



European Confederation of
Search and Selection Associations

Minutes: ECSSA Meeting, 15th/16th April 2010 hosted by LPRA, Luxembourg

The general delegation of ECSSA board members and invited guests met in the evening for a meal hosted by the LPRA in Luxembourg city.

16th April 2010 ECSSA General Assembly

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).

In attendance : Marleen Smekens (MS) (President of FEDERGON), Nicolas Hurlin (NH) (Board member of LPRA), Katarzyna Gurszynska (CG) (Operational Director of the Polish Association ZAPT).

Excused: David Winterburn (DW) (ECSSA Chairman)

Official welcome by LPRA (Host Country)

Marios Paras, who has been elected President of LPRA some weeks ago, gave a formal welcome to all present.

Welcome and Formal Matters (Dr. Joachim Staude (ECSSA CERC Chairman) by proxy)

JS provided an opening statement outlining the aims and objectives for the day and also extended a special welcome to the hosting member LPRA and also to Katarzyna Gurszynska of ZAPT, the Polish Confederation of Temporary Staffing Agencies, who was in attendance and Nicolas Hurlin, board member of LPRA. KG introduced the structure and objectives of the association which has decided to extend its membership focus to include Executive Recruitment companies as well.

Financial situation

JM presented an overview of the income statement for the financial year 01/01/09 to 01/12/09. The account balance for the end of the year was €48.083,76. The income statement was unanimously approved by the GA.

Subsequently, Jörg Murmann presented the financial status for end March 2010. He reported that the financial situation of the association is sound. The current balance on the ECSSA account for the end of March 2010 was €43.639,79. Membership fees have not yet been invoiced.

Elections

Dealing with the fact that DW was unable to attend due to the Volcanic eruptions, it was decided to postpone the presidential elections until to the next meeting in Paris. Furthermore, the General



**European Confederation of
Search and Selection Associations**

Assembly agreed to extend DW's and JM's term as Chairman and General Secretary until the next meeting in Paris.

JS raised the issue that according to the statutes the ECSSA board comprises of a maximum of five board members, whereas ECSSA consist of seven member associations. It was agreed not to change this rule.

16th April 2010 ECSSA Board Meeting

Joachim Staude welcomed the attending members of the Executive Committee of ECCSA and all guests.

The current market situation in the Executive Recruitment consulting industry

JM presented the key results of the recently published BDU market report on the German Executive Recruitment consulting market 2009/2010 (**see attachment**).

ED reported that the French market survey will be available from June.

The Certified Executive Recruitment Consultant CERC

Germany: 25 Executive Recruitment Consultants have been certified.

Spain: The certification process has been defined. The introduction was postponed until summer 2010 due to the difficult economic situation of many member companies of the Spanish association.

Italy: The certification process has started in November 2009. Almost 60 consultants have been certified. Additional 80 persons have applied for the CERC.

GM raised the question if e.g. If outplacement consultants do become members of Assores, could they also apply for the CERC? This idea was refused because ECSSA represents the Search & Selection industry only.

France: ED described the certification process - which has now been defined. It became apparent that some elements of the minimum requirements as defined by ECSSA CERC were missing. ED will make sure that the French CERC certification process is in line with the common rules of the CERC as defined by ECSSA CERC.

Belgium: After an extensive process of internal discussions Federgon is now open to implement the CERC in Belgium as well. The framework will be defined during the next few months.

It was decided to put more emphasis on the promotion of the CERC not only through the ECSSA website but also through some public relations activities.

Action DW: DW to be asked if he could prepare (with the support of REC staff) some input for the ECSSA website and a press release which might be sent to some relevant newspapers such as "Search Consult".



European Confederation of
Search and Selection Associations

ECSSA Activities 2010

ECSSA Website

All agreed on the importance of the website as a main communication tool of ECSSA.

Action All: Update their Association's profiles (notice: AER, BYS and LPRA still have no profile at all).

Action JM: Once the information about the CERC (process, rules, value etc) is available and implemented in the website, a list of all certified CERCs will be part of the "CERC Area" available on our website.

Action NH: Prepare some statistics of the ECSSA website by the use of Google Analytics.

ECSSA Newsletter

MP presented the idea of an ECSSA newsletter, this could be published three or four times per year. ECSSA member Association will be asked to provide articles e.g. about relevant activities of their Association or about important legal developments touching the S&S industry in their respective Country by 1st June 2010. MP agrees to be in charge of this new ECSSA activity.

Action MP + JM: Collection of the input for the newsletter. Once the text of the first issue of the newsletter is available JM will format the text into a special layout for this new PR instrument of ECSSA. This will be created with the support of an external agency who specialise in graphic design.

State of the Industry Barometer

JM presented the results of the last BDU State of the Industry Barometer. All agreed on the importance of the barometer not only as a tool of information for members of the respective Associations but also as a good PR instrument for ECSSA.

The timing for the next surveys (start of the questioning) were defined as follows:

- 1st May 2010
- 1st August 2010
- 1st November 2010
- 1st January 2011

Action All: Invitation letter to their members to participate until 23rd April.



European Confederation of
Search and Selection Associations

Various Topics

Application for financial support from the ESF

Not covered

Delivery/investigation of a European-wide training course for “younger” executive recruitment consultants

Postponed to the next meeting

AOB

ECSSA Conference 2011

MP pointed out the importance of an ECSSA conference in 2011.

Action MP: Prepare a concept including details about the target group, the organisational structure, the content, possible speakers, promotional activities and a cost budget. This concept will be sent to all board members in advance of the next meeting in Paris.

New members

It was discussed not only to focus on potential members in Europe but also outside of Europe. A final decision was not taken. This topic will be discussed during the next meeting.

Bolkenstein Directive

The possible impact of this directive on the legal framework in each ECSSA member country was discussed. All agree that free markets should be accepted as a fundamental value. The topic will be picked up at the next meeting again.

Action AC: Prepare more detailed information on this topic.

The next meeting will take place on 8th October 2010 in Paris.

signed
Joachim Staude
ECSSA CERC Chairman (in proxy of David Winterburn)

Jörg Murmann
Secretary General