Andros, 65, Restaurant Owner, Agros

1. **Can you tell me a few things about yourself? Where/when were you born? Did you study? Did you live abroad?**

*I am 65, I have a restaurant in Agros which is my village. I was born in the village but moved to Limassol to find work. I worked in hotels in Limassol mostly, also in Pafos. There I met my wife who was from a village nearby. She also worked in hotels. When we got married and had children she moved to Agros where set up a home and I continued working in Limassol.*

**2. Where you an owner of other businesses in the past? For how long have you been an entrepreneur?**

*I wasn’t always an entrepreneur. I opened up the restaurant when I left my job in the hotel industry. It’s been almost 15 years now.*

1. C**an you tell me the background of the business you have now? When and why did you open the business? Are you the only owner? Is the company registered?**

*First, I opened a restaurant with my brother, it was in another location in the village and we mostly made kebabs. We opened the place inside the village. Then my brother left the business and I have the responsibility of the restaurant, maybe around 10 years now. I found a better location for the restaurant near the hotel and moved it there.*

1. **How many employees does the business have at the moment? How were they hired, based on which criteria?**

*My wife helps out in the kitchen and we have another person in the kitchen too and on weekend someone to help with service and of course I am in charge. Our employees are from Romania but they are good people, they speak Greek as they’ve been in the area for many years so we know them.*

1. **Would you say the business is successful? Which factors in your opinion contribute to its success/failure?**

*Yes, I would say the restaurant is successful. We work mostly with Cypriots coming for the weekend or passing by the village. We are mostly busy on weekends. On weekdays things are more relaxed, I am around but I don’t keep the employees and we have selected things, not everything from the menu. So, by balancing with costs it is viable.*

1. **Can you tell me what are the main factors that led you to become an entrepreneur?**

*I worked in the hotel industry my whole life, my main position was F&B so I knew how the kitchen works, how to serve people. I wasn’t a chef but I think you don’t need to be if you want to open a tradition tavern. You just need to provide home-cooked food, fresh food…nothing too complicated and have a smile on your face. I always wanted my own restaurant and I love how I don’t have someone on top of my head. When you are the master of your own business… that’s freedom.*

1. **What problems would you say you encountered in keeping your business in operation?**

*We have problems like any other business. Demand is not steady throughout the week, we work mostly on weekends, so we can’t relax on weekends. It is not a problem for us as we got used to it but if we have a family celebration like a wedding, it is difficult. Also, people’s taste vary throughout the year. In the summer they want more fish and less meat, there are many vegetarians now too so we’ve had to add some vegetarian dishes on the menu. You need to keep up with the market and changes in tastes, preferences.*

1. **Thinking about the experience you’ve gained and the experience you continue to gain as a business entrepreneur, would you say you are suitable and capable in maintaining a business even if it has internal or external problems?**

*I don’t know if someone else took over, maybe they’d turn it into a Michelin star restaurant. But that was not my goal. I wanted simplicity. A cosy place with a view where people can enjoy a nice, home-cooked meal. Nothing grande or complicated. So this goal I think I’ve managed well.*