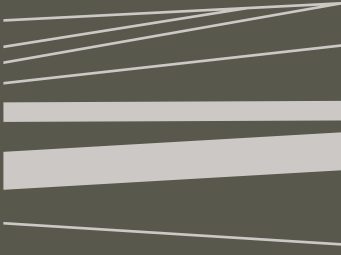


STRATUM™



MINING · A HUMAN ENDEAVOUR

CORPORATE SERVICES DIRECTOR – JUNIOR MINER

CASE STUDY

01

THE MANDATE

Stratum was retained by one of its key mining clients (a low-cost tin/tungsten/lithium producer in Southern Africa) to fill the position of Corporate Services Director based at their Head Office in Johannesburg. The mandate was to attract a seasoned professional to lead the company's corporate support function with a proven track record of growing and establishing a junior company into a successful operating business.

Key objectives:

- Manage all corporate support functions by setting policies and procedures, facilitating operational plans, and assembling resources to ensure strategic control and corporate efficiency across all sites and offices.
- Hold line management responsibilities for HR, HSEC, Legal and Compliance, IT, and Investor Relations departments with the support of each departmental head.
- Build a sustainable corporate services management team.

02

WHY WAS THIS CHALLENGING

Due to the nature of the role, the candidates we needed to consider had to be operating at a management level within the corporate services function in mining. Professionals at this level could have held various roles across different disciplines before this. Such a broad range of potential career paths to target made it difficult to identify a particular skill set for the role. It, therefore, came down to personality and culture fit complemented by mining 'know-how' and junior/mid-tier experience.

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 corporate services professionals in Southern Africa with either an HR, HSE, Legal or Project background. 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

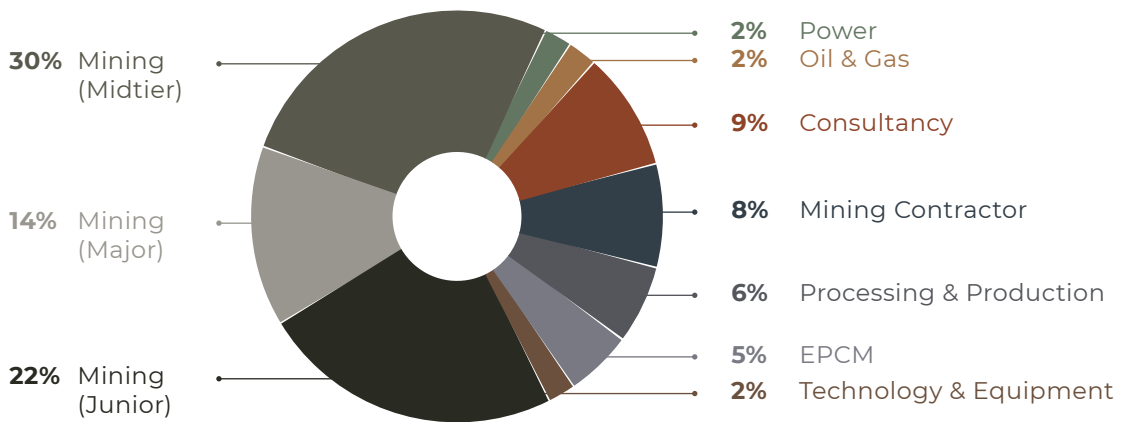
Stratum initially identified over 42 suitable profiles for the role. Using our tried and tested vetting process, 9 candidates were longlisted for more in-depth discussions and formal interviews. This list was then reduced to 4 shortlisted candidates.

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.

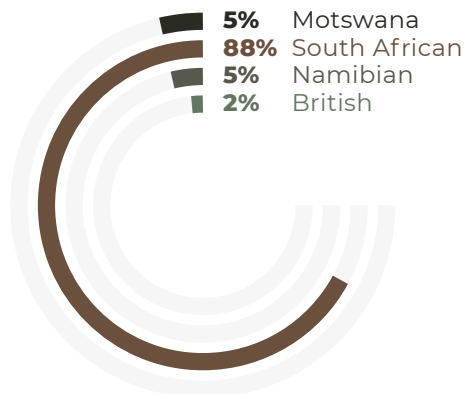
The candidate selected is an experienced commercial Project Manager with a Masters in Mining Engineering, BCom in Business Management as well as a Postgraduate Diploma in Sustainable Development and Management. He brings a passion for business excellence with hands-on expat experience in Africa. His strengths are defining and implementing strategies, tools, and governance frameworks to support growth with a particular interest in cross-departmental functions that integrate operations, ESG, HR and overall planning commitments. He brings with him best practices from Endeavour Mining.

