



**European Confederation of  
Search and Selection Associations**

## **Minutes: ECSSA Meeting, 22/23rd March 2012 hosted by BDU, Bonn**

The general delegation of ECSSA board members and invited guests met in the evening for a meal hosted by BDU at the ancient castle "Godesburg".

### **23<sup>rd</sup> March, 2012 ECSSA Board meeting at the BDU-Office, Zitelfmannstrasse 22, 53113 Bonn**

Participants: Ann Cattelain (AC) (FEDERGON), Etienne Deroure (ED) (SYNTEC), Gilberto Marchi (GM) (ASSORES), Jörg Murmann (JM) (BDU), Marios Paras (MP) (LPRA), Dr. Joachim Staude (JS) (BDU), Scott Pendry (SP) (AER)

In attendance: Rita Sinatra (ASSORES) and Wolfram Tröger (BDU)

Excused: David Winterburn (AER) and Toni Bravo (ByS)

### **Official welcome by BDU**

JS gave a formal welcome to all present. He introduced Wolfram Tröger as his successor in his ECSSA functions as Director and Chairman ECSSA CERC.

### **Welcome and Formal Matters -Etienne Deroure (Chairman)**

ED explained why AB could not attend the meeting and why Spain was not represented on the current board meeting. Due to the serious economic situation in Spain, ECSSA has decided to suspend the invoice for ECSSA membership fees. Anyhow, it was generally agreed that ByS should keep its seat in the ECSSA board. JM will send an official mail to the current president of ByS to confirm that membership fees 2012 will not be invoiced until the situation in Spain has improved. ED agreed to give a call to Antoni Bravo in May 2012 unless ECSSA has received a reply from the current president

Presentation of new participants: Rita Sinatra (Assores, potential successor of GM), Scott Pendry (policy advisor for AER, replaced David Winterburn at the meeting), Wolfram Tröger (BDU, deputy chairman of the BDU section "Search and selection")

ED provided an opening statement outlining the aims and objectives for the day and also extended a special thanks to the hosting member BDU.

The minutes of the last meeting were officially approved.



**European Confederation of  
Search and Selection Associations**

### **Round table – News from Member Associations**

**Italy:** GM reported that the merger between ASSORES and Assoconsult (Italian Association of Consulting Enterprises) has almost been completed. The next General Assembly will take place at the end of May with the elections of the new board. His association has lost almost 40 member companies (90 still remaining), mostly because of a new structure of membership fees after the merger.

**Belgium:** AC reported that the current total number of S&S companies in FEDERGON amounts to 200. The total number of members is 450.

**Germany:** JM reported that the BDU will start an advertising campaign to highlight the quality aspects of being a BDU-Executive Recruitment consultant. JS mentioned an initiative of the Federal State of Germany to strengthen data protection rules. Some of these rules might have a negative impact on the S&S industry. Some job portals (e.g. Placement24) have developed a business model that might become competitive to the services offered by S&S consultants.

**France:** ED described that the last industry index illustrates the lack of optimism in France, although the decrease in turnover was not so dramatic. The number of members went down from 139 to 123 due to mergers and some closings. A paper describing the advantages of a retained search over a contingency search is in progress. After the publication of this document the ECSSA board will decide whether to apply the content or not.

**Luxembourg:** MP reported that LPRA continues to gather the whole human resources industry including temp agencies under the roof of his association. A study carried out has been published in order to explore the long term (20 years) development of the recruitment industry. All participants expressed their interest in the results.

**UK:** Scott reported a decrease in the number of member companies (66 to 62) possibly due to raised membership fees. Gender diversity might become a major issue for S&S consultants in the UK. Furthermore, SP reported that AER is working on a strategy to introduce the CERC certification in the UK.

### **ECSSA position and action on bills of rights (in relation with candidates and clients)**

MP expressed the wish of LPRA that ECSSA should play a stronger role on a European level by setting and promoting ethical standards (e.g. candidates' and clients' bill of rights) and by influencing legal developments that might influence the S&S industry. In this context MP presented the Bill of Rights published by his company Rowlands as an example of good practice.

The discussion among the attending persons showed that some member associations still refused to dictate to their members how they should manage their searches others find it interesting to "educate" the market by setting qualitative guidelines.

**ToDo:** Each ECSSA member association should compare its existing national rules/standards related to the candidates' and clients' rights with the paper that MP has presented at the meeting and give feed-back. Furthermore, it was decided that each ECSSA member association should provide a description/summary of the legal national framework that affects the S&S industry most.



**European Confederation of  
Search and Selection Associations**

## **State of the Industry Barometer February 2012 - Results and next steps**

JM presented a summary of the main developments in each country.

The next issues of the State of the industry Index will take place in June and October 2012 and February 2013.

**ToDo:** ED to contact the translator to make sure that he/she will invoice ECSSA for this service. ED to prepare an eMail to all members of the national associations including a summary of the current issue of the ECSSA State of the Industry Index and a question about their expectations towards ECSSA. The letter will be forwarded by the respective ECSSA member association to its members. ED will ask SP to make sure that the wording of his eMail is correct.

## **National law against unsolicited CV**

AC described the legal situation in Belgium regarding this topic. She reported that she is looking for an appropriate case to bring it to court.

It was observed that the legislation against unsolicited CVs was very different on the national level. It was decided to observe the development in Belgium. Everybody should be kept informed.

## **CERC**

JM reported that the CERC lists of France, Germany, Italy and Spain have been published on the ECSSA website.

JM raised the question whether the CERC certification should be opened to non-members of as well.

**ToDo:** Each member association to discuss this topic in one of their next board meetings and report in the next ECSSA meeting.

## **ECSSA Website**

MP presented a draft concept for the ECSSA website prepared by Randstad Technologies.

**ToDo:** JM to check the proposal in detail.



**European Confederation of  
Search and Selection Associations**

### **Extension of ECSSA membership**

**ToDo:** MP to provide JM with information about other national associations e.g. in Turkey, Greece.  
GM to provide information about an association in Slovenia. AC to contact OAWS in the Netherlands to make a new approach to convince them to become a new ECSSA member

### **Comparison of compensation systems in Europe**

ED introduced the idea of collecting information about “compensation implications” on a national level.  
MP reported that Watson Wyatt already provides this sort of information.

**ToDo:** MP to check the possibility of an agreement between ECSSA and Watson Wyatt (or equivalent) which will enable ECSSA members and its member companies special rates for this service.

### **Financial situation**

JM presented the financial status for the fiscal year 2011 which ended with a surplus of € 5.516,49.  
The income statement was unanimously approved by the attending board members.

### **Diary of Meetings**

The next meeting will take place in London in September or November.

**ToDo:** SP to check three alternative dates (14.9., 9.11. and 16.11.).

The next conference call will take place on Tuesday 5<sup>th</sup> June from 10.00 hrs. to 11.00 hrs. CET.

signed  
Etienne Deroure  
ECSSA Chairman

Jörg Murmann  
Secretary General