



Minimum Requirements for Certified Executive Recruitment
Consultants CERC and Recommendations for the Qualification Process

ECCSA-CERC

A special committee of ECSSA

**Minimum Requirements for CERCs and
Recommendations for the Qualification Process**

approved by the General Assembly on October 20, 2007

ENGLISH VERSION



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Introduction

When you see the initials CERC following a consultant's name, it means that he or she is a Certified Executive Recruitment Consultant and has met strict certification requirements of the member organization of ECSSA-CERC in his or her country. Furthermore, the initials mean that the consultant has met international standards of competence, ethics and independence. These standards include:

Requirements

Experience

A minimum of three, preferably five years in executive recruitment consulting

Education

Recognized degree or professional qualification or additional five years in management consulting/executive recruitment consulting in lieu of a degree

Time spent

1200 hours per annum in active executive recruitment consulting during the three qualifying years over the preceding five years and currently active in executive recruitment consulting

Independence

Owner or employee of a firm in independent practice. An independent practice is given when the company of the CERC is clearly identifiable with a formal status and known principals. It must be in the public practice of executive recruiting, be financially viable and self supporting, and independent to the extent that it is free to give unbiased professional advice to clients and to select, train and control its staff without reference to, or control by, a permanent body which is not in the public practice of executive recruitment consulting

Admission of the ECSSA Code of Practice



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Qualification Process

Examination

Written examination and/or structured interview to test expertise and methodological skills and the knowledge of the code of practice

References

Two written references of CERCs and three written client references based on a structured questionnaire

Interview Report* (*if not forbidden by law or according to national regulations)

Three written interview reports

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