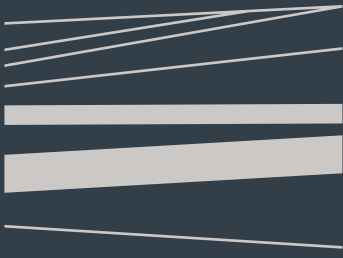


STRATUM™



MINING · A HUMAN ENDEAVOUR

COO – LITHIUM JUNIOR WEST AFRICA

CASE STUDY

01

THE MANDATE

Stratum was retained by a newly created Australia-headquartered lithium junior looking to appoint a COO. The position would report directly to the MD/CEO, and work closely with the projects team to drive operational readiness through commissioning to steady-state production for their West African greenfield, hard rock lithium project.

The company was on a rapid path to production, with development underway, along with first-stage funding, putting the company in an enviable position to take advantage of the prevailing very strong lithium market conditions.

02

WHY WAS THIS CHALLENGING

The COO needed to be a hands-on, technically oriented leader with a successful track record of designing and overseeing the implementation of strategies and practices to support greenfield mining operations in a remote West African environment. Stratum needed to identify someone who could understand the logistics effort and build commissioning plans, and strategically plan contingencies.

First-class in-country leadership was identified as a crucial component of the company's success as the operations are developed and optimized. The incumbent therefore needed to be prepared to spend significant time in the country, which was recognized as a challenging jurisdiction.

As this was a new company, the chosen candidate needed the credibility and "cultural add" to seamlessly integrate into the tightly-knit leadership team and help solidify the company culture and values.

03 HOW WE SOLVED IT

Stratum was selected for this search due to our successful track record in the region and HR's previous experiences whilst in another company that had positive outcomes.

Because of Stratum's familiarity with the region and vital candidate intelligence, we rapidly built a highly-targeted list of potential candidates. Our process 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.

As this was a new team achieving a culture fit was crucial. Stratum used our extensive experience and data set to help establish the optimal behavioural fit for the role, including consultation with the company's existing leadership. Subsequently, Stratum applied the data when conducting bespoke scientific assessments of each candidate against the determined requirements.

04 THE RESULTS

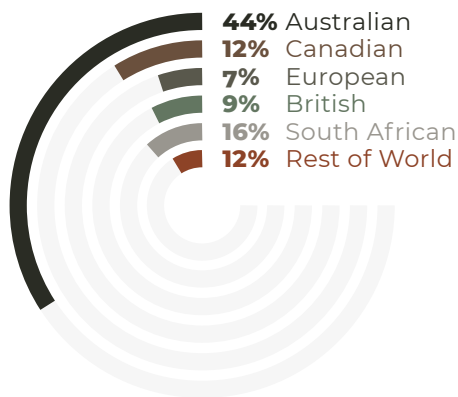
Stratum initially identified over 140 potentially suitable profiles for the role. We then completed profiling, in-depth discussions, and formal interviews, a key component of our vetting process, before presenting our top five candidates to the client with our recommendations. Competition for the role was strong.

The successful candidate was an Australian mining engineer with an MBA from Oxford and over twenty years of mining experience across the full range of asset development and operations, including scoping and feasibility studies, site technical services, operations, and mine management. In addition, he had significant experience in emerging markets jurisdictions, including seven years across multiple projects in West Africa with an enviable track record of significant operational and financial improvements.

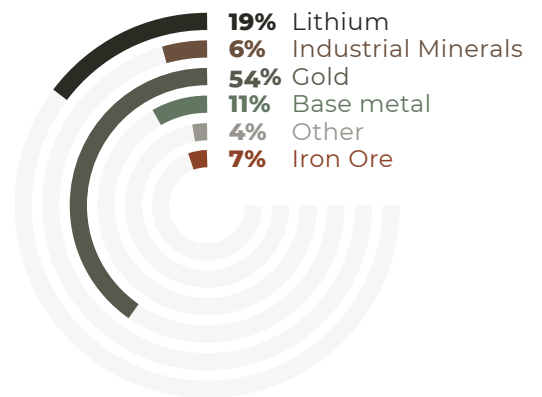
Having spent the previous two years developing a project, he was well aware of the challenges the company would face and the level of support the CEO and Board would require from their operations team to deliver the project on time and within budget. This aligned him exactly with what the client required at their stage of development.

