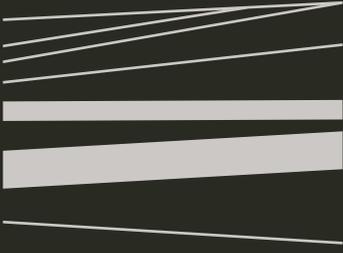


STRATUM™



MINING · A HUMAN ENDEAVOUR

CFO – JUNIOR MINER AFRICA

CASE STUDY

01

THE MANDATE

Stratum was retained by one of its key mining clients (a tech metals producer in Africa) to fill the position of CFO based at their Head Office in Johannesburg. The mandate was to attract a seasoned professional within the mining sector with a proven track record of growing and establishing a junior company into a successful operating business.

Key objectives:

- Plan, develop and implement all financial and procurement strategies across multiple jurisdictions for the company as it grows over the next 2-5 years.
- Assume ultimate responsibility for financial reporting, forecasting and control.
- Negotiate offtake agreements and manage sales and logistics functions.
- Provide guidance to the Audit Committee of the BoD.
- Report to shareholders on financial and statutory matters.
- Lead and manage all corporate finance initiatives (funding, capital structuring and M&A).

02

WHY WAS THIS CHALLENGING

Whilst this person needed to be hands-on/operational in a junior environment where resources are lean, they also needed to operate strategically as a Board member with a long-term view as the company grows into a world-class tier1 mining company.

03 HOW WE SOLVED IT

Stratum responded by dedicating our expert team to the project. As a first step, our research team mapped the market of finance professionals in SA/Africa. Because of our regional networks, 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.

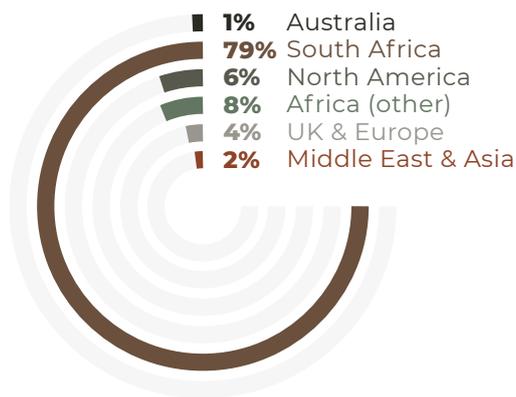
04 THE RESULTS

Stratum quickly identified over 83 suitable profiles for the role. Using our tried and tested vetting process, 10 candidates were longlisted for more in-depth discussions and formal interviews. After careful consideration, we settled on 5 candidates who were comprehensively interviewed (via video or in person where possible) and assessed. This process also ensured that the final candidates were fully invested in the job.

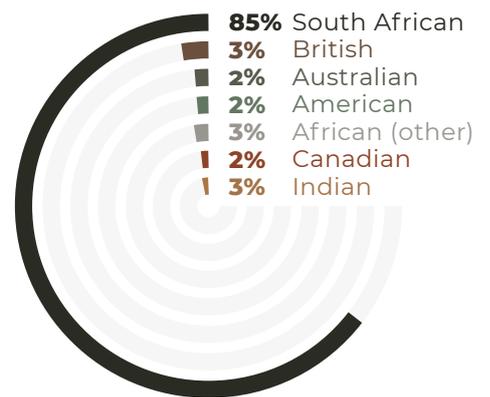
The Result: An exceptional South African CA from a competitor within the industry with 15+ years of experience was hired. In addition to a strong culture fit, the candidate had proven experience leading a finance function in a similar-sized company. He brought a track record of stabilising the entire financial, treasury and tax departments for a well-known mid-tier miner with assets in several jurisdictions in Central and Southern Africa.

