

STRATUM™



**BUSINESS  
IMPROVEMENT  
TECHNICAL  
SERVICES MANAGER  
JUNIOR GOLD MINER  
- WEST AFRICA**

*CASE STUDY*

01

## THE MANDATE

After completing an effective cost optimization project under a new COO, a West African gold producer had a heightened focus on optimizing mining operations at their flagship large multi-pit operations. To drive operational efficiencies, reduce production costs, and facilitate a culture change, the management team retained Stratum to fill a site-based position of Business Improvement Manager focused on Technical Services.

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## WHY WAS THIS CHALLENGING

The Technical Services Manager needed to be able to drive site business improvement initiatives by providing senior site technical leadership, along with advisory services, mainly within the mining disciplines, including Tailings Storage Facility, as well as continuous improvement opportunities

A national mine manager was in place who had direct responsibility for mining functions, so the chosen candidate needed to be able to effect change by influence rather than direct authority. In addition, they needed to be technically competent to be respected by the well-qualified national workforce and the JV partner (a major) and comfortable working on rotation on a site with few expatriates.

The individual needed to be passionate about mentoring but also up-to-date and able to make the best use of new technologies and practices to improve the business.

# 03 HOW WE SOLVED IT

Stratum was selected for this search due to our successful track record of successful searches with the company.

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 an existing team with very few expatriates 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

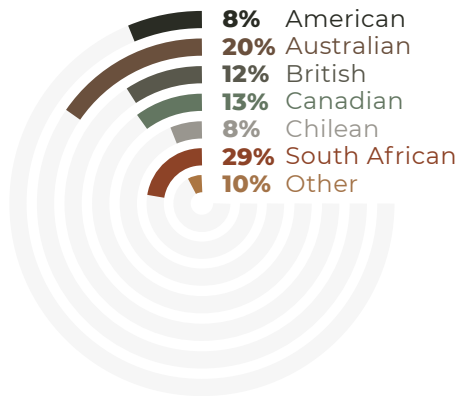
Stratum initially identified 69 potentially suitable profiles for the role. All candidates had gold mining experience and spoke English. We then completed profiling, in-depth discussions, and formal interviews, a key component of our vetting process, before presenting our top three candidates to the client with our recommendations.

The successful candidate was a seasoned Australian expatriate with over thirty years of relevant experience. He was a suitable candidate for this role as he had a demonstrated track record in developing teams of local professionals to world standard quality and performance across a number of countries in the developing world. He also had a good understanding of survey, geotechnical, dispatch, geological, mine engineering, and TSF issues in open pit mines. He had previously worked in high-rainfall, multi-pit tropical mines across Africa. He has also led the introduction of technological innovation in a mining production environment by deploying drones, LiDAR, blast movement monitoring and modelling, grade control and assay optimization, elevated mine dispatch plus reporting and analysis modules.

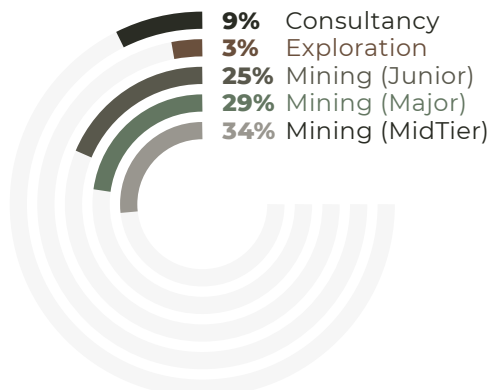
More importantly, the role hit squarely on what excited him professionally; improving mining operations, developing local teams, deploying new technologies, and applying an analytical approach to mine operations management.

