



European Confederation of
Search and Selection Associations

Minutes: ECSSA Meeting, September 9, 2008 hosted by Bundesverband Deutscher Unternehmensberater BDU e.V., Germany

The Board Meeting was preceded by an official dinner at the restaurant "Olivetto" hosted by BDU.

September 9, 2008 ECSSA Board Meeting at the BDU office in Bonn, Zitelmannstr. 22, D-53113 Bonn

Participants: Ann Cattelain (FEDERGON), Antonio Bravo (BYS), Victor Ernoult (SYNTEC), Gilberto Marchi (ASSORES), Jörg Murmann (BDU), Dr. Joachim Staude (BDU), David Winterburn (AER)

Guests: Marios Paros (LPRA)

Welcome and Formal Matters

Joachim Staude, board member of the hosting association, welcomes all participants of the meeting on behalf of the German Association of Management Consultants BDU e.V.

David Winterburn, Chairman of ECSSA, welcomes all board members and Mr. Marios Paras, member of the Executive Committee of the Luxembourg association LPRA, which has shown some interest in an ECSSA membership. Following David's introduction he gives a short presentation of his professional career and the structure and activities of LPRA.

Subsequent, David reviews the outcomes of the last two years during the presidency of his predecessor Joachim Staude. Furthermore, David gives a view towards future activities during his presidency.

The minutes of the last meeting in Verona were unanimously approved.

European Degree in Recruitment Consulting

It is discussed if a European degree Recruitment Consulting would be valuable for the industry, considering that until now only few recruitment consulting companies offer "career paths" for academics. As the value of such an international degree is evaluated unequally among the attending national associations, it is discussed that it might be more reasonable to pursue this topic on a national level.

David suggest to verify the need for such a degree with a "feasibility study". Ann Cattelain and Marios Paras agree to pick up this topic and to present some further ideas at the next EC

CEN / AFNOR Standard for Recruitment Services

At the last two meetings in Paris and Verona it was agreed that the CEN initiative to set up a European-wide standard for recruitment services will not be supported by ECSSA on a European level.

Etienne Deroure (SYNTEC) reports that for the time being no activities can be observed in this CEN initiative. He agrees to follow up any further development and to report at the next ECSSA meeting if necessary.



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Future Activities of ECSSA

In this context the following topics are discussed:

1. ECSSA Website

It is pointed out that it would be a value added for all member association of ECSSA if ECSSA's website included some information e.g. about the legal situation in the executive recruitment business or the current market situation in each member. Contrary to this the use of the website as a platform for networking opportunities will probably be rather limited.

2. Public Relations

It is a common wish that the public perception of ECSSA and its objectives and activities might be enhanced. In this context it is discussed to publish a quarterly newsletter. This idea will be picked up again at the next meeting. The support of a PR agency is considered rather sceptically.

With regards to the limited financial and personnel resources of ECSSA, David raises the idea that it might be helpful if ECSSA could also fall back on the support of a nominated executive staff member of the respective member association. In general this proposal is welcomed.

With regards to the future format and the timing of ECSSA meetings it is discussed whether the current format (two meetings per year) should be maintained. It is generally agreed that the frequency of meetings is sufficient.

Diary of Meetings 2009

The next ECSSA board meeting will take place on 19./20 March in London. The autumn meeting will take place in Brussels.

signed
David Winterburn
Chairman

Jörg Murmann
Secretary General