



European Confederation of
Search and Selection Associations

Minutes from ECSSA Board meeting on 9th November 2012 hosted by the Recruitment and Employment Confederation (REC) in London

The ECSSA board members and invited guests have met in the evening before for an official dinner at OXO Towers hosted by REC.

In attendance:

Belgium: FEDERGON - Ann Cattelain

France: SYNTEC - Etienne Deroure

Germany: BDU e.V. - Wolfram Tröger, Jörg Murmann and Joachim Staude

Italy: ASSOCONSULT - Gilberto Marchi and Rita Sinatra

Luxembourg: LPRA - Marios Paras

Spain: BYS - Joaquim Català

UK: AER - David Winterburn and Amanda Ciske (REC)

Official welcome by AER

DW gave a formal welcome to all present.

Welcome and Formal Matters -Etienne Deroure (Chairman)

ED provided an opening statement outlining the aims and objectives for the day and also extended a special thanks to the hosting member AER for the welcome and the wonderful evening meal. .

The minutes of the last meeting were officially approved.

Introduction of new ECSSA Board members :

Wolfram Troger (Successor to Joachim Staude)

- Based in Frankfurt, Partner of Baumann Unternehmensberatung AG
- Professional experience as an engineer

Ideas:

- Believes the CERF is worth pursuing
- Expanding to other organisations, proposes a formal mandate
- Fee model: proceeding fee followed by step by step fee. 100% payment even if not fulfilled because no one suitably found for the job



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Joaquim Catala (successor to Antonio Bravo)

- Based in Barcelona, managing a small company of 5 people (Catala Recursos Humanos)
- Professional experience as an engineer

Ideas:

- Views ECSSA as a potential support in expanding to Madrid market

Spain

- Only organisation in Spain
- 12 members
- IT market (90% of business)
- Another association based in Madrid with 37 members? (Who is this?)

Belgium

- 200 Members
- Market is bad but compared with other countries they are faring better
- Finding that candidates are not wanting to move positions
- Members are having difficulty finding candidates
- In 2008 members had reserves and now these are depleted, they have indicated that they are worried
- Have begun to work more with freelancers
- Has been increasing members but not expanding the market. It is strange that they are not experiencing consolidation
- Has been seeing growth in the use of VMS

Italy

- 70 members down from 128
- Italy has a new President, all parties are against but will have to work with the new government
- Takes twice as long for placements
- Need legal permission in Italy to be a provider (Only country to have this)
- Needs to reorganise – has reshaped to be a lobbying body which explains why they have lost members
- Finding an identity and benefits within Assoconsult, part of Confindustria, is still difficult, explaining why members are leaving the association
- As a consequence a new informal association has formed with about 25 members
- They are asking to recertify but there has been no take up



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Germany

- 65 members within sector group
- Market not optimistic, there is uncertainty
- Starting to see a drop in projects
- February will hopefully see a new picture
- All members have been signing up to standards

Luxembourg

- Declining market for industrial only, financial services still strong
- Has reorganised sectors to put them altogether
- LPRA is likely to become a sector group of a vertical organisation within FEDIL
- Will eventually have a board with elected members from each sector group
- 30% executive search, __ interim
- They do accept contingency companies
- Legislation change, need a commercial licence to become a recruiter
- Mention of a growing VMS (vendor management system) based economy. People like Arriba are getting a growing market share.
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France

- Arguments to promote the retainer, has produced a leaflet
- Cost of recruitment analysis completed (Got nowhere with the document) The results are disappointing and do not give solid evidence to demonstrate that working with a S&S firm is money saving (even detailing all hidden costs) .

UK (REC)

- Rec Corporate Members – 3,700
- IRP Members – 5,500
- AER Members – 79 (Active head offices)

Key activities for the executive search market where AER can have influence

- o Women on boards and diversity
 - The REC recently held a successful forum on diversity which covered this issue more generally and was attended by over 80 members and external stakeholders from other trade associations and key organisations. There is scope to address diversity more specifically at the higher level of recruitment
 - We are however, building greater activity on the women in senior management agenda and have already held a meeting with the new Minister for Employment Relations to discuss how our members can feed into this debate



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- Next year there are plans to create links with other organisations through roundtable discussions where our members can bring examples from the on the ground
- Executive pay
- Leadership debate
 - The AER have positioned themselves as the voice of what makes good leadership
 - Search and select providers are in the unique position to drive the recruitment of strong leaders
 - The REC has made links with key associations such as the Chartered Management Institute and the Institute of Directors

REC latest Report on Jobs out today (9 Nov) - Key findings:

- Permanent appointments increase for first time since May
- Growth of temp billings accelerates to 18-month high
- Sharpest rise in job vacancies since June 2011
- Nursing/Medical/Care staff remain most in-demand
- Further weak pay growth recorded

Formal election of the new members of the ECSSA Board of Directors

Wolfram Troger and Joaquim Catala election has been fully approved by all members

Is there a future for ECSSA?

