



## Looking for work in *Hungary*

Looking for work in another country requires more than just the obvious CV translation. You will be confronted with issues that probably didn't even cross your mind when you decided to go for an international career, but don't underestimate the big impact they can have on the outcome of your adventure! Think for example about the different rules and habits regarding immigration, job application procedures, the selection procedures and the management culture.

Expertise in Labour Mobility has prepared practical fact sheets to support you in your job-hunting abroad. A thorough preparation will give you a head start in the country of your choice. Here is some info on Hungary:

### Work permits in Hungary

- Since the 1<sup>st</sup> of May 2004, Hungary has been open for EU nationals concerning study or residence purposes. However job mobility between the 'old' 15 EU Member States and the 10 'new' EU Member States still faces some restrictions for up to a maximum of seven years after the EU enlargement.
- Contact the Hungarian embassy in your home country for further information.

### The application procedure in Hungary

- Use any contacts (your entire network!) you have to find a job in Hungary.
- Sending a speculative application to the local office in which you would like to work is a reasonably successful strategy in Hungary.
- Hungarian employers value a good academic background, linguistic and computer skills and an understanding of business.

### Writing a CV in Hungary

- The key focus of your CV should be to persuade the employer to invite you for an interview. Therefore your CV is a marketing tool, which should be adapted to the market in which you intend to use it.
- Emphasise your education above practical experience.
- Mention your English language skills on your CV. Languages are considered very important in Hungary.
- Pay attention to the layout and make sure your CV is well structured and focussed.

### The application letter in Hungary

- Often, when personal contacts lead to an application, the first phase of having to write an application letter is replaced by less-formal telephone or e-mail contact.
- The cover letter in Hungary should be short and typed.
- Expand on diplomas and degrees, languages spoken, important skills, and positions held so far (include information on responsibilities, if possible backed up by numbers).

### Dos

- Learn Hungarian, it is an obvious advantage when applying in Hungary.
- Realise that interviews are the most important part of the application procedure in Hungary.
- Look interested – ask questions in the interview.
- Provide examples to prove your achievements.

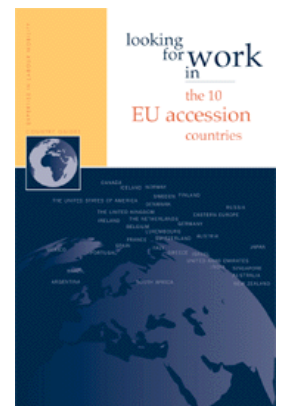
### Don'ts

- Sit until invited in an application interview in Hungary.
- Forget to bring copies of your diplomas and references to the interview.
- Criticise former employers.
- Go over the top – stay calm and stick to the facts.

### Management culture in Hungary

- Most companies are very hierarchical in structure.
- All communication in Hungarian companies goes through vertical lines.
- Employees tend to be individually focussed and are not much used to working in teams.
- The first aim of meetings in Hungary is to take decisions.
- Pre-arranged agendas are hardly ever used during meetings.
- Hungarians are generally warm, open and impulsive.

This information is based on the *Looking for work in the ten EU accession countries* guide (ISBN 978 -90-5896-084-9), written by Expertise in Labour Mobility. This one-pager is one step to making your international career aspirations become reality. The full Looking for work in the ten EU accession country guide tells you everything you need to know. If you want to order or find out more about our services, have a look at [www.labourmobility.com](http://www.labourmobility.com).



Good luck with your application in Hungary