

STRATUM™



MINING · A HUMAN ENDEAVOUR

CEO EAST AFRICA

CASE STUDY

01

THE MANDATE

Stratum was retained by one of its key mining Private Equity clients to fill the position of CEO for one of its portfolio companies in East Africa. The mandate was to attract a seasoned mining professional with a track record of successful leadership in the junior/mid-tier mining space in Africa, with the last five years operating at the Executive/Board level. The new hire would be responsible for leading the development and execution of the company's long-term strategy to create value.

Key objectives:

- To develop and implement strategies that will lead to realising the potential of each asset.
- Allocate financial resources optimally among the several mines while bringing them into full production.
- Fostering good corporate governance, including effective use of management systems to monitor and manage risks.
- Implement best-in-class management practices regarding human capital management, committed to developing local leadership through succession planning.
- Growing the new company into an industry-leading position on all key metrics and leading them towards a public listing in the short-medium term.

02

WHY WAS THIS CHALLENGING

The portfolio company had recently undergone a merger, which between them had five small (underperforming) assets. The chosen candidate would have the credibility to gain the respect of the newly formed leadership team and get their buy-in. While the selected individual would be based at the London HQ, the role required extensive travel (especially for the first year) within East Africa.

03 HOW WE SOLVED IT

Stratum responded by dedicating our expert team of consultants and researchers to the project.

As a first step, our research team mapped the market of Senior Executives in the junior and mid-tier mining space with experience managing a portfolio company of a similar nature in Africa.

Because of our experience within the region, we rapidly built a highly-targeted list of potential candidates. This included creating full Candidate Briefing Packs, comprehensive research and networking (Stratum does not advertise roles), longlisting, referencing, and scientific/behavioural profiling of candidates against the company's expectations.

04 THE RESULTS

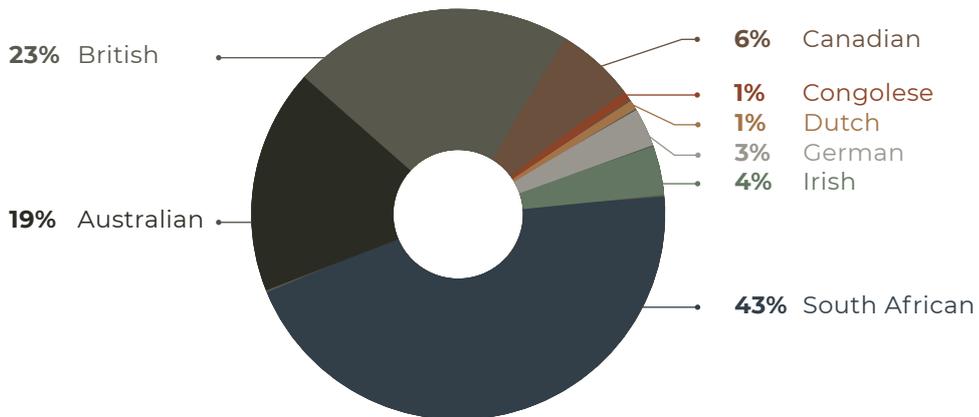
Stratum initially identified over 66 suitable profiles for the role. Using our tried and tested vetting process, 12 candidates were longlisted for more in-depth discussions and formal interviews. This list was then reduced to 5 shortlisted candidates.

All shortlisted candidates were comprehensively interviewed (via video or in person where possible) and assessed using scientific/behavioural profiling to match each candidate with the client's expectations and company culture.