DATA / DEMOGRAPHICS

Location



Nationality

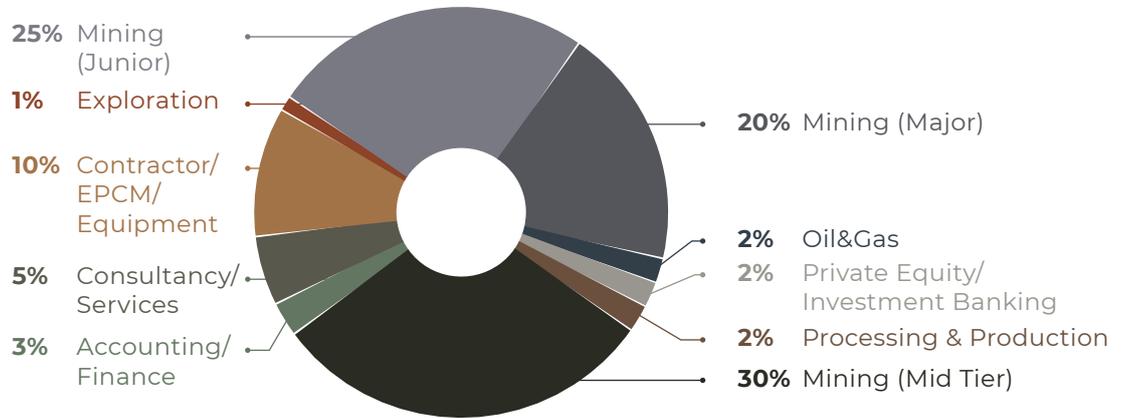


Primary Discipline



04 THE RESULTS

Company Type



05 FIT TO LEAD

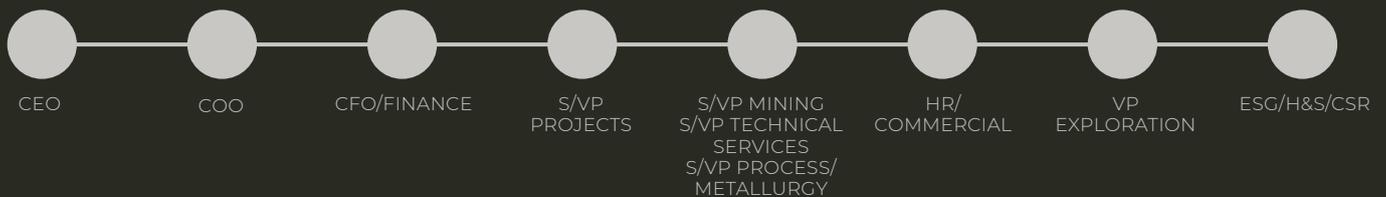
The Problem

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.

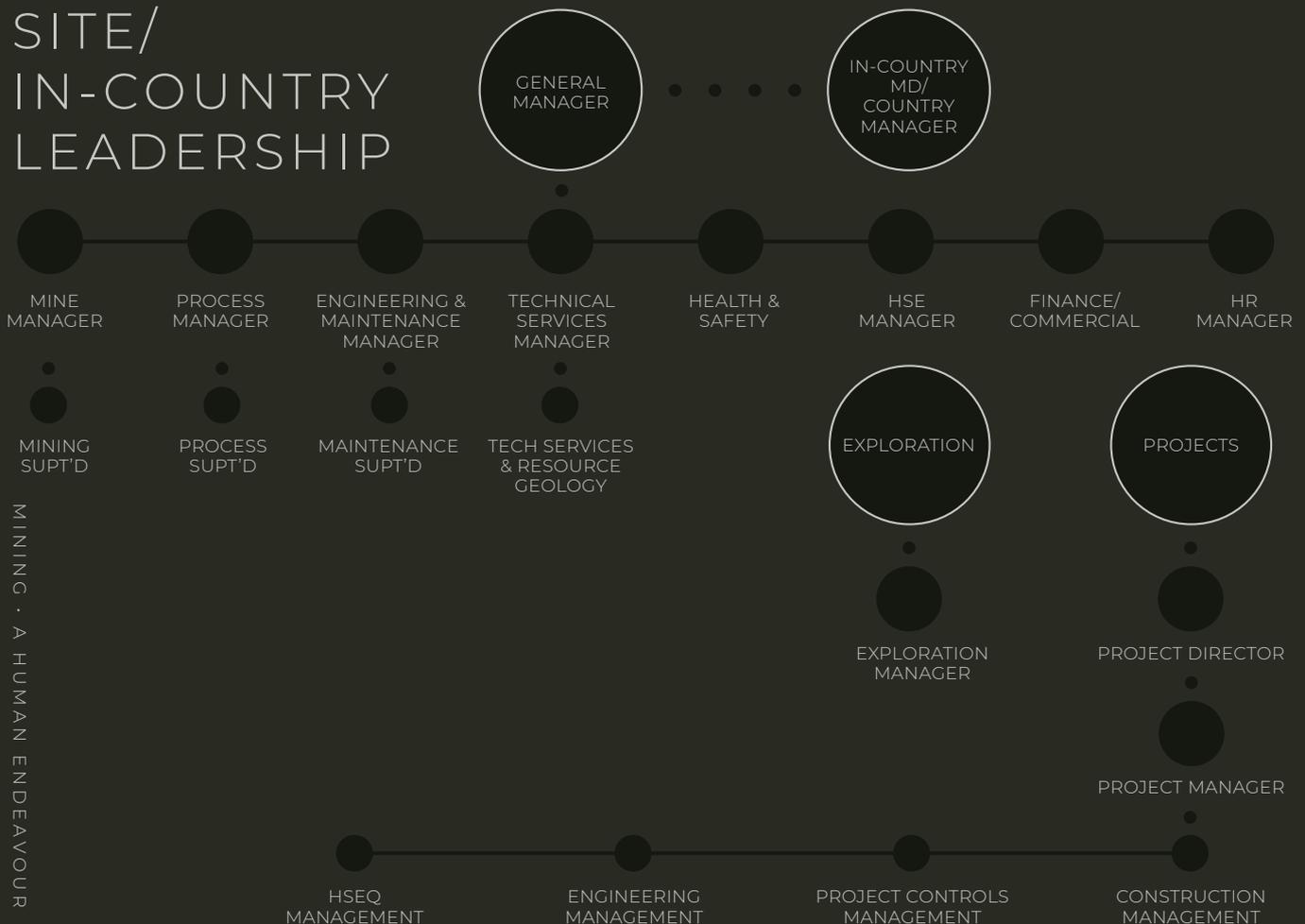
How Are We Solving It?

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™

