



European Confederation of
Search and Selection Associations

Minutes: ECSSA Meeting, 27 February in Bonn hosted by BDU e.V.

The formal meeting on 27 February was preceded by a dinner the evening before hosted by BDU which was represented by Mr. Rémi Redly, BDU President and Feaco Chairman and Jörg Murmann, Deputy Managing Director of BDU and Secretary General of Feaco. Furthermore, the dinner was attended by Fulvio Ferin from Assores, Italy and Victor Ernoult from Syntec, France.

27 February 2004 ECSSA Meeting at the BDU Office, Zitelmannstr. 22

Apologies for the dinner and the meeting were received from Belgium, Netherlands, Spain and the UK.

TOP 1: Open Meeting & Approval of Agenda

Victor Ernoult, Syntec, chairs the meeting and welcomes the participants. He thanks Dr. Joachim Staude and Jörg Murmann for hosting the meeting.

The attending associations reconfirm their interest and will to set up a European body representing the Recruitment and Search & Selection industry.

Fulvio Ferin, Assores, underlines his wish to end the meeting with an official commitment of the attending associations.

Since the situation with the non attending associations from Belgium, Netherlands, Spain and UK is not clear the respective board members will be approached again to find out whether these association are still willing to join and to find out who will be the official representative in the new confederation.

Victor Ernoult will give a phone call to Bob Garton, Jörg Murmann from BDU will contact AOWS and Federgon.

The agenda was approved.

TOP 2: Approval of Minutes, 8 November 2003

- 1.0 The initiative of the UK association to create a lexicon for recruitment terminology is welcomed.
The results might e.g. be helpful for Public Relation activities of the new european federation (website, publications)
- 1.0 In the last but one paragraph it should obviously read "CIETT" instead of "CIPD"
- 1.2 It is unclear what was meant with paragraph "The group needs to find out ..."
- 2.0 It should read "Assores" instead of "Asorus"
- 3.0 It should read "Syntec" instead of "Sintac"



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9.0 Victor Ernoult and Fulvio Ferin remarked that the conclusions do not reflect the outcome of the discussion in their view and that the order does not reflect the importance of the mentioned activities/goals.

The rest of the minutes was approved.

TOP 3: New Representatives

This point was not covered because none of the mentioned associations are able to attend the meeting.

TOP 4: Action Plan 2004 (Objectives and Activities)

The attending associations agree on the following **Mission Statement**:

“The primary purpose of the ECSSA, the European Confederation of Search & Selection Associations, is to

- develop the Recruitment and Search & Selection industry on a European Level by professional ethics and standards
- become a dynamic forum for networking and exchange of information and views between members
- promote the interests of the Recruitment and Search & Selection industry with different European organizations”

The attending associations, Assores, BDU and Syntec officially agree to found a new European body with these objectives called ECSSA. Hereby, the order of the above mentioned objectives reflects the relevance of each objective for the next time.

Organizational Structure:

It is agreed that for the moment the secretariat is provided by the respective member association who hosts the next meeting (tasks: coordination and the organization of the meeting, invitation and minutes). Once the new Federation has settled it will be decided if a paid part time secretariat will be hired or provided by one of the member associations.

Actions:

The fulfil the objectives the members of the new federation agree on the following actions:

1. Networking opportunities for member companies of the national associations

Each member association will promote the other member associations, their objectives and actions on the association’s website. Furthermore, a password restricted area (only accessible for the member associations and their member companies) will be set up on the respective websites to enable member companies to network with members of other associations.



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2. Official Commitment

An official commitment signed by the founding members of ECSSA will be drafted including:

- the objectives,
- conditions for membership and
- the membership fees.

The final version of this document will be available and signed by the founding members until the next meeting. This document will be send to the other welcomed association from Belgium, Netherlands, Spain and the UK.

Jörg Murmann will make a first draft and send it to Fulvio Ferin.

3. Promotion of the new Federation

The new Federation ECSSA and its objectives will be introduced on each of the member´s website. Jörg Murmann will make a draft of the structure of the relevant information.

4. Detailed Information about the legal and market situation in each member country

A major benefit for the member companies of the member associations of ECSSA might be to have access to detailed information about the legal and market situation of the Recruitment and Search & Selection industry in other countries. This information will be available on a password restricted area of each website of the member associations of ECSSA.

Jörg Murmann will draft a template for the structure and sent it to the other members.

TOP 5: Budget

A budget will be set up at the next meeting based on the federation´s income from membership fees. The membership fee structure will be part of the written commitment which will be signed by the founding members Assores, BDU and Syntec until the next meeting.

TOP 6: Next Meeting

The next meeting will take place on 2 July 2004 in Paris, starting with a dinner on 1 July.

Until a final decision in one of the next meetings, Dr. Joachim Staude from BDU is asked to chair the new federation. Dr. Staude accepts this decision but again confirms that the BDU Board has decided that the association will be represented by the Deputy Managing Director of BDU, Jörg Murmann, who is the current Feaco Chairman and, therefore, has a good experience in the management of a European Federation.