzì GmbH, Frankfurt, Managing Partner

2015 thorborg virzì & co Zurich (Zollikon), Managing Partner



Heiner Thorborg

1969 M.A. in Business Economics, University of Hamburg

1973 – 1979 BOMAG South Africa (PTY) Ltd., Johannesburg, South Africa, Managing Director

1979 Senior Managers Program (ISMP 12), Harvard Graduate School of Business, Boston

1979 – 1989 Egon Zehnder International, Düsseldorf and Frankfurt, Last position held: Managing Partner

1989 Founded own executive search firm

2008 Founded Heiner Thorborg & Co., Zurich (Zollikon), Switzerland

2012 Founded The Female Factor GmbH, Frankfurt

2014 thorborg&virzì GmbH, Frankfurt, Managing Partner

2015 thorborg virzì & co Zurich (Zollikon), Managing Partner

Our Approach to Executive Search Consulting

1. Problem Analysis and Proposed Solution

Successful executive search consulting requires a thorough analysis of the client's situation. It includes the present market position, internal and external structures as well as strategic aspects. This usually results in a proposal of how to approach the problem, including a detailed job description, candidate profile and target companies. Together with our client, we define the specific scope and nature of our consulting engagement.

2. The Systematic Search

The systematic search represents the core of our consulting work. For our clients, it is important to know that our independence provides a maximum degree of search potential. Thorough research and personal discussions with industry experts provide us with the necessary information to identify qualified executives for the position to be filled. Our client is regularly kept informed about our efforts.

The appraisal of qualified candidates takes into account not only education and personal characteristics, but above all the professional track record.

Once the best qualified candidates have been identified, written reports are submitted to our client followed by personal meetings, which we also attend. These meetings are usually held at our offices, primarily for confidentiality reasons.

3. The Successful Completion

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

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

Contact

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