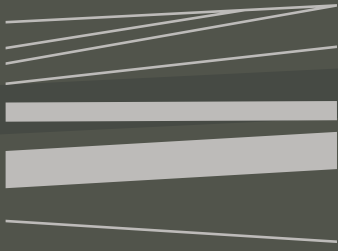


STRATUM™



MINING · A HUMAN ENDEAVOUR

# VP EXPLORATION: AFRICA

CASE STUDY

# 01

## THE MANDATE

To ensure its optimal position in a rapidly changing market, a gold major retained Stratum to recruit a VP of Exploration for their African assets with the goal of building exploration capacity on the continent.

It was a opportunity for the successful candidate to put their mark on a growing exploration pipeline in a company with an exceptionally strong executive team, exploring most Tier 1 assets, supported by the most robust balance sheet in the industry.

The mandate was to attract an individual with the credibility and capability to lead the Regional Exploration Team to discover an economically viable Tier 1 gold deposit that would significantly impact the company's earnings and growth. The incumbent would manage more than 100 employees with exploration projects in six countries and a regional exploration budget of 45 M USD.

*The role encompassed brownfield, greenfield and generative exploration, as well as working closely with the Mineral Resource Management team.*

# 02

## WHY WAS THIS CHALLENGING?

Historically, the company has attracted a technically strong and commercially astute exploration team. Typically, they developed top-tier talent from within. However, as the market tightened up, the company needed to attract a leader from within the industry.

Besides having a track record of gold discoveries and strong business acumen, the incumbent needed to adapt to an agile matrix management organisation, undertake extensive travel and drive technical debate.

# 03

## HOW WE SOLVED IT

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

This included compiling full Candidate Briefing Packs, comprehensive research and networking (Stratum does not advertise roles), long listing, referencing and scientific/behavioural profiling candidates against the company's expectations.

Our extensive experience within the region ensured we could rapidly build a targeted list of potential candidates, sources and references. After mapping the market, we utilised our vast global network to access the industry's opinion on the region's top gold exploration leaders. This meant we could target and reference or peer review the highest performers.

# 04

## THE RESULTS

Stratum identified 113 prospective profiles, which we reduced to six longlisted candidates for more in-depth discussions and formal interviews, a key component of our vetting process.

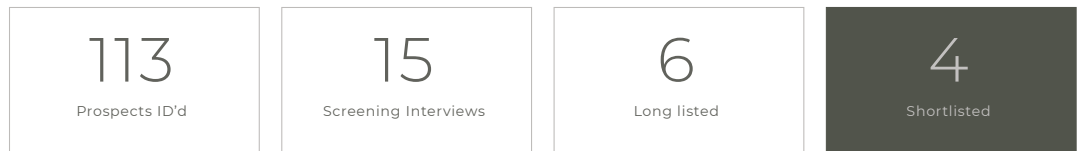
This list was further reduced to four comprehensively interviewed and assessed candidates. This included scientific/behavioural profiling to match the candidate with the client's expectations and company culture.

The result: our client hired a female leader based out of Canada, with 20 years of gold exploration experience, including eight years on the ground in Africa and eight years as an Executive internationally.

In addition to a strong cultural fit, she has a proven track record of value creation not just through resource or reserve addition but by building strong, fit-for-purpose teams and deploying them strategically according to business needs.

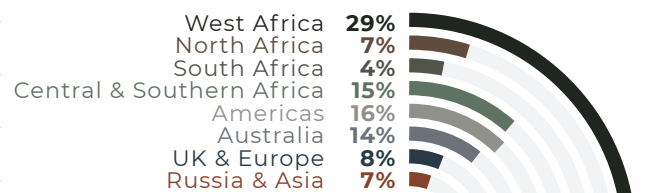
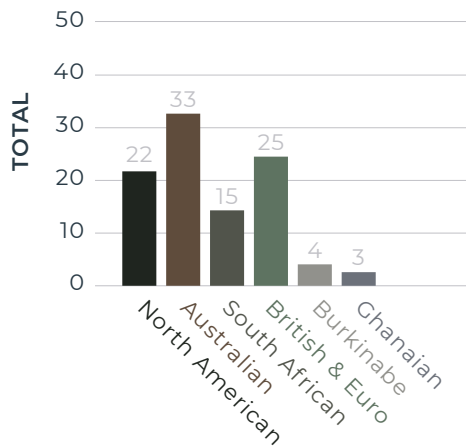
Through her collaborative leadership style she put into action staff mentoring and adopted technology to maximise efficiency and increase the probability of success.

