

ECSSA

European Confederation of Search and Selection Associations

Newsletter

Connect with ECSSA: 

January 2024

Top News

2024 the Big Milestone Year - 20th Anniversary of ECSSA



In 2024, ECSSA celebrates its 20th anniversary, marking two decades of fostering collaboration and innovation in the European Search and Selection sector. Throughout this milestone year, we will continue to provide insights and support.

On the picture, taken on the 2nd July 2004, you see the representatives of the founding partners, the associations of France, Germany and Italy and representatives of Belgium, Spain and UK which joined closely after.

Our agenda includes an exciting lineup of webinars, best practice sharing, and exploring the dynamic executive search landscape. Additionally, a member survey is planned to gather valuable feedback for targeted future support.

ECSSA remains dedicated to enabling its members to thrive in a constantly evolving landscape. Together, we look forward to embracing the year with fresh ideas, and a shared commitment to advancing the field of executive search and selection in Europe.

ECSSA News

ECSSA State of the Industry Barometer October 2023

The ECSSA State of the Industry Barometer assesses the present business scenario and anticipates future conditions for the next six months.

With a recorded score of 89.9, the index reflects a decrease of 4.4 compared to the preceding quarter, persisting in the declining trend observed in the European market. **Full Study:** [ECSSA Barometer](#)

ECSSA Webinars

In 2023, ECSSA presented **four insightful webinars** covering topics such as *effective pitching for retainers*, the *evolving role of Chat GPT in recruitment*, an in-depth analysis of the *search and selection market in Germany*, and the *intersection of artificial intelligence (AI) and executive search*. The free training sessions have seen up to 250 live participants from all over Europe. Thank you all for joining!

For access to webinar materials or participation in upcoming events, please contact your national association or follow ECSSA on [LinkedIn](#).

ECSSA Member Survey 2024

In February 2024, ECSSA will conduct a member survey to gather insights on needs, preferences, and expectations. The obtained feedback will serve as a foundation for fostering a more responsive and tailored approach to address the evolving challenges and opportunities within the industry. By detecting those opinions and requirements, ECSSA is eager to refine its services and address specific needs.

For more information, reach out to your national association.

ECSSA Focus Topic: Recruiting & AI

SPAIN - AEBYS: Skills that AI can't mimic

This intriguing article is focused on the impact of AI technology, emphasizing the greater value that companies are placing on employees' innate abilities. These skills, including adaptability, critical thinking, and empathy, are challenging for artificial intelligence to replicate, and are deemed crucial for professional success. Ernesto Poveda, Board Member of ECSSA, provides insightful commentary, highlighting the growing need to adapt to evolving work dynamics. **Full Article:** [Artificial Intelligence](#)

ECSSA Survey on AI – The Use of AI-Tool in Executive Search

According to a survey conducted by ECSSA, ChatGPT continues to lead the pack among common AI tools used by search and selection companies in France, Spain, Belgium, Italy, Germany, and Luxembourg. However, Bing.com is making strides, being employed by nearly a third of the companies in Belgium, Germany, and Italy. Across all countries, the primary use of Chat-Bots is creating templates for job descriptions, with crafting job-adverts and writing articles or social media content as also being frequent applications.

Full Survey Results: [The Use of AI-Tools in Search and Selection Industry](#)

ECSSA Webinars on AI in Executive Search

In 2023, ECSSA organized two informative webinars on the topic of AI in recruiting with external experts. In the first training session “*Chat GPT and Beyond*”, Andrea Boscaro – TheVortex offered insights on how to apply AI-tools in the search and selection process, while during the webinar “*Artificial Intelligence & Executive Search*” Angel Ivanov – Ezekia did not only explore the current AI landscape, but also provide perspectives on how the industry can navigate the opportunities and challenges that AI presents.

For access to webinar materials or participation in upcoming events, please contact your national association.

Industry News

GERMANY - BDU: Podcast Recruiting Talk – The Search and Selection Market in Germany

Valerie Schena Ehrenberger, president of ECSSA, is joined by Wolfram C. Tröger, vice president of ECSSA and the German association BDU e.V. to talk about the dynamics of the German Search and Selection market, an industry worth 3 billion € with more than 18.000 candidates placed each year. Further, Valerie and Wolfram explore the growing role of HR tech tools and its impact on the industry. **Full Podcast:** [YouTube](#) & [Spotify](#)

SPAIN - AEBYS: 5 Must-Have Tools for Digital Search and Selection

Discover how companies are optimizing recruitment strategies with digital tools, including online forms, digital assessments, video interviews, ATS, and professional social media platforms. The article, published by AEBYS, explores the impact of these tools, backed by statistics and insights, providing recruiters with essential resources for success. **Full Report:** [Digital Tools](#)

News from Member Associations

BELGIUM-FEDERAGON: WorkID as a Universal Passport

Federgon introduces WorkID, a universal job passport facilitating candidates in sharing personal data with chosen employers, enhancing the application process, and reducing administrative tasks. The platform aims to expand its reach to other sectors and integrate government data, streamlining access to comprehensive work-related information for employees. **For more information:** [WorkID](#)

LUXEMBOURG - FR2S: Specific Recruitment training

In the beginning of 2024 fr2s started its first session of workshops on recruitment "Recruiting in a competitive environment". There are 3 sessions planned covering cover the entire recruitment process: pre-recruitment, the recruitment process and closing the deal.

For more information: [Recruitment Workshops](#)

ITALY – ASSOCONSULT: DEI in Recruiting and Consultancy Industry

According to the research "DEI in consulting: culture, vision and outlook" conducted by Assoconsult, the spread of a culture centered on the values of Diversity, Equity & Inclusion contributes to increasing the company's competence and value in the market. Executive Search's role in securing diverse candidate panels is critical.

For more information: [The importance of DEI culture in companies](#)

FRANCE – SYNTEC CONSEIL: Professions in Recruiting Industry

To promote the skill sets needed in Recruiting and Executive Search, Syntec Conseil has re-launched its online campaign that narrates the individual sectors represented through the skills they seek and the career opportunities they offer. **For more information:** [Digital Guide of Professions in Recruiting](#)



Calendar of Events

February 2024

ECSSA Webinar

Topic & Speaker: *to be confirmed*

Where: Zoom

Ask your associations for further information and participation link.

February 2024

Launch of the ECSSA Member Survey

Beginning of April 2024

ECSSA State of the Industry Barometer - Results

With additional questions about expectations and challenges in 2024
If you want to participate, ask your associations for further information and survey link.

18th and 19th April 2024

ECSSA Board Meeting in Brussel, Belgium



Learn more about

ECSSA

European Confederation of Search and Selection Associations

Avenue du Port, 86 C bte 302
B-1000 Brussels

info@ecssa.org
<http://www.ecssa.org>

This newsletter collects information about ECSSA as well as content provided by individual member associations of the confederation. Responsibility for the accuracy of the latter lies with the respective national association.