



European Confederation of  
Search and Selection Associations

## **Minutes: ECSSA Board Meeting, April 20, 2007 in Paris hosted by SYNTEC**

A dinner in the historic Palais du Luxembourg which was hosted by the French member association SYNTEC preceded the official Board Meeting on April 20, 2007.

### **April 20, 2007 ECSSA Board Meeting at the SYNTEC office, 3 rue Léon Bonnat, Paris**

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

Guests: Maryvonne Labeille (SYNTEC), Catherine de Verdière (SYNTEC), Jean-Francois Roquet (SYNTEC), Jean-Paul Bette (SYNTEC), Sam Khachab (AFNOR),

#### **Welcome**

Maryvonne Labeille, who was elected the new President of SYNTEC Recruitment welcomes all participants and reports on several activities within this department of the umbrella organisation SYNTEC.

Dr. Joachim Staude, President of ECSSA, welcomes all board members and guests. Especially, he welcomes Gilberto Marchi from the Italian member association ASSORRES, who will be the official representative from this association from now.

The minutes of the last meeting in London were approved.

#### **Current and future issues**

Jörg Murmann reports that the financial situation of the association is sound. The current balance on the ECSSA account is € 21,185 not yet including membership fees for 2007.

Dr. Joachim Staude alludes to some important issues which currently affect the recruiting business such as:

- anti-discrimination legislation
- diversity and the
- lack of qualified candidates

Furthermore he gives a brief outlook to some possible future activities of ECSSA such as a common market survey or a certification for Executive Recruiters.



European Confederation of  
Search and Selection Associations

### **Enlargement of ECSSA**

Jörg Murmann reports that he is in contact with two associations representing the S&S industry in Poland and in Russia which are both interested in ECSSA activities. Unfortunately both seem not to be prepared to become new ECSSA members in the near future because their activities are still focussed on their national markets.

Victor Ernoult report on a Swedish association called ESK. Jörg Murmann is asked to find out more about this association.

Note: ESK ([www.esk.se](http://www.esk.se)) the Swedish Association of Executive Search Consultants was founded in 1988 and is a professional association for individuals (not for companies).

Ann Cattelain reports that she will have a meeting with OAWS from the Netherlands to learn more about their expectations towards ECSSA and to discuss a future membership of the Dutch association.

David Winterburn recommends to develop an action plan how to attract new members including a detailed research on the situation in the main European countries. Jörg Murmann agrees to prepare a list with associations representing the Search & Selection industry in Europe.

It is also agreed that if one day ECSSA allows for an associate membership a reduced membership fee has to be paid by the associate member association. Victor Ernoult reports that the Moroccan association might be interested in this. Victor Ernoult will give them notice that they will be invited to one of the next ECSSA board meetings.

Gilberto Marchi reports that in some Eastern European countries it is common practice to accept a placement fee from the candidates. This seems to be in contradiction to the existing business ethics of ECSSA. Therefore, ECSSA should be very careful with its activities towards associations in these countries. Ann Cattelain offers to investigate if this obviously common practice is in line with the ILO Convention.

### **European Fluidity and European Sourcing**

Catherine de Verdière head of the respective committee in SYNTEC introduces an initiative which deals with possible activities to handle the shortage of qualified candidates. Catherine encourages the other ECSSA member associations to deal with the same questions. Maybe a "European solution" might be found in one of the next ECSSA meetings. Gilberto Marchi raises the question if such a "European project" might be financed partially by EU funds. SYNTEC is asked to investigate in this possibility.

### **ECSSA Conference in 2008**

Maryvonne Labeille introduces the idea of a common conference in 2008. The idea is generally welcomed. It is agreed that Jean-Francois Roquet from SYNTEC should set up a task force for the organisation of a conference in autumn 2008. Furthermore he is asked to present a more detailed concept (e.g. location, topics, speakers, marketing, costs, break-even) at the next ECSSA board meeting.



European Confederation of  
Search and Selection Associations

### **European Standard for Recruitment Services**

Sam Khachab from AFNOR introduces a project which deals with the feasibility of a European standard for recruitment services. The draft questionnaire which will be the basis for the research of the feasibility and of the demand for such a standard will be sent to all ECSSA member associations shortly. All member associations agreed to have a look at the questionnaire and to give their feedback to Mr. Khachab.

### **The current Situation in S&S in Europe**

Jean-Paul Bette, head of the prospective committee in SYNTEC, reports on the current market situation in S&S in France. In a round-table discussion the representatives from the other member countries give their views on the current national situations.

It was suggested to set up a European Climate Index for the S&S industry based on the already existing system in Belgium and Germany. Jörg Murmann is asked to make a proposal how this could be done on a European level.

All member associations agreed to provide Jörg Murmann with information about their national market research activities until the next meeting.

### **Diversity and Anti-Discrimination**

Catherine de Verdière reports on the current status of the anti-discrimination discussion in France.

### **International Certification for Executive Recruiters**

Jörg Murmann presents a comprehensive concept for an international certification for executive recruiters. It is decided to go further on the basis of his proposal. A special task force should be set up to work out a detailed framework for the certification. David Winterburn offers that someone from AER, which already has some experience in such issues, might participate in this task force. A detailed concept will be presented at the next ECSSA meeting for approval.

### **International Norm for Services**

Jörg Murmann reports that an international norm for service providers (TF 181) has to be approved until July 2007. Later this international norm will be implemented in the different European countries through the respective certification bodies (e.g. DIN for Germany). The norm deals with quality and price standards and will affect the relationship between clients and service providers (in general).

### **Date Next Meeting**

The next meeting will be hosted by BYS and take place in Barcelona on October 19, 2007.

signed  
Dr. Joachim Staude  
President

Jörg Murmann  
Secretary General