### PROJECT SUMMARY

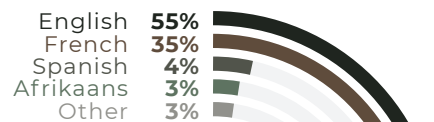


### DATA/ DEMOGRAPHICS

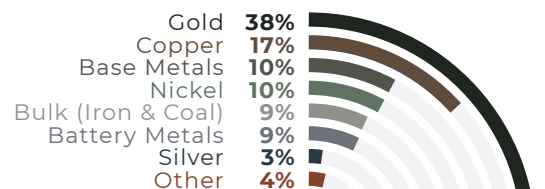
#### NATIONALITY



#### WORK LOCATION



#### LANGUAGES



#### COMMODITY EXPERIENCE

# 05

## FIT TO LEAD

### THE PROBLEM

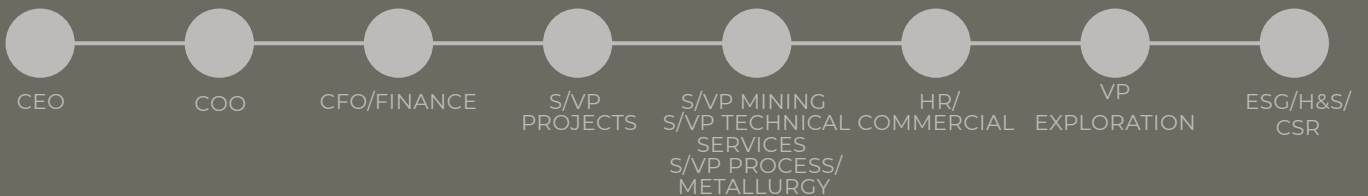
Some 80% of professionals are hired based on their skills, career experience, and a CV alone. Yet 80% leave their jobs because of culture fit issues. It's why the traditional recruitment model is fundamentally flawed. Little attention is given to achieving the right fit, which is critical for retention and positive ROI.

### HOW ARE WE SOLVING IT?

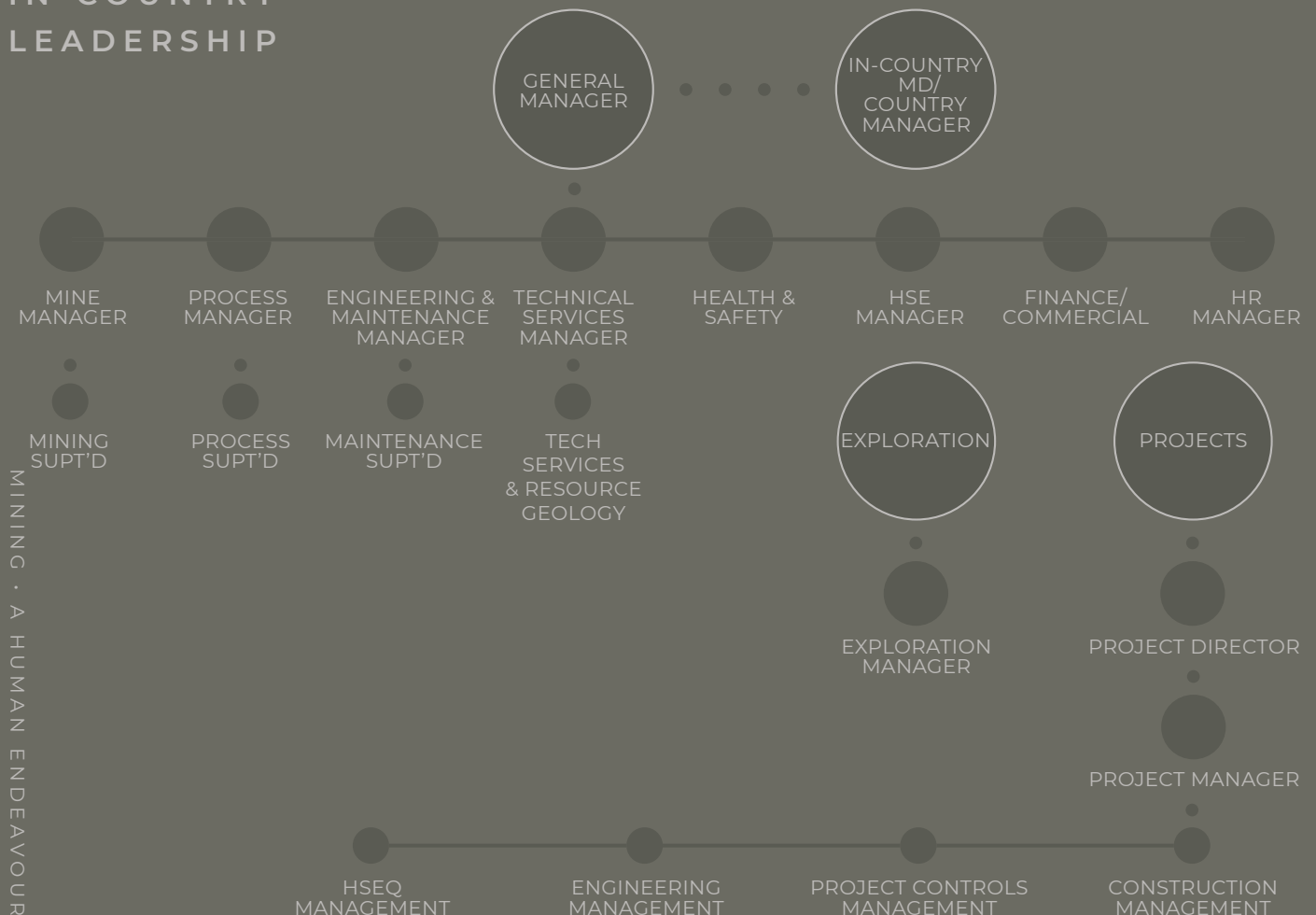
At Stratum, finding the right fit candidate for your business is a lot like mining. Unlike most firms that source talent reactively, we've been proactively cultivating talent for nearly a decade. In fact, through our candidate management model, augmented by scientific profiling, we've interviewed and 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



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06

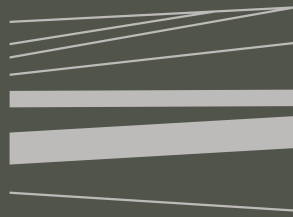
# ABOUT STRATUM

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™



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Market Mapping/Research/Succession Planning · Due Diligence/Referencing*