



## MINUTES: ECSSA CONF CALL, June 14<sup>TH</sup> 2013

### Participants:

- Ann Cattelain (AC) (FEDERGON)
- Joaquim Català (JC)(BYS)
- Etienne Deroure (ED) (SYNTEC)
- Rita Sinatra (RS) (ASSORES)
- Jörg Murmann (JM) (BDU)
- Wolfram Troeger (WT) (BDU)
- Marios Paras (MP) (LPRA)
  
- **Excused:** David Winterburn (DW) (AER)  
Gilberto Marchi (GM) (ASSORES)

## ROUND TABLE – NEWS FROM MEMBER ASSOCIATIONS

**Italy:** No much change in the situation

### **Belgium:**

- Image of consultants to be improved.
- Dissatisfying market situation in the Search & Selection industry but better outlook for the next months

### **Spain:**

- Temporarily better economic situation, although not optimistic
- Effort to recruit new members

### **Germany:**

- Database serving providers creating market changes
- Turnover of activity still OK
- BDU evolution towards more political involvement

### **France:**

- Market continues descend by 20/ 25 % each year
- Niche markets still in good condition

### **Luxembourg**

- Incentive from government to hire unemployed people (2 years without social security)
- Banking secret opened bringing business opportunities
- Some concerns about the reputation and credibility of the CERC certification. 9 of 12 LPRA members have withdrawn their application.



**European Confederation of  
Search and Selection Associations**

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## **NEWSLETTER**

- Articles have been collected
- Template conception coordinated by JM
- JM will get in contact with a PR-Agency to ask them to make an offer for a new corporate design. It will be used for all ECSSA communication including CERC brochure

## **CONFERENCE**

Two event management agencies have been contacted to make an offer for the organization of the event. Based on a calculation of 300-400 paying participants the participation fee for the two day conference including the overnight stay would be around 450/500 € per person)

The discussion about the number of participants lead to the idea of combining the event with another HR related event (Ciett...)

The subject will be discussed in more detail by a subgroup (Joaquim, Etienne, Jörg). This group will meet in Luxemburg before the next official ECSSA meeting.

## **CERC BROCHURE**

WT will present the final draft of the brochure shortly after the conference call.

## **COLLABORATION BETWEEN ASSOCIATIONS MEMBERS ACROSS BORDERS**

ED mentions that the tool he presented in Brussels has to be linked to the process on which RS and GM are working.

RS will send a draft of the proposal.

## **NEXT MEETING**

Luxembourg November 6-7 th  
Starting 6<sup>th</sup> at 6pm