



European Confederation of
Search and Selection Associations

Minutes: ECSSA Meeting, October 20-21, 2005 in Bonn hosted by Bundesverband Deutscher Unternehmensberater BDU e.V.

The formal meeting on October 21 was preceded by a dinner hosted by BDU represented by Dr. Joachim Staude (Board member), Jörg Murmann (Deputy Managing Director), Dr. Wolfgang Lichius (Vice President Kienbaum Consultants International and head of BDU-working group Search & Selection) and Dr. Wolfgang Gawlitta (Managing Director of dr. gawlitta (BDU) and member of BDU-working group Search & Selection). Furthermore, the dinner was attended by Ann Cattelain (FEDERGON, Belgium), Antonio Bravo (BYS, Spain), Victor Ernoult (SYNTEC, France) and David Winterburn (REC, UK).

October 21, 2005 ECSSA Meeting at the BDU Office, Zitelmannstrasse 22, D-53113 Bonn

Participants: Ann Cattelain, Antonio Bravo, Victor Ernoult, Jörg Murmann, Dr. Joachim Staude, David Winterburn. Excused: Fulvio Ferin

Welcome

Joachim Staude welcomes all participants

Apologies for the dinner and the meeting were received by Fulvio Ferin, who has recently resigned from the board of ASSORES. Fulvio Ferin has officially informed ECSSA that he will change places in the ECSSA board with the new ASSORES President Giovanni Oriani (giovanni.oriani@suppothr.com) who will be in charge of all issues related to ECSSA in the future.

Approval of the last minutes

The minutes of the last meeting in Verona were approved.

Introduction of new guests

Not applicable as no guests attended the meeting.

It is decided to invite a representative of the national search & selection associations of the Netherlands, Poland, Russia and Portugal (if the association is already prepared) to the next meeting to become acquainted with the activities of ECSSA. Their participation will be limited to the dinner and the first part of the subsequent board meeting until the coffee break. Ann Cattelain will be in charge of contacting OAWS (Netherlands). Jörg Murmann will contact the association of Poland, Russia and Portugal in due time.



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ECSSA Registration – State of affairs

Joachim Staude thanks Ann Cattelain again for her activities in connection with the official registration of ECSSA in Belgium.

Ann Cattelain reports that the registration is now completed. It is agreed that the official address of ECSSA (Avenue du Port 86 C box 302, B-000 Brussels) remains in Belgium. The foundation charter is attached to the minutes.

Jörg Murmann has opened a bank account with Sparkasse KoelnBonn, Hahnenstraße 57, D-50667 Cologne, IBAN DE64 3805 0000 1937 0130 58, SWIFT Key / BIC: BONSDE33.

Invoices for the admission fee and the annual membership fee 2005 are distributed among the attendants. The invoice for ASSORES will be sent to Giovanni Oriani. All members are requested to remit the money to the ECSSA account within the next few weeks. It is agreed to dispatch the invoices for 2006 in May 2006.

ECSSA Website – State of affairs and next steps

Jörg Murmann reports that the ECSSA Website (www.ecssa.org) includes information about:

- The Federation (objectives, professional standards),
- Members (membership criteria, member list [association profiles and contact details]) and
- Latest Federation News

In order to complete the included information it is agreed that

- BYS and REC will provide ECSSA with their association's profiles,
- all member associations will provide ECSSA with information on their national Search & Selection markets (key figures) and
- all member associations (besides FEDERGON) 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 accessible for members.

Co-operation between private Search & Selection consultants and the Public Employment Services (PES)

Dr. Marianne Krauels-Geiger, Central Placement Office (ZAV) (maria-gabriele.krauels-geiger@arbeitsagentur.de) introduces the idea of a co-operation between private Search & Selection consultants and the Public Employment Services.

Informative literature is attached to the minutes



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Activities of member associations 2005/2006

Spain:

Recent activities: Organisation of two Conferences, enhancement of the website, attraction of new members, implementation of a CV-Database, completion of skeleton contracts (job-boards and S&S software)

Market: Uncertainty about the market situation 2006, average decline of the market of 10% in 2005, growing demand for contingency fees without exclusivity.

Germany:

Recent activities: see attachment

Market: Expected growth of plus 10% for 2006, average growth of 15.8% in 2005, 2/3 of the search projects either for international clients and/or with a search focus abroad,

France

Recent activities: Annual 3-days seminar for member companies, awarding of a best-practice in HR (Syntec together with Le Monde), annual farewell party for members, regular meetings with well known universities.

Belgium:

Recent activities: PR campaign to communicate the benefit of working together with consultants, publication of a market report for the three regions in Belgium.

Market: stable situation, large companies are doing better than smaller, no large differentiation between placement agencies/temporary placement agencies and Search & Selection companies.

UK:

Recent activities (of AER, the head organisation of REC): Organisation of a conference for members, launch of several standards (e.g. audit), training courses, several skeleton contracts.

ECSSA Study on the European Search & Selection market

Jörg Murmann introduces the idea of an annual ECSSA market report including relevant information on the S&S markets in all member countries including key figures about the:

- market size,
- average growth rates (by size of company),
- number of S&S companies and S&S consultants,
- Top 10 Companies ranked by turnover,
- market composition by practice areas
- market composition by client industries

and relevant trends in the Search & Selection industry

The following discussion shows that for the time being not all member associations are prepared to conduct an extensive survey like e.g. the annual Feaco survey. Nevertheless, all agree that such a survey might become an excellent communication tool for ECSSA. Jörg Murmann is asked to prepare a draft questionnaire which will be sent to all member associations for their comments.



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AFNOR proposal to the European Committee

Victor Ernoult presents the proposal of AFNOR (for information about AFNOR see <http://www.afnor.fr/portail.asp?Lang=English>) to the European Committee concerning a European study on norms and on certification feasibility on a European level.

Victor Ernoult agrees to provide all ECSSA members with more detailed information by eMail shortly after the meeting.

In general a certain scepticism can be observed that ECSSA or a national member association should support this initiative at this state of affairs. It is suggested to invite a representative of the European Commission to the next ECSSA meeting to learn more about the implementations.

Action Plan and Budget 2006

Jörg Murmann presents some ideas concerning possible activities in 2006. The slides are attached to the minutes.

The discussion will be picked up again at the next meeting

Diary of meetings 2006

Ann Cattelain, FEDERGON, offers to host the next meeting which will take place on April 28, 2006 in Brussels. It is agreed to invite a representative of AESC (Jörg Murmann will be in charge of this) and CIETT (Ann Cattelain will be in charge of this) to the meeting.

signed
Dr. Joachim Staude
Chairman

Jörg Murmann
Secretary General