## DATA / DEMOGRAPHICS

### Nationality

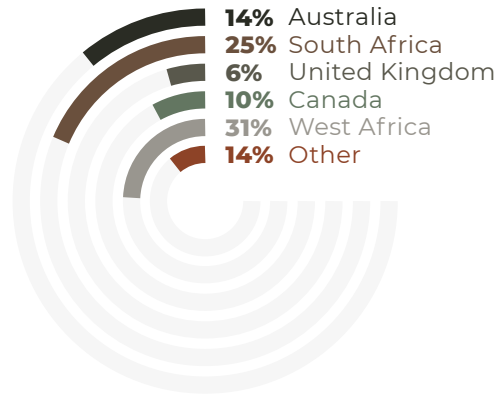


### Company Type



# 04 THE RESULTS

## Location



# 05 FIT TO LEAD

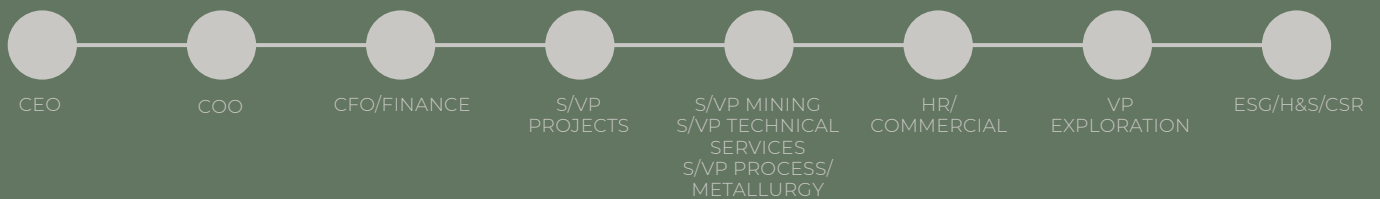
## The Problem

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.

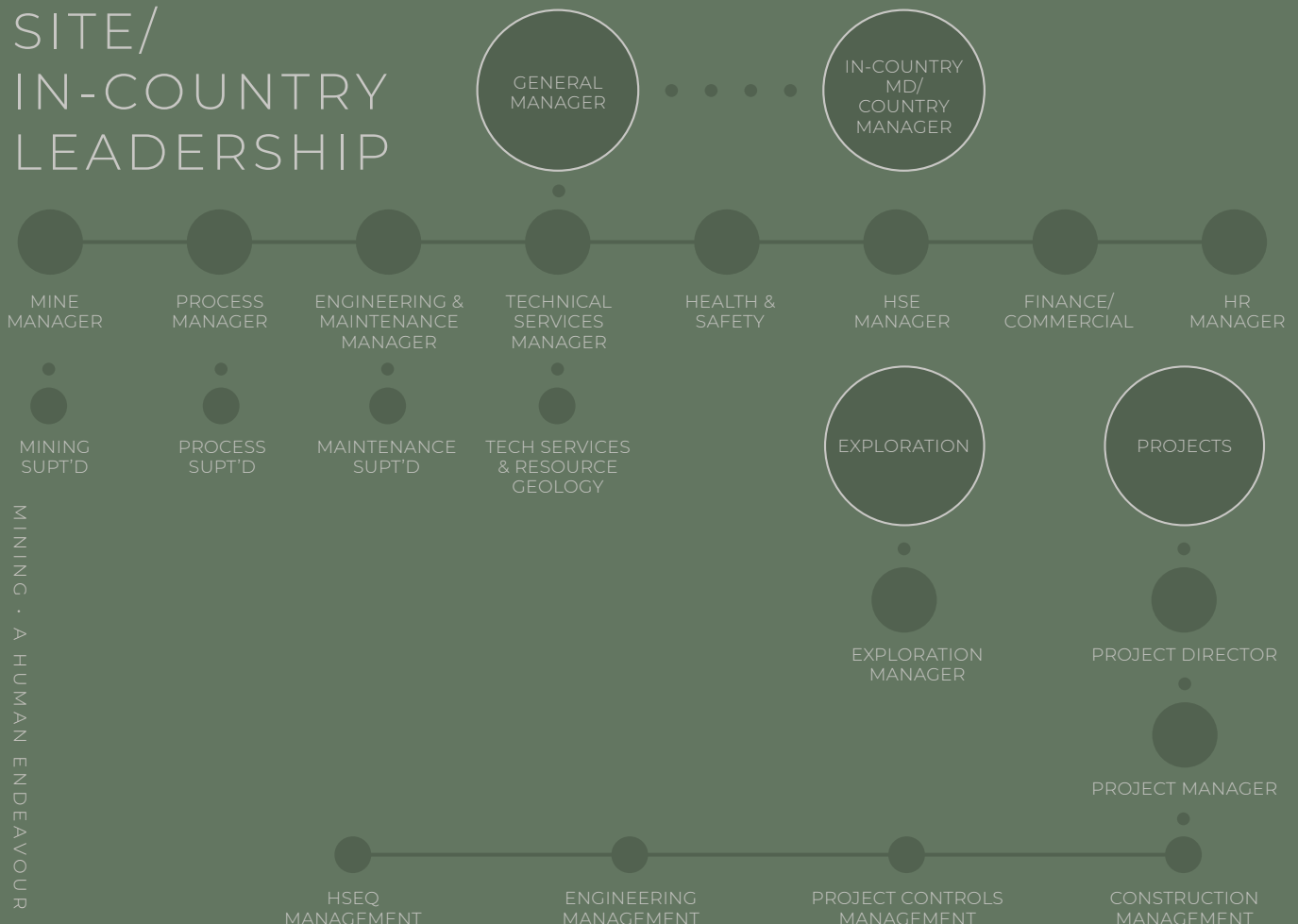
## How Are We Solving It?

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



MINING · A HUMAN ENDEAVOUR

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# 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™

