



ECSSA NEWS 2018

Dear Member,

We are pleased to send you the 15th edition of the ECSSA Newsletter.

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.

Some of them give an interesting overview on the last results and trends in our industry, but it is striking that almost all articles deals with digitalization. How can we turn the digital threat into an opportunity for our industry? And which part of our processes will remain immune from the omnipresence of AI? These are some of the questions that are addressed in this edition.

We hope you will enjoy the reading and wish you a nice summer.

Best regards,

Etienne DEROURE
President ECSSA

Germany

Turnover in the German Executive Search & Selection industry in 2017 leaps to a new high

The German Executive Search & Selection consultants remain on course for success. Total sales in the headhunting sector increased by 10.3 percent to 2.19 billion euros in 2017 (2016: 1.99 billion euros). Around 68,000 management and expert positions in companies and administrations (+9.0 %) were filled with the support of recruiting specialists. Approximately every tenth vacant position was looking for new employees with a digital background.

[Read more](#)

France

New technologies in the recruitment business: the latest offers

Syntec has conducted a study to understand which new IT tools might have an impact on the recruitment industry in France. Although some of the companies listed here are mainly French, it is likely that the equivalent exists in each European country.

[Read more](#)

Belgium

Digital solutions as a tool for personalisation in Recruitment, Search & Selection

Findings from an update of the Foresight 2020 study

In 2015, Federgon released 'Foresight 2020', a prospective study that aimed to identify key trends and evolutions in the society and the labour market and exploring how they will influence the provision of HR service in the future. One of the major trends that came out from the survey is digitization and the increasing importance of technology. Almost three years later, it was clear that digital technology is increasingly prevailing and that an update of Foresight 2020 was thus necessary.

[Read more](#)

Italy

Last trends in the Italian S&S market, i.a. the impact of digitalization

The 2018 edition of the Management Consulting Observatory has been presented during the annual Assembly of Confindustria Assoconsult on June 14 in Rome. The Management Consulting sector has a total turnover of 4.1 billion euros, representing 0.24% of GDP, and employs over 41,000 people, more than 85% individual

professionals. Turnover rose by almost 8% and confirmed the positive trend started in 2016.

[Read more](#)

United Kingdom

What does Google for Jobs mean for search and selection?

Google for Jobs is a new initiative launched by Google that includes a feature in its search engine that collects and organises millions of job postings. Google for Jobs is currently available in the US, Canada, and India - speculation abounds regarding their plans for Europe.

UK candidates will soon be able to Google “hospitality jobs” and get exactly what they wanted – in theory.

[Read more](#)

Spain

Efficient people without gender discrimination

From the 12th edition of our annual report ‘Salary differences and the gender quotas in organisations 2018’ (publication: May 2018), we conclude that women in directive posts in Spain earn 16.9% less than their male colleagues and account for only 15.4% of the managerial force. This situation has been chronic over the last ten years.

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