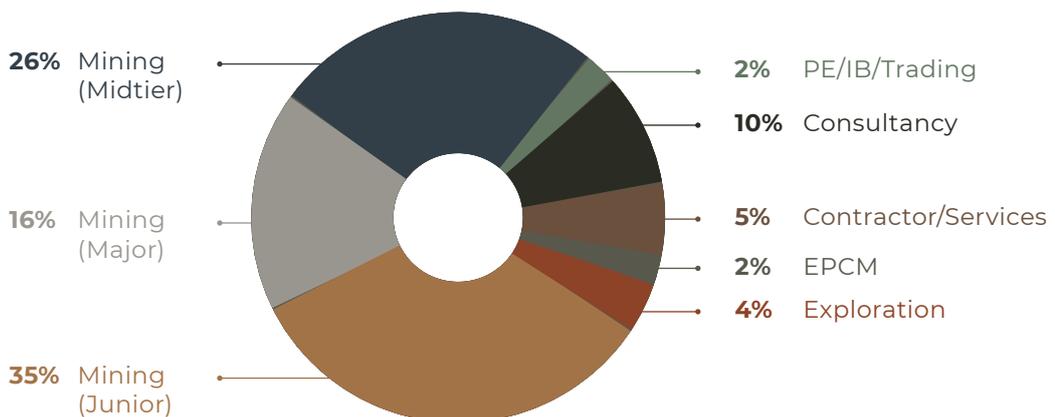
We managed to secure a first-class South African mining executive with more than 35 years of global industry experience. With enormous passion for the sector, he has a track record of achieving results and continuous improvement through people. He has held operational and corporate leadership positions in challenging environments and was the former CEO of a London-listed FTSE 250 Mining Company. His management qualifications include an Executive MBA, MDP and AMP from renowned institutions in South Africa.

DATA / DEMOGRAPHICS

Nationality

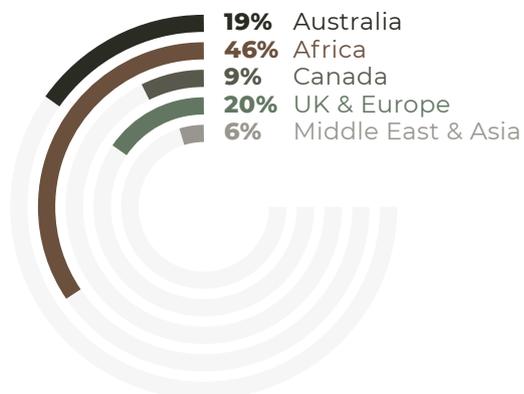


Company Type

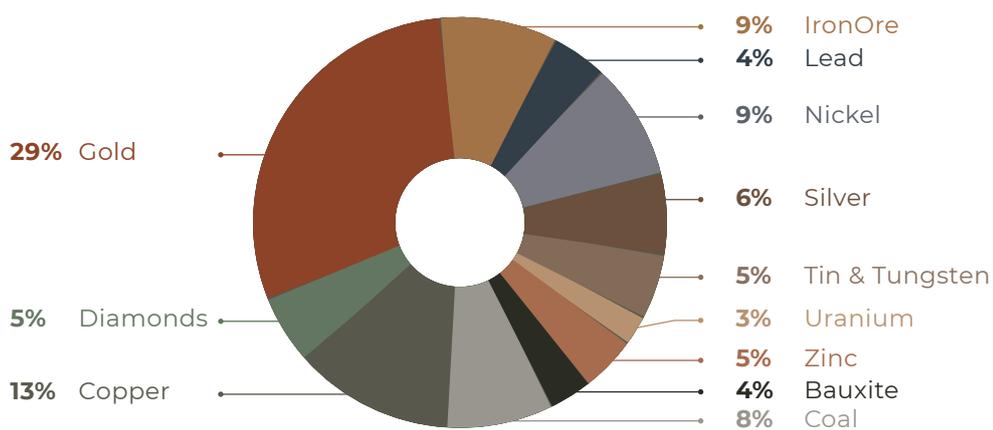


04 THE RESULTS

Current Location



Primary Commodity Experience



05 FIT TO LEAD

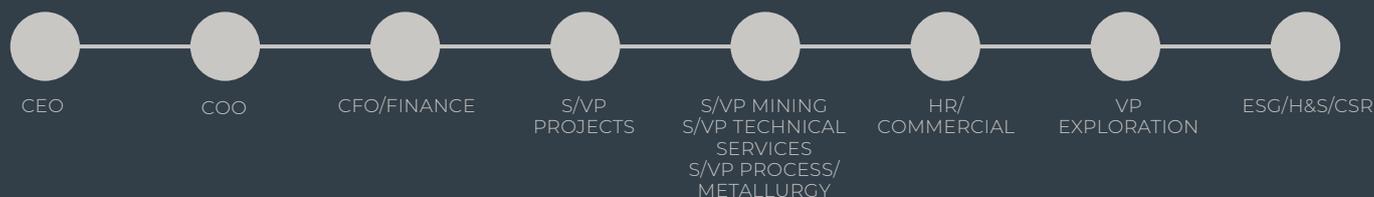
The Problem

Some 80% of professionals 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.

