

Bulgarian Executive Search Association Code of Ethics

All members of the Bulgarian Executive Search Association (BESA) are guided by ethical principles that reflect the fundamental values of the profession of the executive search consultants. BESA is dedicated to educating its members in implementing these principles.

BESA Members:

PROFESSIONALISM	will develop their activities in a manner that reflects positively on the profession
INTEGRITY	will develop their business with integrity and will avoid misleading or deceptive activities
COMPETENCY	will perform any executive search project competently at the appropriate level of knowledge, thoroughness and urgency
OBJECTIVITY	will take decisions objectively and thoroughly in every executive search project based on relevant facts
ACCURACY	will strive to be accurate in the communication with clients and candidates and encourage them to exchange accurate and precise information
CONFLICT OF INTERESTS	will avoid and disclose any conflict of interest
CONFIDENTIALITY	will protect the confidentiality of the information provided to them by clients and candidates
LOYALTY	will serve faithfully to their clients and protect their interests when carrying out an executive search project
EQUALITY	will promote the equality in the employment and will objectively evaluate all qualified candidates
PUBLIC INTEREST	will develop their activities in the interest of the public