



European Confederation of
Search and Selection Associations

Minutes: ECSSA Meeting, 01 – 02 July 2004 in Paris hosted by SYNTEC Recrutement

The formal meeting on 02 July was preceded by a dinner the evening before hosted by SYNTEC Recrutement represented by Jean-Francois Roquet (President), Victor Ernoult and Alain Nervet (Vize Presidents) and Benedicte Michon (Secretary General). Furthermore, the dinner was attended by Fulvio Ferin (Assores, Italy), Dr. Joachim Staude and Jörg Murmann (BDU, Germany) Antonio Bravo (BYS, Spain) and Tom Hadley (REC, UK).

02 July 2004 ECSSA Meeting at the SYNTEC Office, 3, Rue Léon Bonnat

Welcome

Jean-Francois Roquet, President of SYNTEC Recrutement welcomes all participants and gives a short presentation of the structure and activities of his association.

Victor Ernoult gives an update on recent decisions and activities concerning ECSSA since the last meeting which took place in February in Bonn. He reconfirms the wish of the founding members of ECSSA - ASSORES, BDU and SYNTEC - to set up a strong European confederation representing the search & selection industry on an international platform.

Apologies for the dinner and the meeting were received by the President of OAWS (www.oaws.nl), Dr. Paul Nobelen.

Approval of the last minutes

Shortly after the meeting in Bonn it was agreed that the name of the new confederation will be ECSSA instead of ECSS. Therefore, the minutes have to be corrected with respect to this abbreviation. The rest of the minutes is approved.

Introduction of new participants

Antonio Bravo (President of BYSS) introduces himself, his company and the Spanish Search & Selection association, BYSS (Asociación Española de Empresas de Búsqueda y Selección de Personal) and expresses his interest to join ECSSA. Information about BYSS can be found in the attached document.

Ann Cattelain (Director of FEDERGON Recruitment, Search & Selection (RSS)) introduces herself and the organizational structure of FEDERGON Recruitment, Search & Selection (<http://www.federgon.be/recruitment/fr/index.htm>). FEDERGON is also interested to become a member of ECSSA. A decision will be taken until the next meeting.



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Tom Hadley (Head of External Relations, REC) introduces himself and the structure of REC which is the Recruitment & Employment Confederation (<http://www.rec.uk.com/rec/home/index.aspx>) in the UK. An internal decision about the ECSSA membership will also be taken shortly after the Paris meeting

Commitment of the founding members, France, Germany and Italy

Dr. Joachim Staude, elected Chairman of ECSSA and Vice President of BDU briefly presents the history of ECSSA. Since 2002 representatives from seven different european associations representing the search & selection industry have met in Paris, Brussels and London. Finally, ASSORES, BDU and SYNTEC agreed to found a European confederation called ECSSA on their last meeting in Bonn. Dr. Staude reports that Jörg Murmann was elected the first Secretary General of ECSSA. Jörg Murmann will have the responsibility to co-ordinate the different ECSSA projects and the daily work. Jörg Murmann points out that he will not be able to spend a substantial part of his time for ECSSA matters and underlines that at that stage most of the work has to be done on a project basis by the different member associations of ECSSA.

The objectives and the approved statutes are presented (attached to the minutes). The initiative and the proposed way of proceeding are welcomed by all participants.

All attendees of the meeting agree on the following membership and admission fees.

Annual membership fee: € 750 for associations with less than 25 members in their search & selection division and € 1.500 for associations with more than 25 members in their search & selection division

Admission fee: € 500 for associations with less than 25 members in their search & selection division and € 1.000 for associations with more than 25 members in their search & selection division

Action Plan

Jörg Murmann, Secretary General of ECSSA and Deputy Managing Director of BDU presents a proposal for an action plan 2004/2005 which includes the following topics:

- Definition of membership criteria and a professional code of conduct which are a precondition for an official registration of ECSSA (*Fulvio and Jörg will make a draft until the next meeting*)
- Start of an official website of ECSSA (www.ecssa.org) which will become the most important communication tool for the confederation to promote its ideas and activities for the next few months (*Jörg will present a draft at the next meeting*)
- Identification and monitoring of possible legal developments on a european level which might influence the search & selection industry especially on a national level and co-ordination of activities e.g. with CIETT or AESC (*will be discussed in detail on the next meeting*)
- Vice versa promotion of the association's (contact) details and the membership information of all members associations of ECSSA on their websites (an example of the agreed structure of this information is attached to the minutes)



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As the promotion of networking between the member companies of the ECSSA member associations is of the main objectives of the federation, a joint meeting or a joint conference between these member companies will be discussed again once ECSSA has settled.

Exclusive information for national members of ECSSA member associations

It is agreed that some information about the legal framework in the search & selection industry and about the market situation in the respective ECSSA member countries will be provided to the national member companies as a valuable and exclusive benefit. Jörg Murmann presents a possible schedule for this information (attached). Comments are welcomed until the next meeting.

Relations to other Associations

Marc Lamy, Boyden (France) and Board member of Syntec and AESC is unable to attend the meeting. Therefore, this topic is postponed to one of the next meetings

Budget and next steps

A budget will be presented and approved at the next meeting (*Jörg Murmann will draft a proposal for the budget 2005*)

In order to be recognized as the representation and spokesman of the search & selection industry on a European level it will be essential for ECSSA to have a certain number of member associations. A precondition for an official registration as an association would be the commitment of further associations to become a member of ECSSA. BYS, FEDERGON and REC will decide shortly on this issue.

Next Meeting

The next meeting will take place in Barcelona on 25./26. November hosted by BYS

signed
Dr. Joachim Staude
Chairman

Jörg Murmann
Secretary General