

STRATUM™



MINING · A HUMAN ENDEAVOUR

HEAD OF PROJECTS FOR A JUNIOR MINER IN SOUTHERN AFRICA

CASE STUDY

01

THE MANDATE

Stratum was retained by one of its key clients, a junior mining company, to fill the position: Head of Projects to lead the Engineering, Maintenance and Project functions across the organisation.

The mandate was to attract a seasoned mining professional with a track record of successful project builds in Africa. The successful candidate would have at least ten years in a management role.

Key objectives:

- Develop and implement policies, standards and procedures for all engineering and project work.
- Implementing best practice project and engineering methods while contributing to the development and execution of growth plans and strategy.
- Provide a strategic view of LOA Capital requirements and design Project delivery strategies to maximise Asset NPV.
- Provision of a specialist project and engineering management capability to the operation through technical expertise

02

WHY WAS THIS CHALLENGING

As a junior miner, our client needed an experienced Project Director or Senior Project Manager willing to step into the role, take charge but also be hands-on. The chosen candidate would have the credibility to gain the respect of the current project team and get their buy-in.

While the new incumbent would be based in the Head Office in Johannesburg, the role required regular travel to site in Namibia. This meant the person would have the flexibility to pick up and go as and when necessary.

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 project professionals in the junior and mid-tier mining space in Southern 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

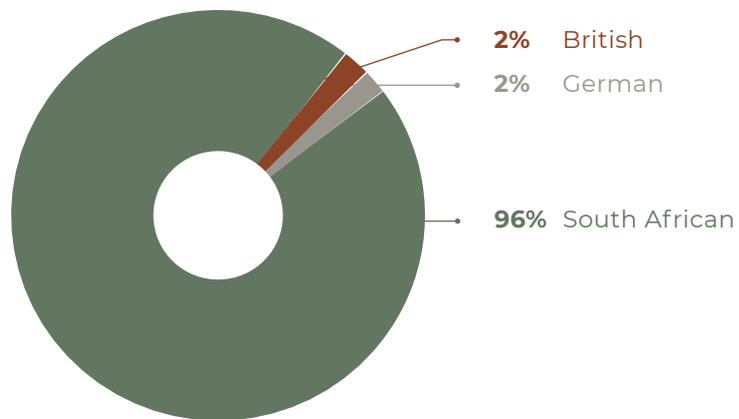
Stratum initially identified over 67 suitable profiles for the role. Using our tried and tested vetting process, 11 candidates were longlisted for more in-depth discussions and formal interviews. This list was then reduced to 5 shortlisted candidates.

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.

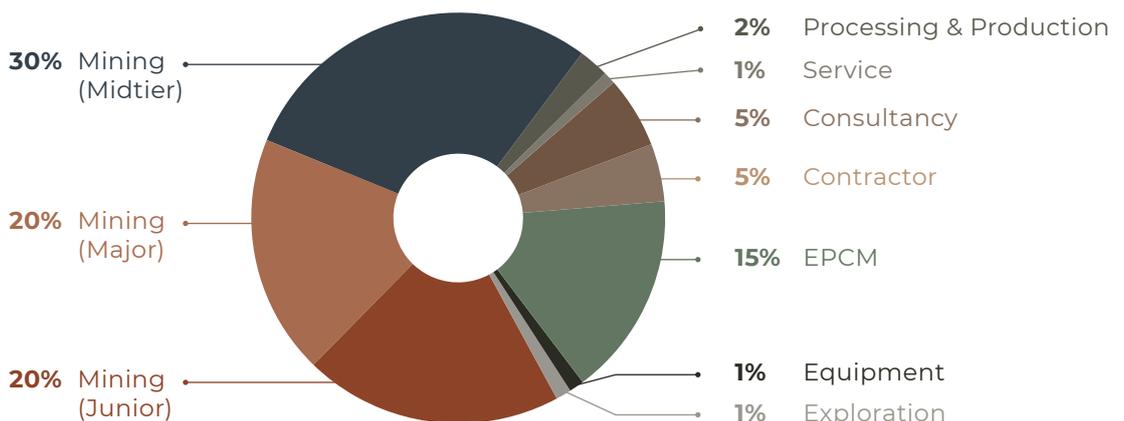
We managed to secure a seasoned South African with 30 years' experience in the Construction Project Industry in Africa and the Middle East. With a solid track record of working for both the Client, EPCM and Construction companies, the selected candidate has a Masters of Science (MSc) in Project Management as well as a Diploma in Mechanical Engineering. In addition to a strong culture fit, the candidate has led teams and project builds for the likes of Anglo American, Arcelor Mittal, Hatch, Murray and Roberts, Bateman/Aveng, Group Five and Steinmuller Construction in SA.

