

STRATUM™

MINING · A HUMAN ENDEAVOUR

STRATUM SPECIALISES IN THE HUMAN ASPECT OF MINING.

We are a premium executive search, recruitment, and management consulting firm providing bespoke human capital solutions to the mining industry.

For ambitious companies looking for high-performing leaders across corporate and technical disciplines at site and head office, Stratum's proactive, innovative, science-backed model provides access to the best professionals from around the globe.

PEOPLE MOVE MOUNTAINS



FIT TO LEAD

THE PROBLEM

Some 80% of people are hired based on their skills, career experience, and a CV alone. Yet 80% leave their jobs because of culture fit issues.

It's why the traditional recruitment model is fundamentally flawed. Little attention is given to achieving the right fit, which is critical for retention and positive ROI.

HOW ARE WE SOLVING IT?

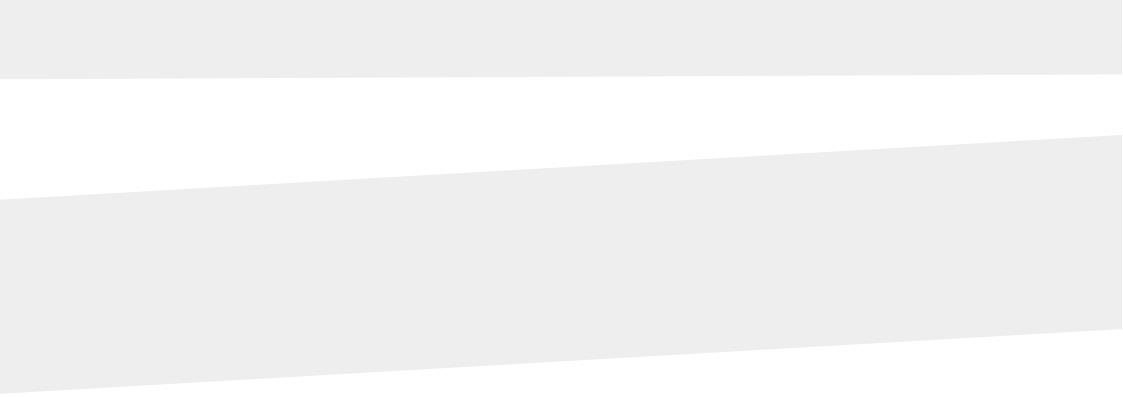
At Stratum, finding the right fit candidate for your business is a lot like mining. Unlike most firms that source talent reactively, we've been proactively cultivating talent for nearly a decade.

In fact, through our candidate management model, augmented by scientific profiling, we've interviewed and assessed more than 7,000 professionals in our niche, irrespective of market demand. And we did it without ever advertising online.

Because at Stratum, we farm; we don't fish.

YOUR FUTURE,
OUR
RESOURCE





Mining materially contributes to everyone's world.

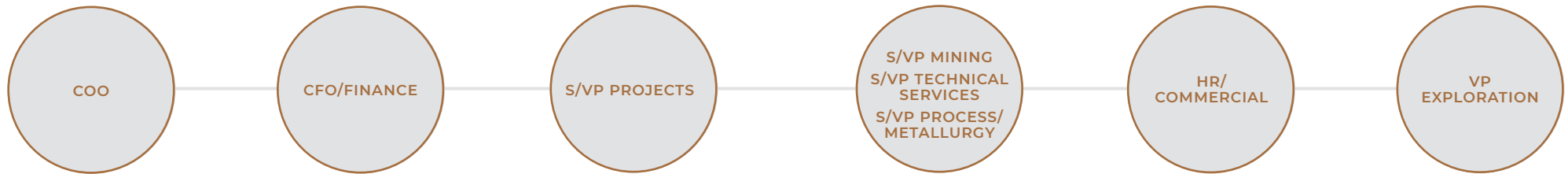
Stratum's purpose is to ensure that the best people carry this responsibility.

