



European Confederation of Search & Selection Associations

Who awards the title CERC ?

The European Confederation of Search & Selection Associations (www.ecssa.org) as governing body of the Search & Selection industry transfers the exclusive rights of the certification process and the award of the international title “CERC” to national bodies/full members of ECSSA-CERC. The primary purpose of this committee (ECSSA-CERC) is to elevate the standards of Executive Recruitment consultants while increasing the acceptance of Executive Recruitment consulting as a respected profession and encourage the networking of certified Executive Recruitment consultants across national boundaries.

- ★ Standard established and upheld by ECSSA-CERC committee (“Code of Practice”)
- ★ Certification Process implemented by the national bodies assessed by ECSSA-CERC
- ★ Members listed in CERC Directory compiled by ECSSA



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Search and Selection Associations

CERC

An initiative of ECSSA

European Confederation of Search & Selection Associations



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CERC

Certified Executive
Recruitment Consultant

“be better”

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More than 200
european CERC's
accredited until
December 2013



What is a CERC ?

When you see the initials CERC following a consultant's name, it means that he or she is a **Certified Executive Recruitment Consultant**. He or she has met the strict certification requirements of the member organization of ECSSA-CERC in his or her country. Furthermore, the initials mean that the consultant has been audited to make sure that he meets international standards of competence, ethics and independence.

CERC is a:

- ★ Seal of quality
- ★ Evidence of complete range of necessary abilities for successful executive search assignments
- ★ International title
- ★ Result of a demanding certification process
- ★ Mark of a unique strength in a non-protected market/ profession

For more information visit:

www.ecssa.org/cerc/

Why be a CERC ?

The CERC is the internationally recognized mark of excellence in executive recruitment consulting among clients, candidates and our industry.

Benefits for consultants:

- ★ Unique and worldwide competence standard / Consultants' unique strength
- ★ Increased recognition by industry
- ★ Seal of quality; publicly registered
- ★ Improvement of profession's image
- ★ Be a part of a Paneuropean network (of more than 200 CERCs)

Benefits for Clients:

- ★ Knowledgeable, competent, trustworthy and professional consultants
- ★ Transparent, objective and high-performance process of search & selection
- ★ Best practice guaranteed by retained search
- ★ Assures evaluation of consultant



How to become a CERC ?

The Certified Executive Recruitment Consultant qualification is awarded by National Professional Bodies. These bodies are regularly assessed by ECSSA-CERC, the in-practice owner of the qualification CERC, to ensure that they meet defined standards. These standards (see ecssa.org) require a candidate to demonstrate an advanced level of competence and/or prior achievement in the following areas:

Experience and integrity

- ★ Knowledge about process, best practice
- ★ Full-time senior consulting
- ★ University education

The certification process includes:

- ★ References from clients
- ★ References from CERCs
- ★ Personal information
- ★ Project documentation
- ★ Final decision by national body

The process is initiated by applying to your national professional body or ECSSA-CERC directly.