DATA / DEMOGRAPHICS

Nationality

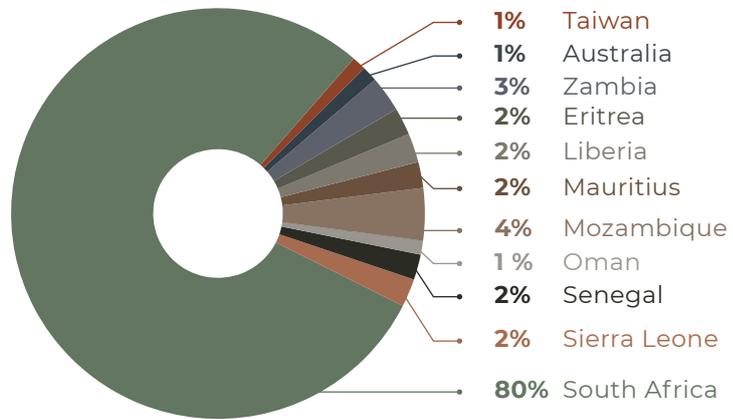


Company Type



04 THE RESULTS

Work Location



05 FIT TO LEAD

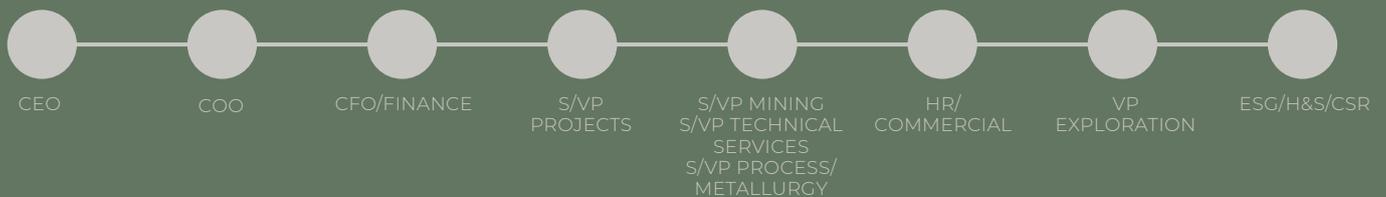
The Problem

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.

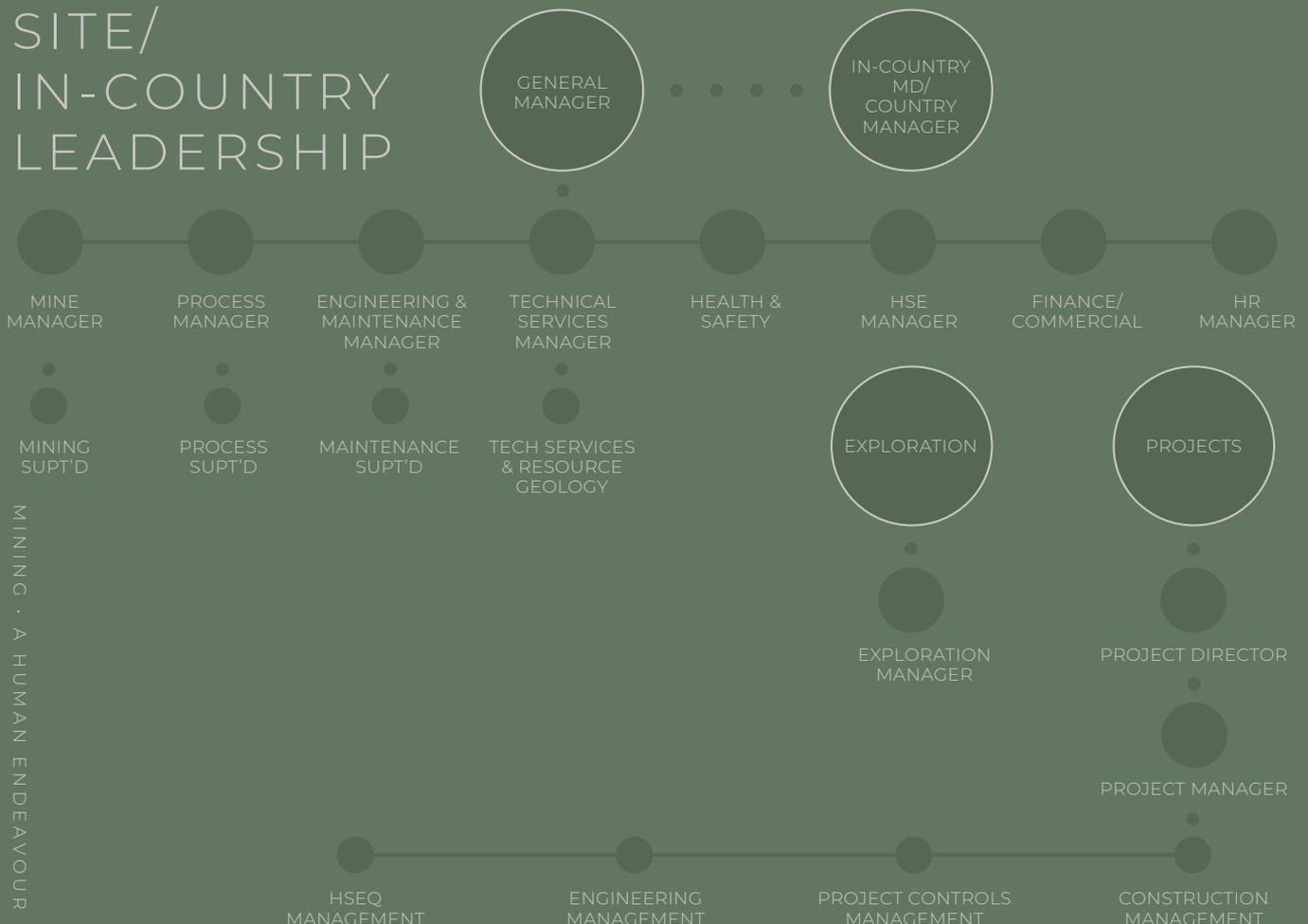
How Are We Solving It?

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™

