



European Confederation of
Search and Selection Associations

Minutes: ECSSA Meeting, 19th/20th March 2009 hosted by REC / AER, UK

The general delegation of ECSSA board members and invited guests met in the evening for a meal hosted by the REC / AER in London

20th March 2009 ECSSA Board Meeting at the REC office in London

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), Derek Smart (DS) (Chairman of AER), Kevin Green (KG) (CEO of REC) and Chris Richards (CR) (Policy Representative of AER)

Official welcome by AER (Host Country)

Derek Smart gave a formal welcome to all present. He also outlined some of the difficulties that we are all facing in the current climate of recession.

Welcome and Formal Matters (David Winterburn – ECSSA President)

DW provided an opening statement outlining the aims and objectives for the day and also extended a special welcome to our new member (Luxembourg) and also to Marleen Smekens of FEDERGON who was in attendance. The minutes of the past meeting in Bonn were read and accepted.

Financial situation

JM presented an overview of our income statement for the financial year 01/01/08 to 01/12/08. The account balance for the end of the year was €38.017,30. DW did highlight that there is still outstanding items that will incur some financial expenditure. The key item here will be the associated costs for the intellectual property surrounding ECSSA CERC.

Action:- ED to investigate

Update:- Certified Executive Recruitment Consultant CERC

JS (Chairman ECSSA CERC) provided an update on this activity which again highlighted the CERC suggested criteria for eligibility. Broadly this is 5 years min. experience in Executive Recruitment. A Degree or similar level qualification. In addition, 5 years minimum in



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Management Consultancy would be acceptable in lieu of Executive Recruitment experience. 1200 hours per annum practising in Executive Recruitment would be anticipated. As a point of information there are 250 CMC's in Germany. JS outlined the exciting plans to drive this forward in Germany with other ECSSA members to follow.

The possibility of getting EU funding (from the European Social Fund) was also discussed, in light of them funding cross border assessors.

Action:- JS to provide interim update of progress against these objectives pre our next Board Meeting in Brussels

Action: - MP+JS to have a conversation on EU funding to find out whether or not it is a feasible route to check/explore

Exchange of experience

All ECSSA countries provided an overview of their current activities, highlights and also a suggested overview of the market conditions within their respective countries. Broadly speaking the following table reflects this agenda point:-

Association	Country	Members	Agencies	Trend	Market Size
Federgon	Belgium	130	TBA	-30/-40	TBA
SYNTEC	France	140	1300	-30/-60	201m euros =t/o of members
BDU	Germany	80 (growing)	2000	-20/-40	1,5b €
ASSORES	Italy	100 (-40)	650 licenced	-50/-60	TBA
LPRA	Luxembourg	18	45	-35/-40	580 M €
BYS	Spain	25	TBA	-50/-60	TBA
AER	UK	50 (growing)		-60	2.5 b €

Future activities of ECSSA 2009/2010

A number of initiatives were discussed to drive our Association of Associations forward. Broadly these included the following:-

- State of the industry Barometer (survey to be conducted)
- Development of ECSSA website – **Action DW**
- Possible conference 2010
- Newsletters to be sent to all members twice yearly minimum
- Share best practice



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Various topical areas of interest

During this agenda point all members embarked on a discussion which covered the following:-

- Relationship with public services
- Post – Lisbon opportunities
- Exclusivity clause code of ethics (AC led on the above with input from member countries providing their views in terms of threats and indeed opportunities.)
- Academic development for Executive Search training (AB provided an update on this within Spain. All present commented on the wonderful work to date and look forward to hearing of future developments)

Action:- AB to provide interim update if appropriate pre-Brussels meeting.

AC led on the above with input from member countries providing their views in terms of threats and indeed opportunities.

Action:- AC to advise by email of any developments and reciprocally all other countries to provide feedback via email.

Presentation by Kevin Green (CEO of REC)

KG provided an illuminating presentation which was well received. MS commented that her own association would like to emulate some of the initiatives currently underway in the UK. KG also commented on how keen the UK was to further develop and support the excellent work and co-operation established within the ECSSA organisation.

Diary of meetings 2009

The next meeting in Brussels to be hosted by FEDERGON has now been confirmed for 15th/16th October. Although our 2010 date and venue has not been agreed, we will endeavour to agree this pre-Brussels if possible.

Action:- JM / DW to approach possible hosts or volunteers to email

AOB

Nothing of an imperative nature was forthcoming.

signed
David Winterburn
Chairman

Jörg Murmann
Secretary General