STRATUM™

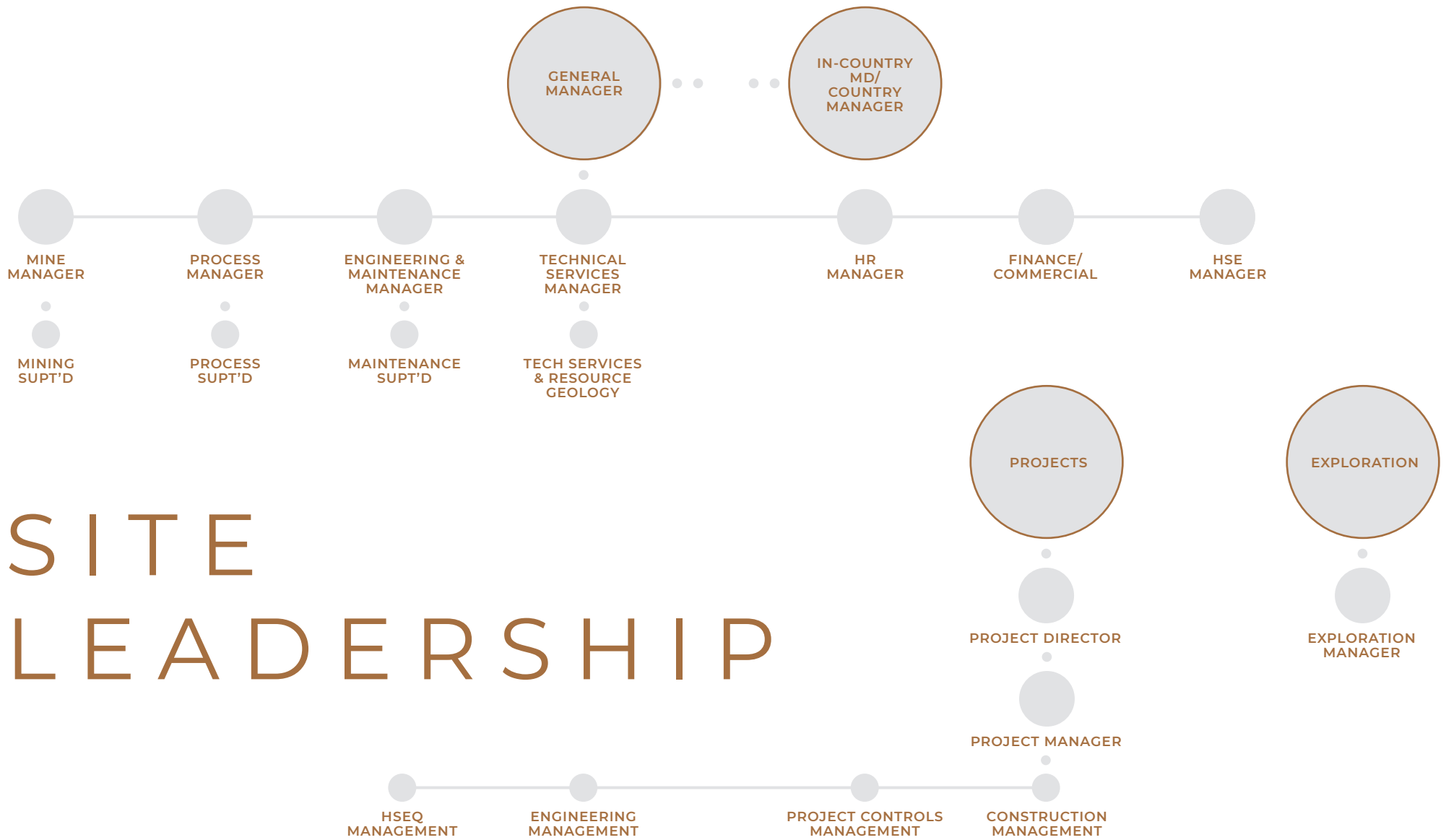
SERVICES

- Mining Recruitment
 - HQ Executive Search
 - Consulting
 - Due Diligence/Referencing
- 

