

STRATUM™



MINING · A HUMAN ENDEAVOUR

# CONSULTING MINING ENGINEER - SOUTH AFRICA

*CASE STUDY*

# 01

## THE MANDATE

Stratum was retained by one of its key mining clients to fill the position of Consulting Mining Engineer to be based in Johannesburg. The mandate was to find a seasoned (20+yrs) mining engineer to advise and provide technical oversight across the various mining operations for the group. The incumbent was also responsible for expert input into future projects and growth initiatives in the future. This role would sit on the Executive team and serve on relevant committees and boards.

Key objectives:

- Play a key role in developing LOM (life-of-mine) plans for the operations.
- Advise and oversee all mining operations to ensure they operate within a legal framework and comply with legislation.
- Setting strategic production and productivity objectives over the medium- and long-term.
- Assist in planning, organising, leading, and controlling specific projects with mine management and partners to ensure sustainability and profitability.
- Serve on relevant boards and committees to ensure proper governance and mandates are executed and implemented.

# 02

## WHY WAS THIS CHALLENGING

The chosen candidate would have to earn the respect of peers, mine General Managers and operations teams to influence expected outcomes. While the selected individual would be based at the Johannesburg HQ, the role required extensive travel across Southern Africa to the company's operating assets and projects.

# 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 mid-tier (bulk commodities) space in Southern Africa with the relevant technical experience. Because of our access, 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 behavioural profiling of candidates against the company's expectations.

# 04 THE RESULTS

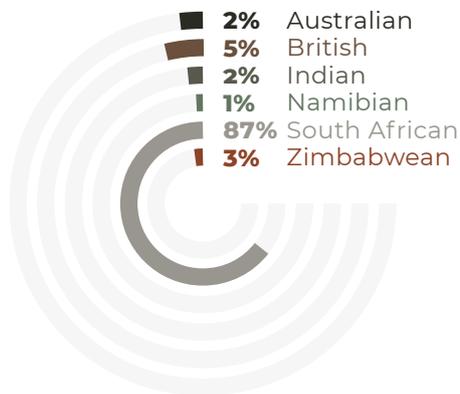
Stratum initially identified over 97 potentially suitable profiles for the role. Using our tried and tested vetting process, 14 candidates were longlisted for more in-depth discussions/ interviews. We then reduced the list to 6 shortlisted candidates.

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.

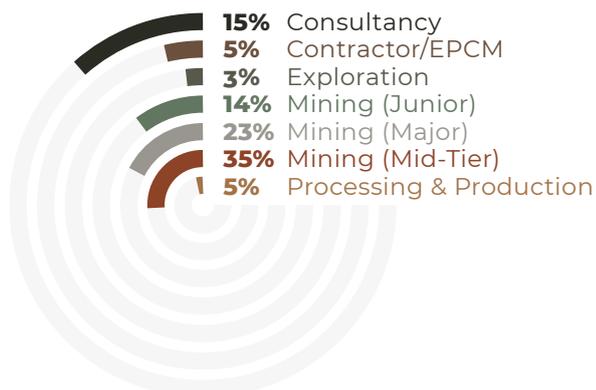
The successful candidate was an experienced mining engineering consultant (GDE, BScEng, PMDP, MMC, IMP) with 25 years in the sector. Having worked on greenfield project design teams, brownfield expansions and day-to-day operations (OP and UG) as the mine owner/representative, a contractor, and as a supplier of technology, he brought with him a well-rounded career. He was also the Manager for Mining at a competitor for seven years, complimented with 5+ years of consulting experience (at a senior level), so he had a track record of leading and advising on mining standards, LOMs, and strategic plans as well as delivering operational objectives. He brought expertise in studies, project management, business process improvements, operational management, operating model optimisations, and equipment selection.

