



European Confederation of  
Search and Selection Associations

## **Minutes: ECSSA Board Meeting, October 20, 2007 in Barcelona hosted by BYSS Asociación Española de Empresas de Búsqueda y Selección de Personal**

The Board Meeting was preceded by an official dinner at the "Circulo Ecuestre" hosted by BYSS.

### **October 20, 2007 ECSSA Board Meeting at the Hotel Turó de Vilana, Vilana 7, Barcelona**

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

Guests: Esther Casademont (President of BYSS), Elena Ruiz (BYSS), Juan Rosé Planes (BYSS), Etienne Deroure (SYNTEC) and Jean-Francois Roquet (SYNTEC)

#### **Welcome**

Esther Casademont, who was elected the new President of BYSS, welcomes all participants. Furthermore, she reports on several recent activities of her association.

Dr. Joachim Staude, President of ECSSA, welcomes all board members and guests. He asks all attending ECSSA Directors to bear in mind that it was agreed in the ExCo that either the President or the Secretary General should be given notice if any other person exclusive of the ExCo members wants to participate in the official board members. This rule does not apply to representatives of the association which hosts the respective meeting.

The minutes of the last meeting in Paris were approved.

Ann Cattelain reports that the President of FEDERGON, Jean-Marc Benker, has left his company Robert Walters. According to the statutes of FEDERGON new elections have taken place. Annemie Verschete-Vervaeke (Konvert Interim) has been elected the new President of the association.

#### **National Degree in Recruitment Consulting**

It is reported that various programs are already implemented and executed in Italy (two university degrees in "Master of Executive Search" and a degree awarded by ASSORES), UK (one degree in Recruitment) and Spain.

The value of such a degree for a recruitment company is evaluated unequally among the ECSSA Directors.

Ann Cattelain agrees to prepare a summary of the current situation in each ECSSA member country. ECSSA member associations are asked to provide Ann with relevant information asap.



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### **Update: European Standard for Service Providers**

At the last meeting in Paris a decision was taken not to support the CEN initiative to set up a European-wide standard for service providers actively.

Again it shows that the majority of ECSSA members does not see the value and necessity of a standard for the Search & Selection industry and therefore – except SYNTEC - refuses to conduct a survey on behalf of the French certification institute AFNOR.

Victor Ernoult agrees to continue to monitor the development of the CEN initiative and to report on important decisions. Furthermore, Victor Ernoult gets the mandate to officially speak on behalf of ECSSA in this context.

### **Certified Executive Recruiter**

One year ago the idea of a certification for Executive Recruiters was presented at the board meeting in London. The certification rules and the procedures are comparable to the awarding of the Certified Management Consultant CMC by the International Council of Management Consulting Institutes (ICMCI). ICMCI is the global association of national management consulting institutes from around the world. These national institutes administer the international "CMC" certification Certified Management Consultant.

Jörg Murmann presents a detailed concept for the Certified Executive Recruiter "CER" (see attachment). The general concept is unanimously approved. The following decisions were taken:

- The Executive Board of ECSSA agrees to launch ECSSA-CER, a special committee of ECSSA which will act as the international certifying body (...comparable to ICMCI)
- The Bylaws of ECSSA-CER are approved unanimously (see attachment)
- The ECSSA-CER Code of Practice is approved unanimously (see attachment)
- The Minimum Requirements for CERs are approved unanimously (see attachment)
- The Recommendations for the Qualification Process are approved unanimously (see attachment)
- The trademark "CER" has to be officially registered

Now it will be up to the national member associations to decide whether they want to introduce the CER in their respective countries or not. If a decision in favour of the national implementation of the title is taken the respective association has

- to determine the specific rules for the award procedure in the country and
- to apply for an ECSSA-CER membership.

### **Diary of Meetings 2008**

The next ECSSA board meeting will take place on 17./18 April 2008 in Verona and will be hosted by ASSORES.

signed  
Dr. Joachim Staude  
President

Jörg Murmann  
Secretary General