DATA / DEMOGRAPHICS

Company Type

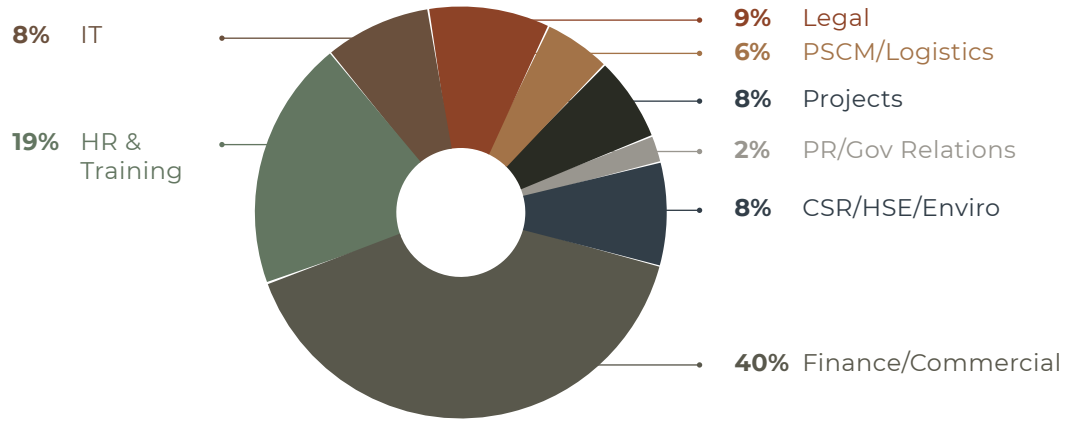


Nationality



04 THE RESULTS

Primary Discipline



05 FIT TO LEAD

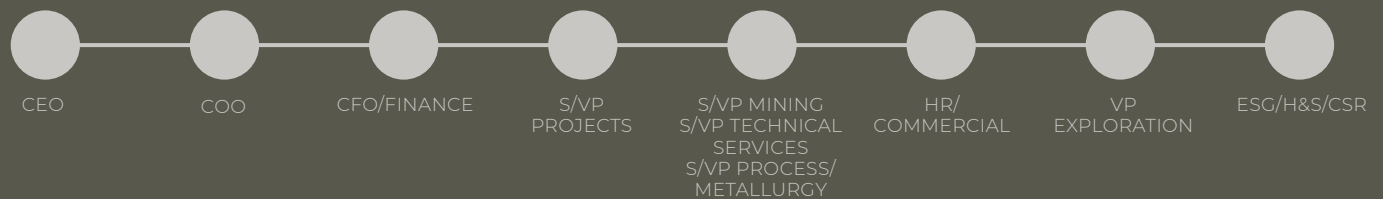
The Problem

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.

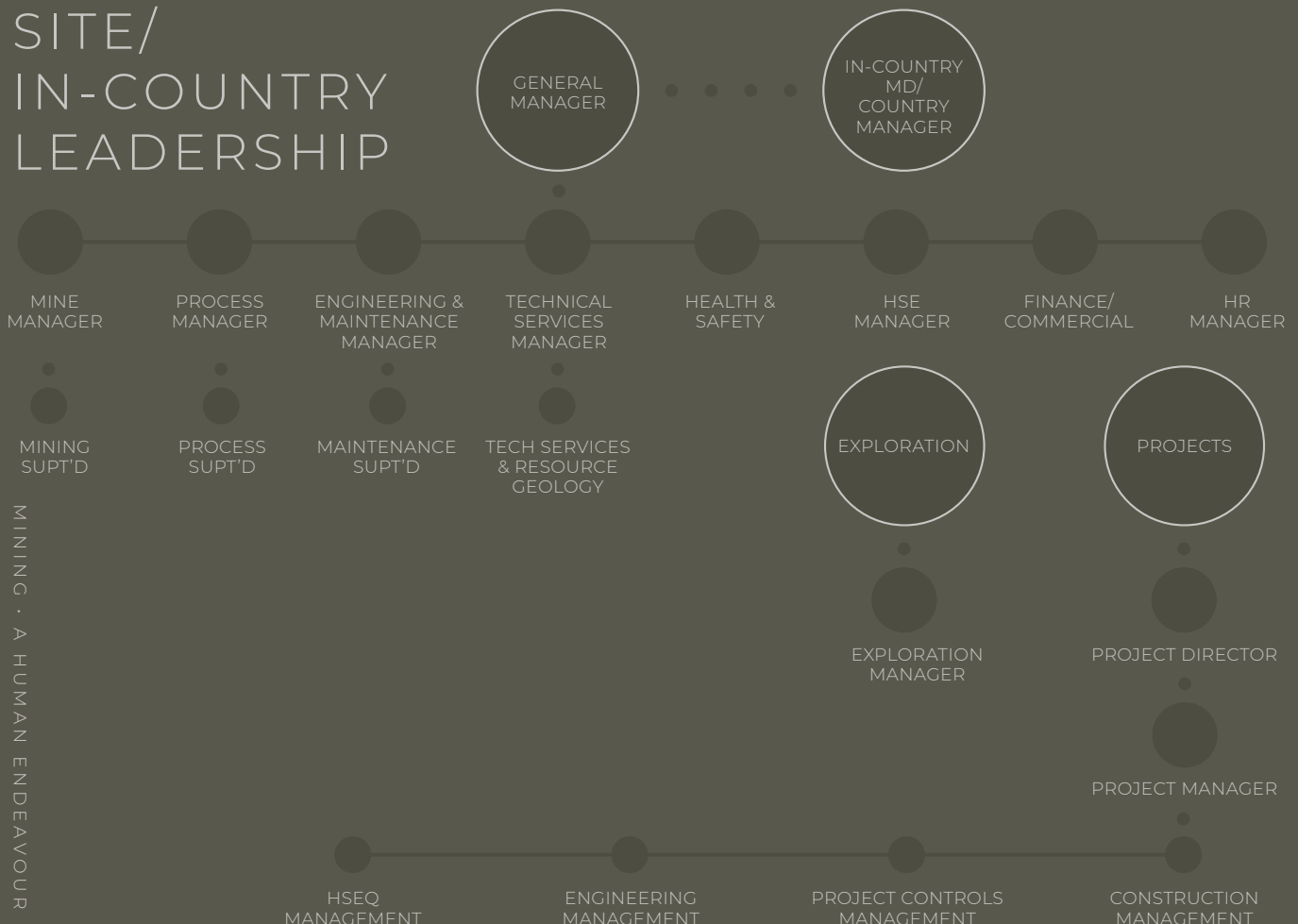
How Are We Solving It?

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™

