



European Confederation of
Search and Selection Associations

Minutes: ECSSA Board Meeting, 24th March, 2011 in Barcelona hosted by BYS, Spain

The meeting was preceded by a dinner in the Reial Club Nàutic de Barcelona.

24th March, 2011 ECSSA Board Meeting at the Hotel Turó de Vilana, Vilana 7, Barcelona

Participants: Ann Cattelain (AC) (FEDERGON), Antonio Bravo (AB) (BYS), Etienne Deroure (ED) (SYNTEC), Gilberto Marchi (GM) (ASSORES), Jörg Murmann (JM) (BDU), Marios Paras (MP) (LPRA), Dr. Joachim Staude (JS) (BDU), David Winterburn (DW) (ECSSA Chairman)

Welcome and formal matters

The meeting was opened at 9:00 hrs. Toni Bravo gave a formal welcome on behalf the hosting member association, BYSS. David Winterburn, President of ECSSA, gave a welcome to all present.

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:

- Membership was opened to contingency companies
- Positive but not booming market development
- Korn/Ferry has disappeared from the market
- Different fee models (25/25/50) and a reduction of the fee rate (as a percentage of the candidate's salary) have established
- Growing number of external vendor systems established by clients

UK:

- A similar fee model as in Luxembourg has established
- Growing number of in-house researchers to complete medium and lower vacancies in client companies
- Growing number of tenders with a minimum ratio of the assignment fee to the turnover of the bidding S&S company (limits the business opportunities for medium and small companies)
- Growing threat from LinkedIn

Germany:

- Market growth of approximately 20% in 2010 (leading company Egon Zehnder +25%)
- Expected growth rate for 2011 lower than growth rate in 2010
- Client industries which were very stable in 2008 / 2009 (e.g. pharmaceutical industry) have become flat
- Decreasing commitment of candidates



**European Confederation of
Search and Selection Associations**

- Growing number of assignments which cannot be completed, clients becoming more demanding (100 % profile match almost impossible)

Italy:

- 15% of members of Assores (now 112) have disappeared from the Italian market
- Interim companies such as Randstad or Manpower have extended their permanent placement activities
- Decreasing fee levels (from 15%-25% to now 10%-15%)
- Growing number of highly qualified candidates are willing to accept job opportunities abroad (consequences: growing number of assignments which cannot be completed)

France:

- 20% to 25% market growth in 2010
- Fee rates have not decreased or increased substantially during the last year
- Number of Syntec members stable around 140 (some mergers, some disappearances, compensated by new members)

Spain:

- Very bad market situation in 2010
- Slight market recovery in 2011
- Growing number of clients trying to find the candidates by themselves
- Presently 20 members

Belgium:

- Growing pressure on fees
- No longer any need to apply for a licence as a S&S company from 1.1.2011
- 171 members identified as specialized S&S consultants within Federgon

Financial Statement 2010 and current Financial Situation

JM presented the financial statement of the fiscal year 2010 which ended with a surplus of € 5.104,60. The financial statement was unanimously approved.

JM presented the financial status for march 2011. He reported that the financial situation of the association is sound. The current balance on the ECSSA account was € 53.147,45. 50% of the assets have been invested in a fixed deposit account.



European Confederation of
Search and Selection Associations

Activities 2011 and Division of tasks

ECSSA Website:

JM presented the results of a survey among members (participants: Belgium, France, Germany and UK). The following decisions were taken in this context:

- The website will be extended with regards to comprehensive information about the CERC certification (first priority)
- The inclusion of up-to date information about the market situation and the legal framework in the S&S business in each member country was postponed
- Information about the results of the state of the industry index will be extended
- An external service provider responsible for the content of the website will be contracted

Action: JM to make a proposal for a structure of a new company database

Action: JM to contact the current provider NorthClick GmbH from Hamburg to discuss changes

ECSSA Newsletter:

It was confirmed that a newsletter shall be published.

Action: MP to prepare the first issue of the ECSSA newsletter.

State of the Industry Index:

JM presented the results of February 2011 issue. It was discussed to change the wording of some questions in order to include UK.

Action: DW to make a proposal.

ECSSA Conference:

Since the last ECSSA meeting MP has contacted some providers of software systems for S&S companies to check their interest to become a sponsor of the conference. Some of them are willing to sponsor the event.

All attending ECSSA members agreed on a two-day conference in 2012 and assured their support to promote the event among their member companies. It was decided that the organization of the conference shall include no financial risks for ECSSA.

Action: MP to take the next steps.

Use of the ECSSA Logo:

ED presented a paper on the use of the ECSSA logo which was sent to all member associations in advance of the meeting. Validation from all participants.



European Confederation of
Search and Selection Associations

The Certified Executive Recruitment Consultant CERC

All member countries reported about the progress of the CERC certification.

Italy:

- 94 consultants have been certified until to date
- The certification committee consists of four persons

Luxembourg:

- The certification committee consists of five persons (Minister of Labour, two clients and two consultants)
- Certification costs: € 450 plus annual fee of € 150
- 20 applicants until to date

It was agreed to honour the Minister of Labour for his contribution to the success of the certification in Luxembourg. A press conference has been successfully organised to promote the concept.

UK:

- The certification process will start in 2011 since the chief executive has approved
- Terms of condition will be approved shortly by qualification team in may

Spain:

- The start of the certification was postponed due to the bad market situation
- In a first step only partners within member companies should have the possibility to apply for the CERC

Belgium:

- No further progress because of the start of a national certification for S&S companies

Germany:

- The number of certified S&S consultants has stagnated at 30
- An initiative to further promote the certification will start shortly

Europeanwide training course for young Executive Recruitment Consultants

JS introduced a concept for a Europeanwide training course. Because ECSSA is not a commercial association from a legal point of view it was decided that ECSSA will not offer such a course. JS generally agreed to hold this training course in different countries as an activity of the respective member association.



European Confederation of
Search and Selection Associations

Elections of the President and Secretary General in autumn 2011

DW offered to candidate again for a new term if nobody else from among his colleagues in the ECSSA board is willing to take over from him. ED expresses his interest to become the next ECSSA President if this is a common wish of the ECSSA board.

JM proposed the ECSSA statutes with respect to the possibility of an employee of a member association to become Vice-President. His proposal was unanimously approved. AC was proposed to become the next Vice President.

Action: JM to change the statutes.

Diary of meetings 2001

It was agreed to have the next meeting in Rome on 6th and 7th October hosted by ASSORES. It was agreed to have a conference call on 4th July, 12.00 hrs to 13.30 hrs CET.

signed
Etienne Deroure
Vice Chairman

Jörg Murmann
Secretary General