## DATA / DEMOGRAPHICS

### Nationality

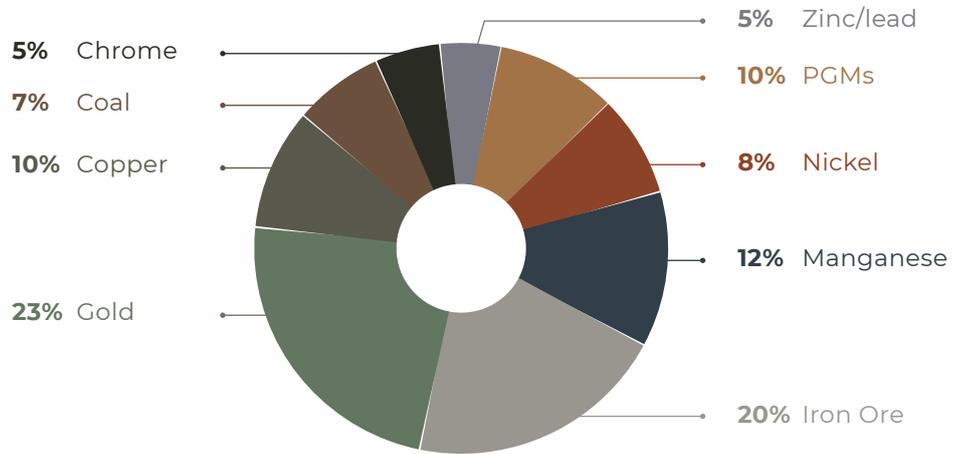


### Company Type



# 04 THE RESULTS

## Commodity



# 05 FIT TO LEAD

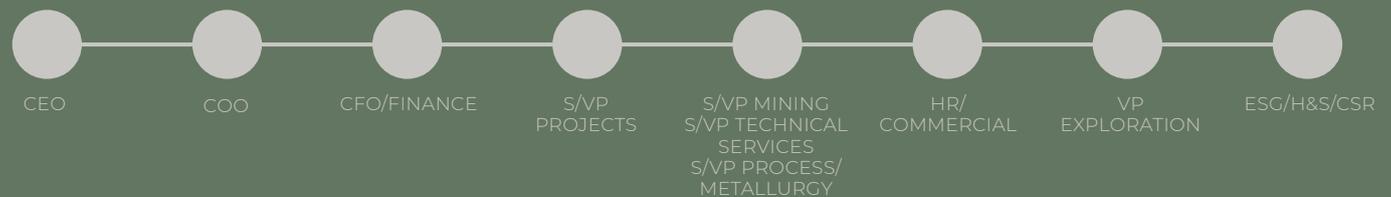
## The Problem

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.

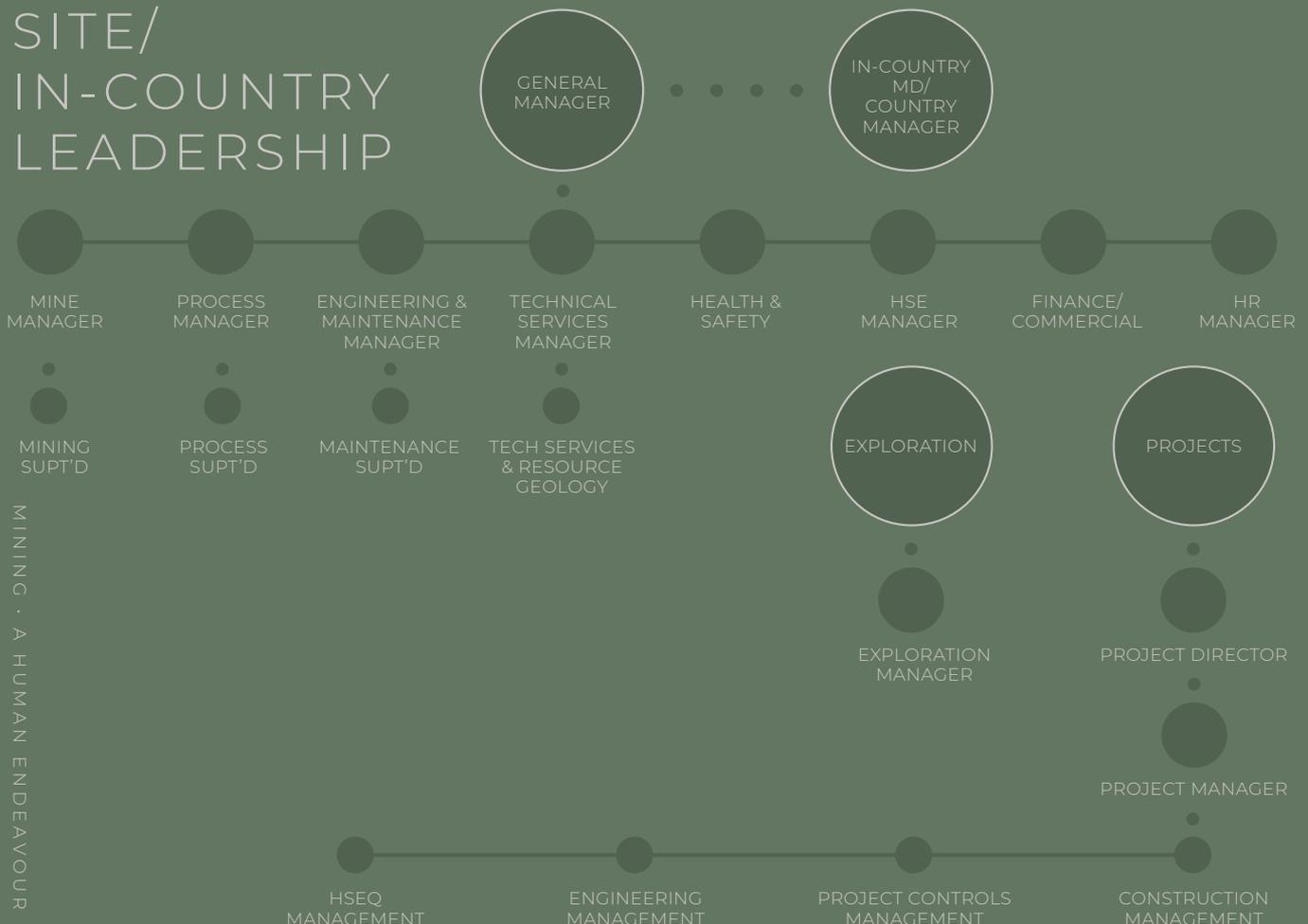
## How Are We Solving It?

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.

S T R A T U M <sup>TM</sup>

