



**Federation of European Accountants**  
**Fédération des Experts comptables Européens**

12 February 2009

To. CEOs of FEE Member Bodies

Dear Colleagues,

**Re: Opportunities for secondments at FEE**

We are writing to present you with an opportunity to contribute to the mission of your Federation and help the European profession meet its ambitions.

In December the FEE Council approved an ambitious Strategy Note presented by Hans van Damme who was then elected President by the General Assembly. This Strategy aims at:

- Providing value to FEE members
- Developing FEE work & activities
- Enhancing FEE reach out
- Strengthening FEE structure.

As we all know, meeting your needs and achieving these goals calls for a significant enhancement of FEE resources which continue performing at their best but remain largely stretched and stressed. Consequently, the General Assembly approved a reasonable rise in the level of expenditures of FEE for the period 2009-10 with the underlying objective of resourcing FEE more appropriately.

In its first strategy meeting on 27 January, the Executive discussed FEE recruitment policy and welcomed the hiring of a new project manager. It formed the view that, in addition to this recruitment, and in line with the agreed objective of having at least two new project managers that are needed to support the current level of activities, FEE should consider offering its Member Bodies, the possibility to second staff to FEE to work on its different projects.

The Executive found that such secondments would have multiple benefits:

- for FEE Member Bodies:
  - benefiting from the experience and contacts acquired by the seconded person
  - enhanced connections with FEE and other member bodies
  - opportunity to develop, stimulate and reward staff

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- for the staff seconded:
  - deepening knowledge of cutting-edge issues for the profession with exposure to international regulators
  - gaining first hand experience of European affairs
  - developing skills in an international environment and enhancing network of contacts
  
- for FEE:
  - improving the match between output and resources and delivering better quality to Member Bodies
  - benefiting from the input and stimulus of fresh eyes
  - deepening links with practice and Member Bodies upon return of the person seconded.

With a view to safeguarding and optimising these benefits, the FEE Executive has agreed the following series of criteria to structure these secondments.

Ideally, the person should:

- correspond to the job description provided by FEE (please see attached), in particular regarding the level of experience and the language/communication skills
- go through a normal selection process
- be seconded to FEE for 2 to 3 years
- work for FEE on a full time basis and be based in Brussels
- be independent from its Institute or Firm of origin and be under full authority of FEE, reporting only to the FEE CEO and/or relevant Director(s) during the whole secondment.

For information, the level of compensation that FEE would normally consider for such a position is between 75.000 to 90.000 euros (gross annual) depending on the experience and competences of the candidate.

If you would be interested to seize this opportunity, we would like to invite you to contact the FEE CEO to discuss what practical arrangements could be put in place.

The Executive also proposed that in the case where no appropriate candidates would be put forward by the Member Bodies, the same proposal will be made to audit firms. We will report on the follow up to this letter and, if relevant, may seek again your support to stimulate the firms in your countries to come up with suggestions.

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In this perspective, it would be highly appreciated to have your feedback before the next FEE Executive meeting that will take place on 17 March, before the meeting of the FEE Council.

We hope you will welcome this initiative and will find it helpful to reinforce the presence and voice of the profession on the Europe stage.

Yours faithfully,

A handwritten signature in black ink, appearing to be 'Hans van Damme', written over a circular stamp or seal.

Hans van Damme  
President

A handwritten signature in black ink, appearing to be 'Olivier Boutellis-Taft', written in a cursive style.

Olivier Boutellis-Taft  
Chief Executive

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