



European Confederation of
Search and Selection Associations

Minutes: ECSSA Board Meeting, 7th November, 2013 in Luxembourg hosted by LPRA, Luxembourg

The meeting was preceded by a dinner at the Lux-E Cosi. restaurant

7th November, 2013 ECSSA Board Meeting at Fedil, Luxembourg

Participants: Ann Cattelain (AC) (FEDERGON), Joachim Catala (JC) (BYS), Etienne Deroure (ED) (ECSSA Chairman, SYNTEC), Gilberto Marchi (GM) (ASSORES), Jörg Murmann (JM) (BDU), Marios Paras (MP) (LPRA), Wolfram Tröger (WT) (BDU), Amanda Ciske (AC) (AER)

Welcome and formal matters

The meeting was opened at 9:00 hrs. Marios Paras gave a formal welcome on behalf the hosting member association, LPRA. Etienne DEROURE, President of ECSSA, gave a welcome speech Gilberto reported that he will continue to represent ASSORES in the ECSSA board. For private reasons David Winterburn will no longer represent AER in the ECSSA board. Amanda will probably replace him.

Round Table – The Situation of the S&S Industry in each Member Country

All attending persons gave a short presentation on the current situation of the S&S industry in each country and on recent developments in their associations.

Luxembourg:

- Currently 19 members (the largest with 5 billion in turnover)
- Major benefit for members is the jobboard
- The merger with FEDIL is still pending

UK:

- Currently 76 members
- Market growth
- Another association: APSCO (???)

Germany:

- Stable market
- Increase in the number of members (plus 5 to 75 now)



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Italy:

- 80 members
- Difficult economic situation (employment up from 12 to 14 %)

France:

- Loss of members (presently 123)
- Market decline by 20 %

Spain:

- Need to increase members numbers (currently 11)
- Attempt to merge with another S&S association based in Madrid

Belgium:

- Members down to 200 members (from 220)
- 18 % fall in business
- Certification process evolving according to EFQM (individual)
- Focus on the image that reassures the candidates
- On line publication of the Federgon Charter

Actions:

- WT to compare the Federgon charter with the BDU charter
- ED to draft a summary of the distinctions between a retainer and a contingency search



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State of the industry barometer September 2013

JM reported that the summary of the September edition of the barometer is available and will be sent to member associations shortly after the meeting. Two major challenges were identified for the next survey:

1. To raise the number of participants by country
2. To get an input from the UK

Elections of the President, Vice Chairman and Secretary General

The current chairman, Etienne Deroure has already confirmed his willingness to candidate for a new term. ED was re-elected with a unanimous vote. Ann Cattelain was also willing to candidate for another term. She was re-elected with a unanimous vote as well as the current and future Secretary General, Jörg Murmann.

At his election as Chairman of ECSSA / CERC one year ago, JM has already underlined that he will accept this function only for a limited time until a successor will be found. Wolfram Tröger was recommended and elected with a unanimous vote.

ECSSA Activities- state of play

ECSSA Newsletter:

AC reviewed the first issue of newsletter. Meanwhile guidelines for the articles have been drafted. The next issue will be published in December. Articles from member associations should be sent directly to AC until the end of November. It was recommended to include a description of ECSSA explaining potential benefits. ED will draft an article on this topic.

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ECSSA Conference:

JC announced that the board of BYS has decided not to organize an event in 2014 for two main reasons:

- lack of organizational capacity
- uncertain future of BYS itself

In this context it was decided to look for opportunities to combine an ECSSA event with a national event of one of the ECSSA member associations.



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The Certified Executive Recruitment Consultant CERC

WT presented the latest draft of the CERC brochure

It was decided to:

- include all of the ECSSA member logos
- a hook (sentence) will be provided by Amanda
- information about the number of certified CERCs (200) one year after the introduction of the certification
- include a description of the CERC registered trademark

Extension of ECSSA

Potential new member associations in the Czech Republic and Russia were identified

Actions: WT to contact the association in the Czech Republic, ED to contact the association in Russia.

ECSSA online Survey

ED presented the idea of an online survey about the needs of s&s consultants in the respective member associations with regards to networking opportunities. It was decided that Any remarks to the online survey (<http://www.bdu-befragung.de/1/index.php?sid=44152&newtest=Y&lang=en>) should be sent directly to JM by the end of November.

Current Financial Situation

JM presented the financial status for October 2013. He reported that the financial situation of the association is sound. The current balance on the ECSSA account was € 69.649. It was decided to reduce membership fees for 2014 by 15% due to the difficult economic climate in many ECSSA member countries.



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ASSORES project proposal

GM suggested a project designed to create new business opportunities for member companies mainly to support the intercultural integration of new employees coming from abroad.

Action: GM to send a synthesis of the project to ECSSA member associations in order to gain interest and to recruit a project team. All attending member associations agreed to promote the idea among their members.

Diary of meeting 2014

It was agreed to have the next meeting in Barcelona on 13th and 14th March 2014 hosted by BYS. It was also agreed to organize a conference call on 4th February, 10.30 hrs. to 11.30 hrs. CET.

signed
Etienne DEROURE
President

Jörg Murmann
Secretary General