



European Confederation of
Search and Selection Associations

Minutes: ECSSA Board Meeting and General Assembly, 7th November 2014 in the Assoconsult Office, Via Larga 31

Participants: Joachim Català (JC) (BYS), Etienne Deroure (ED) (SYNTEC), Valerie Schena Ehrenberger (VS) (ASSORES), Jörg Murmann (JM) (BDU), Wolfram Tröger (WT) (BDU), Sarah Thewlis (ST) (REC), Amanda Ciske (A) (REC)

Excused: Ann Cattelain (AC) (FEDERGON), Marios Paras (MP) (LPRA),

6th November

Assores organized an event with their members with a formal presentation from ECSSA of the CERC followed by a round table on recruitment issues in Europe.

A diner on the occasion of the 10th anniversary of ECSSA took place in the Giacomo Arengario Restaurant.

7th November

Welcome: Etienne DEROURE, President of ECSSA, gave a welcome to all present.

News from ECSSA member associations: All attending members gave a short presentation about recent activities of their associations:

Germany:

- BDU has moved to new premises. Smaller, more functional.
- Website: Member' activities and expertise (client industry focus, functional expertise) will be promoted through a new online database on the BDU-Web. Expertise is given when the respective consultants is able to prove a minimum of four assignment in the respective areas within the last two years.)
- Business: Current activity is fine but the IFO index is falling and this is worrying

Italy:

- 3 different associations represent the industry. This doesn't help Assores that count 60 members.
- Assores is in the stage of redefining its strategy to increase dedication and satisfaction from its members
- Business showing signs of recovery despite quite hieratic situation. Low level of fees.
- Young engineers tend to expatriate
- Art 18 preventing SE s from firing is a limitation



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United Kingdom:

- Once a year during the “members´ day”, members are called by the permanent staff to get feedback from the association. Some benefits like legal advice, contract models, negotiated business insurance are appreciated.
- REC is in the process to get the Chartered status.

- A mandatory compliance online test has been issued to set the bar of skills required
- Issue of a “good recruitment guide”, resulting of a work in collaboration with clients and candidates. Big names (Coca Cola...) have signed it giving credit to it.
- On coming topic for the UK industry: shortage of candidates
- The gender diversity topic. The women on board campaign is starting to be fruitful in term of results and image

Spain:

- BYS will not merge with the Madrid association, too different.
- BYS undertakes a member recruitment campaign. A conference will be organized on 27th November with 100 invited guests.
- Business is getting better

France:

- Syntec moved to Boulevard Haussmann
- After a bottom low, business starts recovering
- Issue of “employability” key topic due to very low estimated churn within the white collars in France 4 %
- “Responsible recruitment Charter” is being strongly promoted
- Talks at the national level on loosening social legal constraints for companies that go beyond 50 employees, in order to stimulate recruitment

CERC-Brochure

The brochure has been printed and was sent to all ECSSA members. Some prefer to use the electronic version.

Action: JM to upload the brochure on the ECSSA website

Retainer versus Contingency fees Brochure

The draft brochure was presented.

Action: All members are asked to give their feed-back on the current version directly to ED.



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State of the Industry Barometer

JM presented the results of the last ECSSA State of the Industry Barometer. UK has is entering the barometer. Thanks to Sarah and Amanda for managing this. Germany seems to show some signs of lack of optimism

ECSSA survey

Based on the study on the topic "Women on board" which was already performed in the UK, ST and A suggested to transfer this example to a pan European study using the same methodology.

Two issues where raised: The topic of such an ECSSA activity should give value for all members and should be feasible (cost, time allocated). The UK topic (women on boards) was considered as a possible topic for such a Europeanwide research, as well as the topic " how long should we stay in a job". Both of them linked to preconceived ideas. No decision was taken on the topic.

Action: All ECSSA board members will discuss this topic with their national boards. A final decision will be taken in the next ECSSA conference call.

The question of related costs incl. translation costs of such a study was raised. It was agreed that the costs of a study related to the topic "women on boards" will generally be lower since some preliminary work has already been done.

Action: AC to find out with the person who managed the survey at REC.

Alternatives:

- Convert the survey into a literature work, i.e. compiling the data in each country on a specific topic
- Find a University to collaborate

Newsletter

The last edition was postponed. It was discussed whether the current concept (one article per country on different topics) gives sufficient value for potential readers in different ECSSA member countries.

The idea of a newsletter with a common topic alternating with the current "format" might be an option for the future. "Common fee models in the S&S business in each member country" might be a topic to start with.

Action: ED to speak to AC



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ECSSA LinkedIn group

A has already set up a company page for ECSSA and an internal linkedin group. A outlined that - to make such a group interesting for members - ECSSA will need to regularly feed the group with content.

It was decided to launch the LinkedIn group officially in order to move forward and to provide an answer to some members' expectations towards ECSSA to create international networking opportunities.

It was decided that the access to the linkedin group will be limited to one representative per company, who will be preferably the CEO or alternatively a partner or senior consultant.

WT offered that his personal assistant will support Amanda on an administrative level.

Financial issues

JM presented the financial status per October 2014 (total income 2014: €10.500, total charges: €1.663,12; bank account €35.523,60; financial market account €45.703,94.

Since the full membership fees have been invoiced in 2014 by mistake, it was decided that no annual fees will be invoiced in 2015.

Diary of meetings 2015

- Conference Call on 5th February (10.00 hrs CET)
- Next meeting : 21st/22nd April 2015 in Nice (France)

signed
Etienne DEOURE
President

Jörg Murmann
Secretary General