



European Confederation of
Search and Selection Associations

Minutes: ECSSA General Assembly, April 4, 2008 in Verona hosted by ASSORES, Italy

A dinner in the Ristorante Maffei, Corso Sant' Anastasia 7 which was hosted by ASSORES preceded the General Assembly on April 4, 2008.

April 4, 2008 ECSSA General Assembly at the Camera di Commercio I.A.A.di Verona, Corso Porta Nuova, Verona

Participants: Ann Cattelain (Director), Antonio Bravo (Director), Victor Ernoult (Director), Gilberto Marchi (ASSORES), Jörg Murmann (Secretary General), Dr. Joachim Staude (President), David Winterburn (Director), Guests: Wim Van Wanrooy (OAWS)

Welcome and formal matters

The meeting is opened at 9:00 hrs

The number of votes is established at 6.

Dr. Joachim Staude, President of ECSSA, welcomes the attending members of the Executive Committee of ECCSA and Mr. Wim Van Wanrooy, member of the board of the Dutch association OAWS, which has shown some interest in an ECSSA membership. Following Mr. Staude's introduction he gives a short presentation of his professional career and the structure and activities of OAWS.

Financial Situation - Annual Financial Status 2007 and Current Situation

Jörg Murmann presents the Income Statement for the year 2007, which has ended with a surplus of € 7.991,46. The Income Statement is unanimously approved by the GA.

Subsequently, Jörg Murmann presents the financial status for end March 2008. He reports that the financial situation of the association is sound. The current balance on the ECSSA account is € 29.176,30.

Update: European Standard for Service Providers

Introduction: The European Commission has recognized the importance of the European standardization system for achieving the single European market in services, of which the principal objective is to break down barriers to trade as well as the improvement of European competitiveness.

In this framework, the CEN (European committee for standardization) has entrusted AFNOR (French association for standardization) with the realization of a feasibility study, the aim of which is to analyze the opportunity to develop a standardization programme concerning recruitment services in Europe (for further information about the EC Programming Mandate M/371: www.cen.eu/go/valuetoservices)

The project concerns the "B to B" recruitment services, covering all the activities concerned by the employment process and the relation between a company and its consultants or service providers, activity usually managed by specialists in charge of



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the interface between a company looking for personnel and candidates looking for a job. The French Standards Association AFNOR is leading this project, in collaboration with the Dutch Standards Institute (NEN).

In this context Etienne Deroure reports on a seminar which took place on 28 January 2008 in Brussels and which was hosted by CEN. On behalf of ECSSA, Ann Cattelain attended the event. On behalf of BDU (Germany) Mr. Christoph Weyrather (Managing Director of BDU) and Mr. Kai Haake (Legal Adviser of BDU) took part in the seminar.

A summary of the seminar is attached to the minutes.

The General Assembly reconfirms its position not to support the initiative actively. Nevertheless, the next steps should be monitored carefully to avoid any unwished outcome. It is recommended that all ECSSA member association should clarify their positions to the proposed European Standard for Service Providers.

Update: Certified Executive Recruiter

Jörg Murmann reports that some members of his association have shown some concern about the chosen title "Certified Executive Recruiters" because this does not reflect that consulting the client in a search project is a substantial part of the business. It is unanimously agreed to change the title from "Certified Executive Recruiter CER" to "Certified Executive Recruitment Consultant CERC".

Subsequent, Jörg Murmann gives a short summary of the current status of the initiative and of the progress of the implementation of the certification process in Germany.

A summary of the presentation is attached to the minutes.

All agree that at the next meeting this important issue has to be discussed to a larger extend to learn more about the ideas of each national member association of how to implement and introduce the certificate in the respective countries.

National Degree in Recruitment Consulting

The idea aims at harmonizing/introducing national degrees in Recruitment Consulting in several ECSSA member countries. For this purpose, each member country agrees to prepare a summary on universities which provide courses of studies for recruitment consultants. These summaries might become the basis for a further discussion of the topic at the next ECSSA meeting.

In this context Ann Cattelain reports on several university programs in Belgium which are focussed on the profiles of qualification of recruitment consultants.

A summary of her presentation is attached to the minutes.

Antonio Bravo summarizes the situation in Spain.

A summary of his presentation is attached to the minutes.



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ECSSA Annual Conference 2008

Jean-Francois Roquet from Syntec whose concept of a two day conference in Monte Carlo in late summer 2008 was generally accepted and welcomed at the last ECSSA meeting in Barcelona has notified the Executive Committee of ECSSA that he has to withdraw from the project due to certain circumstances.

The following discussion reveals that for the time being ECSSA has no executive power to prepare and organize a conference of this dimension. Nevertheless, the project should be pursued and be put on the agenda of the next meeting.

Election of Directors

Jörg Murmann raises the point that according to Article 13.1 of the ECSSA Statutes the board of directors is limited to a maximum number of five members (four Directors plus the President). Ann Cattelain reports that according to Belgian law (note: ECSSA is a Federation which was founded under Belgian law) the maximum number of directors must be lower than the number of member associations.

Considering the current number of member associations which amounts to six Joachim Staude offers not to formally candidate for a position as Director of ECSSA. Nevertheless, he offers to maintain close contact to the executive board of ECSSA and to actively support future initiatives.

The following persons are proposed as new directors:

Antonio Bravo (BYS, Spain),
Ann Cattelain (FEDERGON, Belgium),
Etienne Deroure (SYNTEC, France) and
Gilberto Marchi (ASSORES, Italy).

All directors are elected unanimously.

Presidential Election

At the last meeting Joachim Staude has informed the executive board he will not run for a new candidacy. Jean-Francois Roquet who has expressed his interest to become the next ECSSA president has officially informed the current president that he finally has decided not to run for the office.

Joachim Staude proposes David Winterburn as his successor. No other representatives from member associations agree to candidates.

David Winterburn agrees to candidacy and is elected with an unanimous vote.



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Election of the Secretary General

It is also a common wish that Jörg Murmann should extend his mandate as Secretary General of ECSSA for another two years. The new President David Winterburn explicitly supports this proposal.

Jörg Murmann agrees to candidacy and is elected with an unanimous vote.

Action Plan and Diary of Meetings

Jörg Murmann introduces the idea of a meeting of the Secretaries General of the respective member associations. Such a meeting could e.g. be an excellent opportunity to exchange views on association management and to learn more about the specific activities of the different associations.

Furthermore, the idea that ECSSA might become an efficient networking platform for national member companies is discussed. Both proposals will be discussed at the next meeting more comprehensively.

The next meeting will be hosted by BDU and will take place in Bonn on 9th September 2008

signed
David Winterburn
President

Jörg Murmann
Secretary General