



European Confederation of  
Search and Selection Associations

## **Minutes: ECSSA General Assembly, April 28, 2006 in Brussels hosted by FEDERGON Recruitment, Search & Selection**

The General Assembly on April 28 was preceded by an official dinner hosted by FEDERGON.

### **April 28, 2006 ECSSA General Assembly (GA) at the FEDERGON office, Avenue du Port 86C, B - 1000 Brussels**

Participants: Ann Cattelain (FEDERGON), Jean-Marc Benker (FEDERGON), Robert Brodsky (FEDERGON), Antonio Bravo (BYS), Victor Ernoult (SYNTEC), Jörg Murmann (BDU), Dr. Joachim Staude (BDU), David Winterburn (AER). Excused: Gilberto Marchi (ASSORES)

### **Welcome**

Apologies for the dinner and the meeting were received by Gilberto Marchi, who has recently resigned from the board of ASSORES and therefore cannot attend the GA. ECSSA is informed that another official representative from the board of ASSORES will attend the next meeting which will take place in autumn 2006.

The meeting is opened at 9:00 hrs

The number of votes is established at 5.

Dr. Joachim Staude, President of ECSSA, welcomes all participants

### **Financial Situation**

Jörg Murmann, Secretary General of ECSSA, presents the Income Statement for the year 2005, which has ended with a surplus of €6,087.90. The Income Statement is unanimously approved by the GA.

Subsequently, Jörg Murmann presents the financial status for end April 2006 which includes the membership and admission fees for 2005 of France and UK which have been paid in 2006. It is decided to transfer the current cash in banks to a saving account or a fixed deposit account.

Jörg Murmann raises the issue that according to Article 16.5 of the ECSSA Statutes the books and accounts shall be examined at least once a year by an auditor. As the current financial transactions of ECSSA are very few, the GA decides for the time being to dispense with an auditor until another decision is taken.



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## **Election of Directors**

Jörg Murmann raises the point that according to Article 13.1 the board of directors is limited to a maximum number of five members (note: four Directors and the President). Considering the current number of member associations which is six and considering the fact that this number can probably be increased within the next few years, not all member associations can be represented in the ECSSA board according to the statutes. Ann Cattelain points out 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.

It is decided not to change Article 13.1 against this background.

The GA agrees to elect four directors (note: the President is automatically a member of the board of Directors) which is the maximum number of directors to be elected according to the statutes. As the situation with ASSORES is not clear at the moment the following persons are proposed as new directors:

Jean-Marc Benker (FEDERGON, Belgium),  
Antonio Bravo (BYS, Spain),  
Victor Ernoult (SYNTEC, France) and  
David Winterburn (AER, UK).

All directors are elected unanimously.

Jörg Murmann reports that Feaco, the European Federation of Management Consultancies Associations, an association according to Belgian law which is also located in Brussels has contracted an insurance for its directors. As it is not clear what this insurance includes, Jörg Murmann agrees to investigate in that and to report at the next board meeting.

## **Presidential Election**

The current President, Dr. Joachim Staude raises the discussion who might be possible candidates for the election of the next President. It is a common wish that Dr. Joachim Staude should extend his presidency for another period of two years because everybody appreciates his work during the last two years.

Dr. Joachim Staude agrees to candidacy and is elected with an unanimous vote.

## **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.

Jörg Murmann is also elected with an unanimous vote.



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## Action Plan 2006

The extension of the ECSSA website and the conduction of a survey of the European Search & Selection market are defined as the most important activities for the year 2006.

Jörg Murmann presents the results of a detailed market survey on the "Search & Selection Industry in Germany 2005"

It is agreed to collect at least a minimum of key figures from each member country such as total market turnover 2005, market growth 2005, number of Search & Selection companies, number of S&S consultants, number of S&S assignments, list of the Top-20 companies, turnover split by fields of activity, turnover split by search method, area of search or duration of search, turnover split by client industries, fee models and outlook for 2006.

Jörg Murmann agrees to develop a questionnaire for the member associations.

Concerning the ECSSA website it is agreed that

- BYS and REC will provide ECSSA with their association's profiles,
- all member associations (besides FEDERGON and BDU) will provide ECSSA with information on the legal framework in their country within the next few weeks

Jörg Murmann will extend the website with a password protected area which will only be accesible for members including e.g. minutes or agendas of the board meetings or GA.

## AFNOR proposal to the European Committee

A summary of the AFNOR proposal was sent to all ECSSA members in advance of the General Assembly. The Pros and Cons of such a certification for Search & Selection companies are discussed in details. As the majority is rather sceptical about the benefits of this type of certification and as there is no need in each of the represented countries to implement additional quality standards to their already existing codes of professional conduct it is decided that ECSSA is not going to support this initiative at this stage.

signed  
Dr. Joachim Staude  
President

Jörg Murmann  
Secretary General