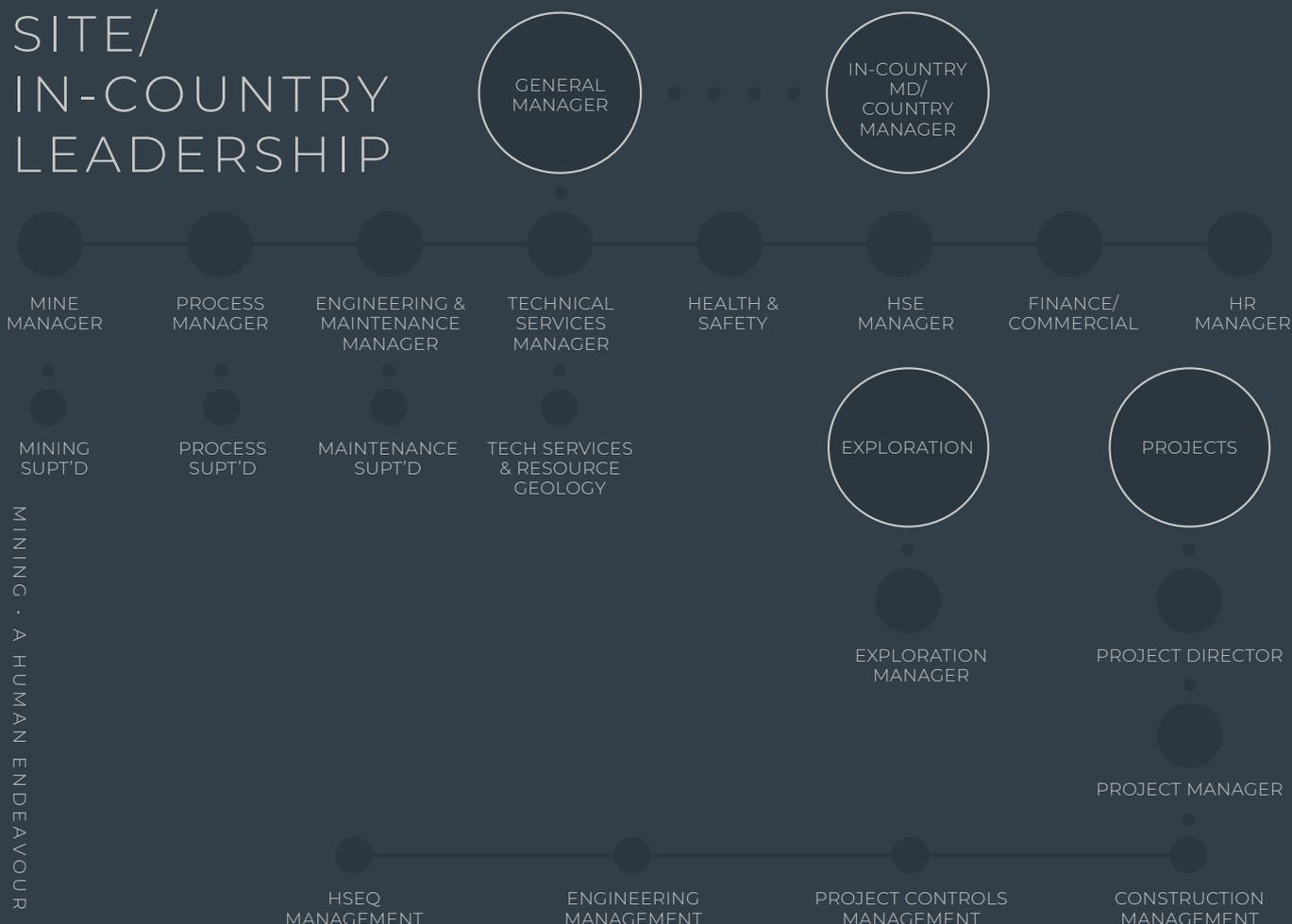
How Are We Solving It?

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.

HQ



SITE/ IN-COUNTRY LEADERSHIP



06 CONCLUSION

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 approach provides access to the best professionals from around the globe.

STRATUM™

