



European Confederation of
Search and Selection Associations

Minutes: ECSSA Board Meeting, October 12, 2006 in London hosted by AER

The Board Meeting which took place on October 12 was preceded by an official dinner hosted by AER/REC.

October 12, 2006 ECSSA Board Meeting at the REC office, 15 Welbeck Street, London

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

Guests: Catherine Bennett (Daily Telegraph), Marcia Roberts (REC) and Paul Harper (AER),

Welcome

Dr. Joachim Staude, President of ECSSA, welcomes all board members and guests. He points out that now that ECSSA has finished the formal process of registration it will be an important objective for the next years to extend its activities and to raise the number of member associations.

Presentation of AER

Paul Harper, Chairman of AER gives a presentation on the UK Search & Selection market and the objectives, structure and activities of the Association of Executive Recruiters AER.

Presentation of REC

Marcia Roberts, CEO of REC, gives a presentation on various legislative and lobbying issues related to the employment industry and on the different REC services.

Master Programme in European HR Management

Ann Cattelain, Director of FEDERGON, reports on a Master Programme in European HR-Management. The other participants refer to similar programmes in their particular country (e.g. Milan (Italy), Barcelona (Spain)).

All participants commit themselves to send information on specific national university programmes on trainings for Search & Selection consultants to the Secretary General Jörg Murmann (mu@bdu.de) in due course.



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International Certification for Search & Selection Consultants

Jörg Murmann introduces the idea of an international certification for Search & Selection Consultants. This proposal is abutted to the already existing certification for management consultants CMC (Certified Management Consultant) (for more information see www.icmci.org).

According to the proposal ECSSA would take the place of the European body (= International Council of Search & Selection Institutes ICSSI) comparable to ICMCI. The national member associations of ECSSA would take the place of the national certifying bodies (= member institute). These member institutes would be entitled to award the owners or employees of their member companies the title "Certified Search & Selection Consultant CSSC" (working title)

The following discussion shows that there is strong interest to follow up the matter. It is agreed that more details about how the certification process could be organized should be presented at the next ECSSA meeting.

Daily Telegraph presentation on Euroexecutive

Catherine Bennett from the Daily Telegraph, Britain's best-selling quality daily newspaper, presents a special advertizing package for senior-level vacancies. This proposal offers the ability to search for senior-level talents across Europe's leading economies through advertizing packages in three of the continent's leading newspapers (Daily Telegraph, Le Figaro and FAZ). For more information see www.telegraph.co.uk/pressoffice/graphics/advertising/euroexec2006.pdf.

Various

Website: Jörg Murmann reports on the latest website development. A password protected area has been introduced a couple of weeks ago including confidential information and documents such as the statutes or the minutes. Jörg Murmann proposes to include additional information on activities of the national member associations such as a diary of meetings, market reports or press releases in the EXCCA website.

European Market Survey: The fact that only two member associations could provide ECSSA with figures about their national Search & Selection markets shows that for the time being ECSSA is not prepared to conduct and publish a europeanwide market survey. It is agreed to try a new approach next year.

Financial Situation: The financial situation is sound. The current account balance is €21,522

Date next meeting: The next meeting will take place on 20 April 2007 in Paris.

signed
Dr. Joachim Staude
President

Jörg Murmann
Secretary General