



European Confederation of
Search and Selection Associations

Minutes: ECSSA Meeting, 15th/16th October 2009 hosted by FEDERGON, Belgium

The general delegation of ECSSA board members and invited guests met in the evening for a meal hosted by FEDERGON in the business club “De Warande” in Brussels

16th October 2009 ECSSA Board Meeting at the FEDERGON office in Brussels

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) (AER)
In attendance : Marleen Smekens (MS) (President of FEDERGON)

Official welcome by FEDERGON (Host Country)

MS gave a formal welcome to all present.

Welcome and Formal Matters (David Winterburn – ECSSA President)

DW expressed many thanks to Marleen and Ann for their hosting and the excellent dinner last night. Furthermore, he provided an opening statement outlining the aims and objectives for the day. The minutes of the last meeting in London were approved.

The current market situation in the Executive Recruitment Consulting industry

All ECSSA countries provided an overview of their current membership development and an overview of the market conditions within their respective countries.

1. Membership development

UK: 50 member companies, stable number
Spain: 23 member companies, minus 2
Germany: 70 member companies, stable number
Italy: 120 member companies, minus 20
Belgium: 125 member companies, stable number
Luxembourg: 15 member companies, stable number
France: 140 member companies, stable number

2. Market development (turnover 2009 compared to 2008)

UK: -50%
Spain: -50%
Germany: -40% to -50%
Italy: -50% to -60%
Belgium: -40%
Luxembourg: -35% to -40%
France: -40%

Chairman: Dr. Joachim Staude

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How do we support our members to overcome the crisis

Some members provided best practice examples of how they have supported their members to overcome the current crisis in the Executive Recruitment Consulting industry .

UK: Road-show of the CEO of AER to give practical advice to members e.g. how to postpone VAT taxes, provision of a tool-kit

Germany: Extension of their seminars series, introduction of the CERC as a quality label, higher frequency of the state of business index (every two months)

Belgium: Provision of new PR material (e.g. brochures) to their members

France: Possibility for members to place certain offers (e.g. to share their offices) on the SYNTEC website; round-tables for small and medium sized Executive Recruitment Consulting companies

Certified Executive Recruitment Consultant

JM reports that the collective trademark “ECSSA-CERC” will be registered by the assigned European Patent Attorney Betten & Resch, Munich, for three categories (16,35 and 41) shortly. The trademark will be protected for all EU countries. Betten & Resch has already made sure that there is no legal conflict with any other similar registered trademark. The Patent Attorney will also prepare the trademark statutes for “ECSSA-CERC”.

JS reported that the certification process has already been introduced in Germany since July. 15 BDU members have been awarded with the certificate up to now.

The certification criteria for owners or employees (consultant) of a BDU member company are as follows:

- five years in executive recruiting,
- three years as a self employed consultant,
- recognized degree or professional qualification or additional five years in management consulting/executive recruitment consulting in lieu of a degree,
- 150 days per annum in active executive recruitment consulting during the three qualifying years over the preceding five years and currently active in executive recruiting and

The certifications process in Germany is described as follows:

- two structured interviews with CERCs (in a transition period until 2010 the applicant can be interviewed by a consultants within a member company)
- three written client references based on a structured questionnaire
- proof of further education (30 hours per year)
- three written interview reports

The certification is free of charge for one consultant from within a BDU-member company. Further CERCs from the same company are charged with € 200 (one-off fee) plus € 50 per year.



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GM reported that the certification process will be introduced in Italy shortly. The certification criteria and the certification process in Italy are described in details in the attached document.

The certification is free of charge up to now. From 2010 certified consultants will be charged with a one-off fee of € 600 whereas it will remain free of charge for new members.

AB reported that his association will start the certification in Spain shortly.

How to apply for financial support from the ESF

MP raised the idea of applying for EU-funds for the financial support of introducing and promoting the CERC europeanwide.

Actions: MP to present details (rights & duties, how to apply...) at the next ECSSA meeting for approval

Action plan 2010

1. ECSSA Website (current PW for the members' area: Brussels)

The pros and cons of the introduction of a database including the vertical specializations and contact details of the national member companies were exchanged. It was agreed to postpone a final decision to the next meeting. Nevertheless, it was agreed to become more active in PR through the website .

Actions: JM will prepare a press release about the introduction of the CERC in German language. DW offered to find somebody to translate the document which will be sent e.g. to relevant publications such as "Search Consultant". Furthermore, it will be published on the ECSSA website.

2. International ECSSA Conference 2010

Considering the current state of business in our industry and potential financial risks of organizing a European conference next year it was agreed to focus more on activities such as the promotion of the CERC and the website development.

3. Attraction of new Members

All agreed that ECSSA would benefit from new member associations.

Actions: MP and JM to exchange information about associations representing the Executive Recruitment industry in non-member countries. Potential new members which seem to assure a high level of professional ethics might be invited to participate in the next ECSSA meeting.



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4. ECSSA Newsletter

The idea of a member newsletter which includes information about ECSSA and its activities was generally accepted. It was discussed to outsource this activity.

Actions: MP to present a proposal at the next meeting.

Current financial Status

The current financial situation of ECSSA is sound. The account balance is € 39.102, 01 per 10th October 2009. Details can be found in the attached document.

Financial Outlook End 2009

JM presented an estimated end-of-year outlook including still unpaid membership fees and the costs for the registration of the collective trademark "ECSSA-Cerc". Details can be found in the attached document

Diary of meetings 2010

The next meeting will take place in Paris. LPRA will host the autumn meeting 2010.

Actions: ED to confirm the date 5th march or 12th march 2010

Succession Plan 2010

DW reported that the new chairmain of ECSSA and the new Secretary General will be elected at the next meeting. He will be prepared to candidate for another chairmanship if this is a common wish.

AOB

It was agreed that the trademark ECSSA shall be registered on a european level as well.

Actions: JM to prepare the registration.

DW raised the question whether member companies of the ECSSA member associations might use the logo of ECSSA. This issue will be discussed more detailed at the next meeting.

signed
David Winterburn
Chairman

Jörg Murmann
Secretary General