



## **ECSSA NEWS 2017**

Dear Member,

We are pleased to send you the 13<sup>th</sup> Edition of the ECSSA Newsletter.

It's a good opportunity to tour around Europe and find out about the local issues that might spread across borders later on.

The different articles that you will read in this newsletter were written by our national members in Belgium, France, Germany, Italy, Spain and the United Kingdom. The selections share key information from these countries which we hope will be of interest and value to you.

Best regards,

Etienne DEROURE  
President ECSSA

## Germany

### **Executive Search consultants are on the hunt for digital talents**

In 2016, turnover in the Executive Search industry rose by 9.3 percent to EUR 1.99 billion in 2016 - the two billion turnover hurdles are to be skipped in 2017.

The economy and labour market in Germany are buzzing. Companies are recruiting personnel and are increasingly looking for support from Executive Search consultants. Especially executives and experts with digital know-how are at the top of the wish list.

[Read more](#)

## France

### **Techniques for candidate evaluation: where do we stand?**

It is interesting to notice that if the digital technology has dramatically changed the sourcing process and the data conservation capacities, the techniques used to evaluate the pre-qualified candidates have, in comparison, hardly changed.

[Read more](#)

## Belgium

### **How today's hyper-connectivity is impacting the world of work**

Opinion by Denis Pennel, Managing director, World Employment Confederation

Today's hyper-connected world is having a profound impact on the workplace. New technologies have changed the way in which both businesses and people operate. They have also blurred the lines between our working and private lives.

[Read more](#)

## Italy

### **What do Millennials want from work?**

What attracts Millennials, that is, workers aged 18-35? What are the factors Millennials prioritize when looking for or choosing a job? What is more important to them, salary or company values? Are they more

focused on personal interests or do they want to make the world a better place?

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## United Kingdom

### **What is the cost of a bad hiring decision?**

Success in hiring is about making decisions. Getting it right is all the more important in this climate where competition is exacerbated by scarcity of candidates and skills shortages. There are also the financial implications to consider as new research from the Recruitment and Employment Confederation reveals.

[Read more](#)

## Spain

### **Spain R&S companies back to pre-crisis levels**

During the last crisis, which was especially severe in Spain between 2008 and 2014, Search and Selection Companies hardly reduced their activity. Certainly, many companies disappeared from the industry in this period, but the most solid and/or with history survived, while adjusting their team.

[Read more](#)

### **Imprint:**

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