TARGETED FOCUS



HQ

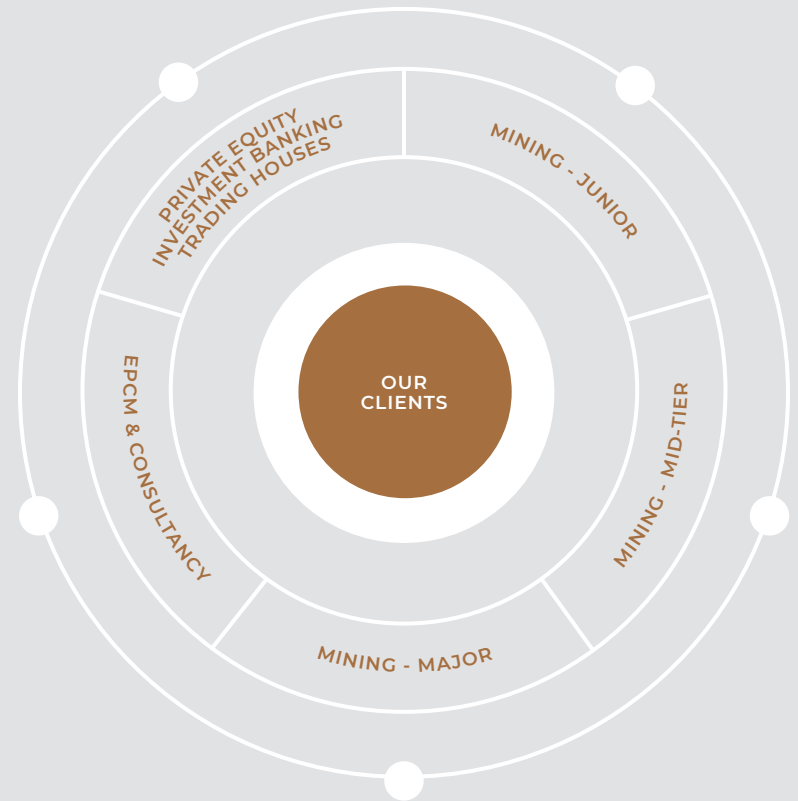


SITE LEADERSHIP

PUTTING PEOPLE IN PLACES



MINING IS OUR WORLD



WHY TOP MINING LEADERS GET US

- 96% Retention, Y1 Guaranteed
- 300+ Mandates
- Placements in more than 60 countries
- 7000+ Candidates interviewed/assessed





A MINE
WITHOUT PEOPLE
IS JUST A
HOLE IN THE GROUND

DON'T JUST TAKE OUR WORD FOR IT

STRATUM™

"We have worked with Stratum for the better part of a decade. With the challenging locations and FQM's hands-on management style, this is usually a tall order.

The Stratum team makes a big effort to ensure they understand our unique operating style to match potential candidates.

Their customer service, follow up and follow through is exceptional throughout."

JAN HONEYMAN
HR DIRECTOR FIRST QUANTUM MINERALS

"I was first introduced to Jane Banks, and subsequently Stratum, in 2011 when I was CFO at Endeavour Mining. At the time, Jane got to know Endeavour after successfully completing mandates for the MD of a company we acquired. One of her placements was Attie Roux, who later became Endeavour Mining's COO.

During this time, we were in a rapid growth phase, and several key hires were made via Stratum, including a VP of Operations, two General Managers, a Process Plant Manager, and a Mine Manager. We relied on Jane's knowledge of the region and Stratum's market and salary data provided to our HR team. When I was appointed CEO of TrueGold, we engaged Stratum to fill a site management role at Karma.

Currently, as the CEO of Equinox Gold, we once again retained Stratum to recruit two leadership hires in Brazil, a General Manager and a Project Manager.

Overall, we have been pleased with Stratum's assistance."

CHRISTIAN MILAU
CEO EQUINOX GOLD
Formerly CFO - Endeavour Mining

"So far, each mandated assignment Stratum delivered has been a success, with individuals contributing materially to the success of the organisations they have joined. On top of this, post-hire, Stratum regularly holds discussions with his placed executives and stakeholders, which I have no doubt contributes to the successful outcomes experienced.

I'd say that the above summarizes what I want from an Executive Search Partner."

IAN PEARCE
CHAIRMAN NEW GOLD
Formerly CEO - Xstrata Nickel & Chairman - Nevsun Resources

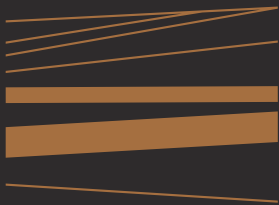


EVERY TIME
WE DO
BUSINESS,
SOMETHING
GOOD
HAPPENS
IN THE
WORLD

We donate a portion of all our project fees to various carefully vetted change-making initiatives around the world.

GET IN TOUCH

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