ED introduces the topic: our resources are limited, little work is being done out the formal meetings. As a consequence topics have difficulties to get to the end.

None of the different workshops are giving full satisfaction : lack of CERCs in some countries, insufficient participation to the S&S business index, Ecssa website with limited content.....

Some members (MP, DW) suggest to move to active PR, on which ED objects on the grounds of Syntec experience (need of a budget, need of significant information to address press).

From there a discussion takes place rising the subject of Ecssa strategy which has been so far to stick to ECSSA objectives.



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To do: JM to draft and send a questionnaire to collect views/ expectations from all representatives
Analysis of the questionnaires presented in the next conf call

- Is there a need to work differently?
- In 8 years there have been 16 meetings
- What is the strategy of ECSSA?
- What is value to members?
- How can we make money?
- Developing cross border business: opening markets?
- What is return on investment?
- PR within ECSSA members poor
- DW – More PR: we need an external voice within countries, profile raising

Objectives

- Need a strategy that is realistic with measureable achievables
- Need a unique voice
- Perhaps it has been a lack of commitment that has been the cause of ECSSA's stagnation?

Value added

- Serve the associations? (BDU)
- Where does our voice come from?

ACTION

- Need a strategy with objectives and goals
- Ideas with actions
- Every country must submit their thoughts on a strategy for ECSSA that includes objectives, actions, resources and budget

State of the Industry Barometer October 2012

The process gives satisfaction (data collection and analysis sent out to members), we need to improve the tool through :

- Needs to become more robust
- UK needs to be consistent in supporting this
- Barometer could become a strong tool in indicating the European market
- How do we scale this up?
- Should this be opened up to more members?
- Suggestion: When this is sent to members a copy of old report should be included
- Suggestion: alter the questions?



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CERC

So far 200 CERCs are listed.

Luxembourg : the list will be approved by the end of 2012 and published beginning of 2013

Belgium : has chosen to certify companies prior to moving to individual certification

UK : no progress

Italy will start the recertification process soon.

- How do we make this more attractive?
- In Germany the CERC badge has been seen as important
- What are we promoting?
 - o A qualification defined and copyrighted by ECSSA
 - o Members or individuals?
- Brochure – content (?) Wolfram will work on this
- How do we generate revenue?
- CERC qualifiers listed on the website could be a selling point for members
- Need to adopt an auditing process (A separate conversation)
- Chairman of CERC needs to be filled
- *** Jorg Murmann accepted position as Chairman but suggested that in 1-2 years this should be handed over to someone independent

To do :

- Need to adopt an auditing process: WT will audit national process on the occasion of the formal ECSSA meeting, in the premises of the association

New ECSSA members

Countries like NL, Sweden, Poland, Austria, Denmark, Greece could be investigated

To do: WT will find out about possible associations in those countries

- Invites out to other European countries
- Should countries such as Turkey be considered?



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AESC

No news since no major legal threat has risen in the last month

- Candidates have to pay to register

ERA (Executive Research Consultants)

ED, JM and AC have met the ERA (Executive Research Association) in London, asking for cooperation with ECSSA.

- 120 members (Companies, limited)
 1. Independents (Working from home)
 2. Working for companies (in-house)
 3. Researchers in headhunting
- They are now getting closer to clients

The ECSSA board has decided not to co-operate with ERA for the moment.

Collaboration between associations members across borders

GM want to promote the idea of organising a cross country cooperation on assignments. That could be interesting when candidates are not located in the same country as the consultant in charge the contract. AESC has been doing it for years. Some governments are trying to attract directly candidates (ex : Germany trying to attract candidates from Spain...), why don't we grasp this business?

To do : GM to prepare a framework, organising the cooperation

Diary of meetings for 2013

- 15th January next conference call
- 7-8th March next meeting of ECSSA in Brussels hosted by FEDERGON