DATA / DEMOGRAPHICS

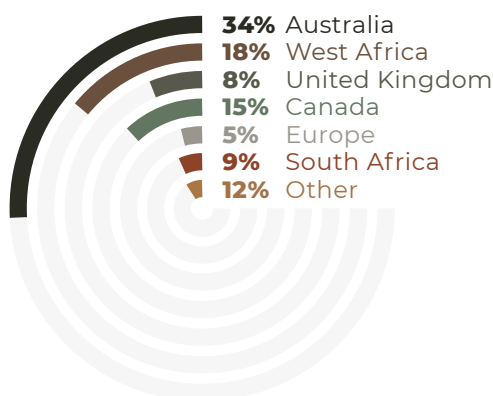
Nationality



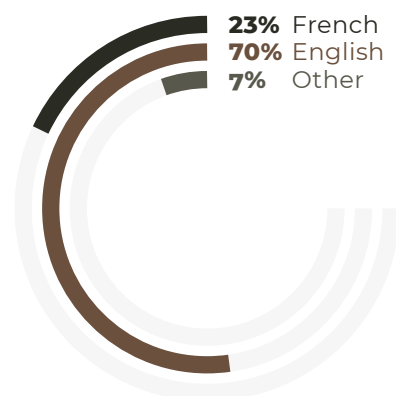
Commodity



Location



Languages



05 FIT TO LEAD

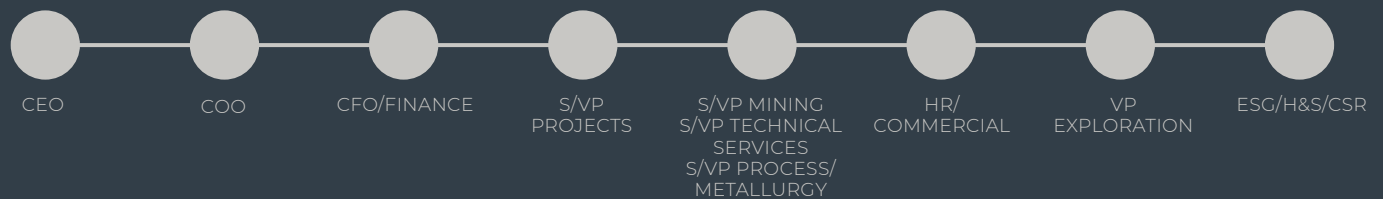
The Problem

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.

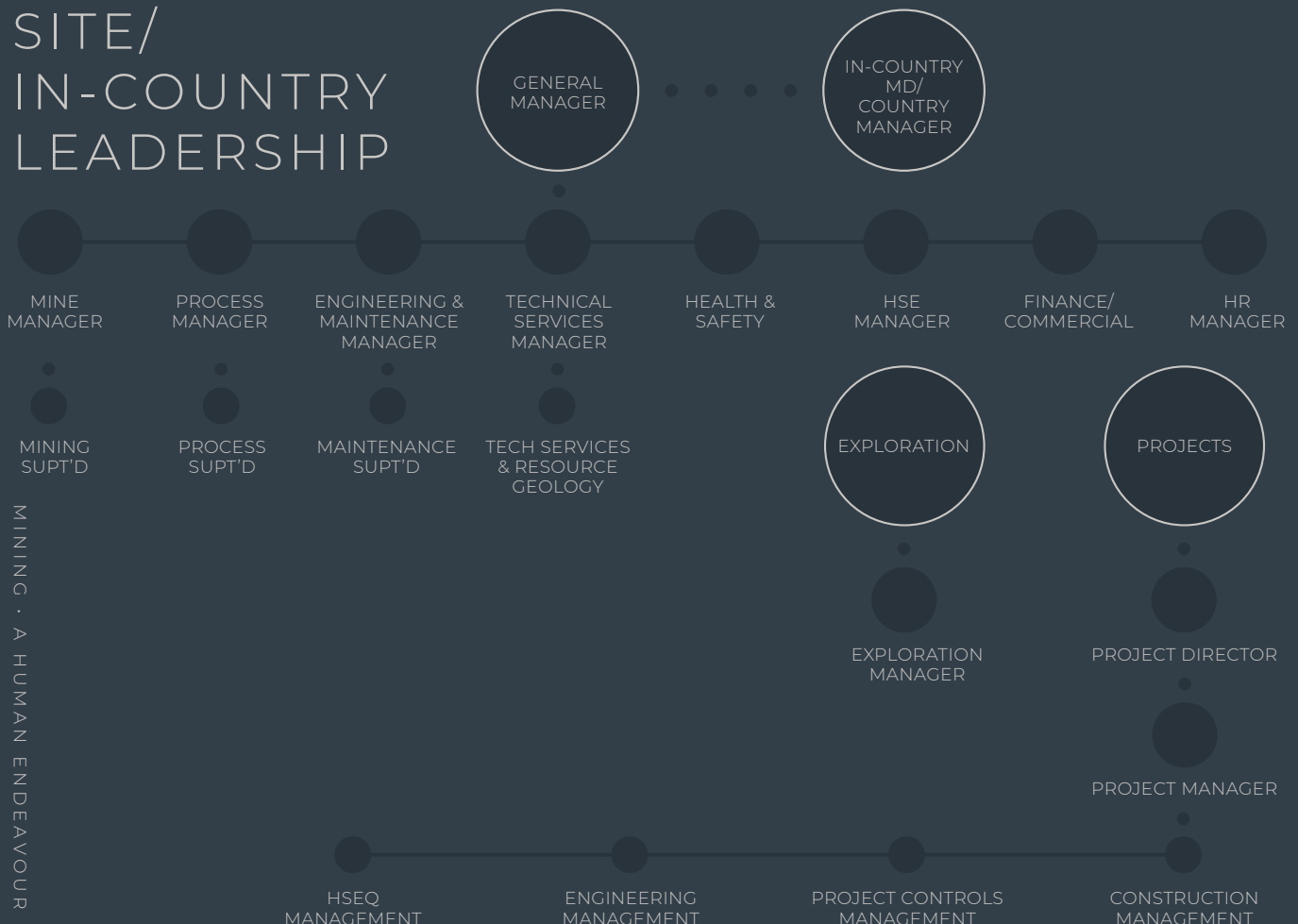
How Are We Solving It?

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™

