

# JÁNOS TAMÁS VARGA

FOUNDER, VJT & PARTNERS



as a co-managing partner at the second, with international clients. But neither of these firms allowed me to implement what I felt was most inspiring: using real values as foundation for a law firm and taking these values as the primary viewpoint of, in fact, everything that I do as the leader of the law firm and what the law firm itself does.

**“I believe that showing ‘sympathy’ towards our talents and, at the same time, sustaining or even enhancing excellent legal service to our clients in the long run, is one of the biggest challenges we are facing now in our profession.”**

I have recruited our colleagues, chosen and fitted out our new office, selected suppliers and nurtured client relationships based on these values. And, of course, these values drive VJT’s work for its clients and characterize how we treat each other, our clients and business partners. This approach has resulted in a unique atmosphere within the VJT team and in special client relationships, which I very much enjoy.

**WHY WOULD YOU RECOMMEND LAW AS A GOOD CAREER CHOICE?**

I would not recommend law for everyone because it requires special character. If you are into variety and challenges and can work for your client’s goals persistently and wholeheartedly, this profession may be for you.

You also need to show cooperation, even in serious conflict situations. When recruiting, we pay special attention to assessing the candidate’s potential as far as the ability to cooperate is concerned. Finally, you need to have an inner drive to get as close to perfect as possible. These are some of the key attributes. For those matching these, I would definitely recommend this profession; it has many rewards.

**WHAT IS THE MOST INTERESTING NEW FIELD OF LAW, IN YOUR OPINION, AND WHY?**

Many interesting new fields of law deserve great attention and probably each niche specialist would declare their own area as the most interesting. I am biased, too. With 25 years of experience gained in high-profile

**BACKGROUND INFO**

János Tamás Varga completed his education with “highest praise” in each institution. Considering this, it is not surprising that his credo became quality over quantity. After 10-plus years’ advisory work for international businesses in Budapest and London, he established VJT & Partners to implement this quality over quantity approach in law firm reality.

His specialism is leading complex projects, often with multijurisdictional aspects. He prefers to make all efforts to find a win-win consensus among the parties over entering a compromise nobody likes. He runs VJT & Partners in line with the primacy of the firm’s founding values: inspired leadership, a strive for perfection, commitment, courage and harmony.

**WHAT HAS BEEN THE HIGHLIGHT OF YOUR LEGAL CAREER TO DATE?**

The setting up of VJT & Partners in 2010. Before that, I had already had 13 years behind me working at two law firms,

Name of law firm	VJT & Partners
Name of associate non-Hungarian law firm or cooperation network	NA
Address	1126 Budapest, Kernstok Károly tér 8.
Website	www.vjt-partners.com
Top Local Executive	János Tamás Varga
In charge of position since	2010
Year of Hungarian law firm’s establishment	2010
No. of attorneys with license to practise in Hungary on Sept. 15, 2021	12

technology M&A transactions and commercial projects, I still see enormous potential in the technology sector. Today, when technologies and Big Data are all around us, this field has become hotter than ever.

The most inspiring challenge in technology is that we constantly face questions to which we do not have ready-made, black-and-white answers. We need to be creative, open-minded and determined (without compromising the general down-to-earth qualities of a lawyer) to look into the future and explore the unbeaten path.

**WHAT ARE THE BIGGEST CHALLENGES FACING LAW IN HUNGARY?**

There are many fitting answers to this question. For example, many fundamental pieces of legislation have been heavily

changed, rewritten, or created in recent years and judicial practice guiding their interpretation is yet to be formulated.

I would put somewhere on the top the issue of understanding the newest generation of talented lawyers and harmonizing their modern needs with ours and those of our clients. Flexibility in working hours, work-life balance or the possibility of home office work for juniors were hardly imaginable back in our day, but we now need to synchronize these with the requirements of a sometimes-demanding profession and, most of all, with our commitment to our clients.

I believe that showing “sympathy” towards our talents and, at the same time, sustaining or even enhancing excellent legal service to our clients in the long run, is one of the biggest challenges we are facing now in our profession.

