



## ECSSA NEWS 2018

Dear Member,

We are pleased to send you the 14<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, Luxembourg, 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

#### **Theses on "Leadership Skills of the Future"**

The current and future challenges facing executives are greater than ever in the face of digital transformation, performance consolidation and the required assumption of responsibility.

HR experts in the German Association of German Management Consultants (BDU) see this as a dangerous development both in terms of the performance of employees in management positions and for the future viability of organizations.

[Read more](#)

## [France](#)

### **Will professional recruitment consultants be threatened by AI?**

"Traditional interviews are not going anywhere any time soon, but they have been proven to be an ineffective way to read candidates." "In our survey, respondents noted the bias problem in traditional interviews as well as their limited ability to assess soft skills and weaknesses."

Most of you, seasoned consultants, must have read these lines part of the "4 Trends Changing How You Hire in 2018" published by LinkedIn in January 2018.

[Read more](#)

## [Belgium](#)

### **More and more companies rely on specialised RSS consultancies to find new talent**

According to the latest report from Federgon, the Belgian federation of HR service providers, the Recruitment, Search & Selection (RSS) industry in Belgium closed the year 2017 with a very good result. In the fourth quarter, the turnover increased by no less than 19.3% on a Y-o-Y basis.

Related activities such as Evaluation & Assessment or Coaching also posted solid growth (+20.5% and +11.8% respectively). Is the economic growth the only reason for these better results?

[Read more](#)

## [Italy](#)

### **Demand for new qualifications**

*How the role of the Research and Selection Companies in Italy is evolving*

For the January-March 2018 period, the Italian Chambers of Commerce information system that identifies the employment needs of businesses predicted both growth in the number of new professions (many of them related to Big Data, Artificial Intelligence and IT security) and an increase in the gap between demand and job offers.

[Read more](#)

## [Luxembourg](#)

## **The future of permanent contracts**

In France and Belgium, the future of permanent contracts has been up in the air for several years now. Until recently, Luxembourg had been safe, boasting an unemployment rate that would make our neighbours green with envy. That being said, the labour market in Luxembourg is undergoing a profound transformation.

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### **Spain**

## **HR The immediate future**

The introduction of a huge number of social network sites into the selection process, as a means of identifying professional profiles, is slowly transforming the mission of companies dedicated to providing these services.

Nowadays Consultants' databases are simply a supplement.

[Read more](#)

### **United Kingdom**

## **UK's £32.2 billion recruitment industry helped millions of people find work in 2016/17**

Latest data from the Recruitment and Employment Confederation shows that the UK search and selection market is faring well despite economic and political uncertainty, with the recruitment industry helping almost a million people find a new permanent job in 2016/17.

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