

STRATUM™



MINING · A HUMAN ENDEAVOUR

VP EXPLORATION MEXICO

CASE STUDY

01

THE MANDATE

To ensure its optimal position in a rapid growth phase, a mid-tier gold producer retained Stratum to recruit a VP of Exploration for their property located in Mexico with the goal of extending LOM through brownfield exploration and increasing the company's resources & reserves through greenfield discoveries across the region.

It was an opportunity for the successful candidate to put their mark on a growing exploration pipeline in a company with a robust exploration budget and a clear strategy to increase exploration capacity for expansion, supported and driven by the executive team.

The mandate was to attract an individual with the credibility and capability to manage strategic brownfield and greenfield exploration plans, including defining mineral resources and identifying potential M&A targets based on exploration potential and existing resources with a budget of US\$39M.

Due to the location of the operation, projects, and strategic focus to expand within the Americas, Spanish language ability was a requirement.

02 WHY WAS THIS CHALLENGING

As a new position within the company structure, the mandate required a leader that had a successful track record of gold discoveries, experience within the major space, and strong business acumen, together with the capacity to adapt and lead an existing team within a different culture and be able to transfer the critical skill to upscale exploration capacity. The company needed to do this within a tightened market.

03 HOW WE SOLVED IT

Stratum responded by dedicating our expert consultants and researchers to the project. This included compiling full Candidate Briefing Packs, comprehensive research, networking (Stratum does not advertise roles), long listing, referencing, and scientific/behavioural profiling candidates aligned with 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 allowed us to target, and reference or peer review the highest performers.

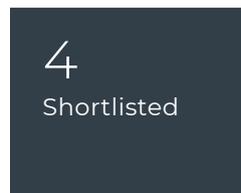
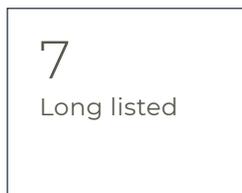
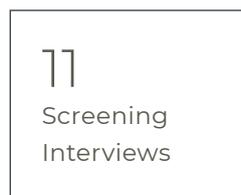
04 THE RESULTS

Stratum identified 89 prospective profiles, which we reduced to eleven 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 leader with exposure to both junior and major miners, with 20+ years of gold exploration experience, and bilingual, based in Santiago, Chile.

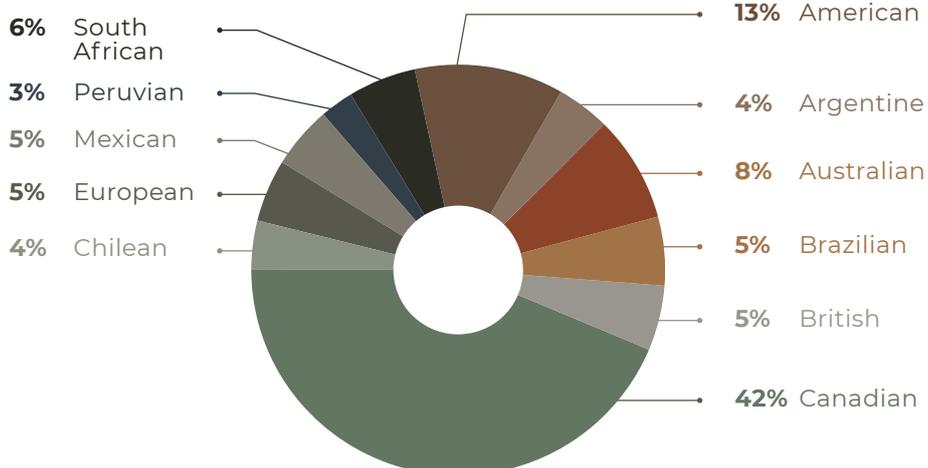
In addition to a strong culture fit, the candidate had extensive experience leading teams within the region, together with an extensive track record of tier 1 gold discoveries, with the capacity to build strong, fit-for-purpose teams and deploy them strategically according to business needs.

PROJECT SUMMARY



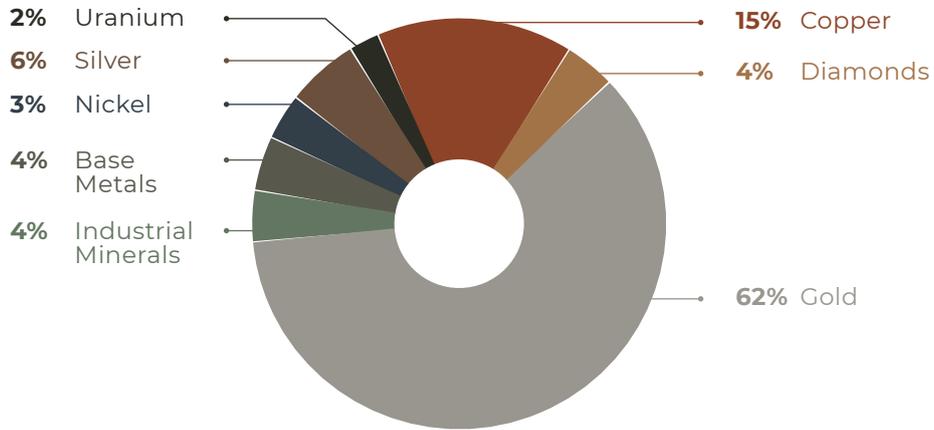
DATA/DEMOGRAPHICS

Nationality

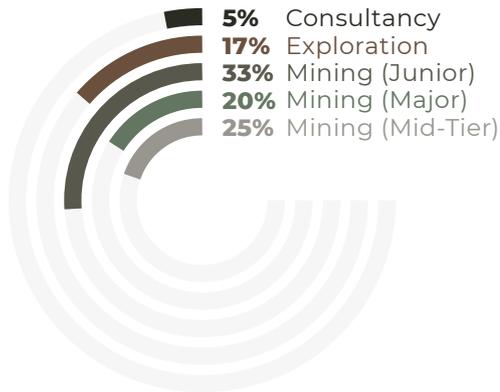


04 THE RESULTS

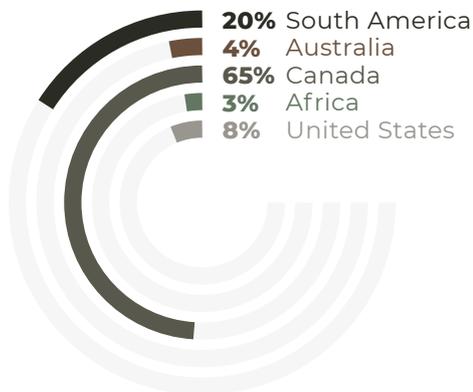
Commodity



Company Type



Current Location



05 FIT TO LEAD

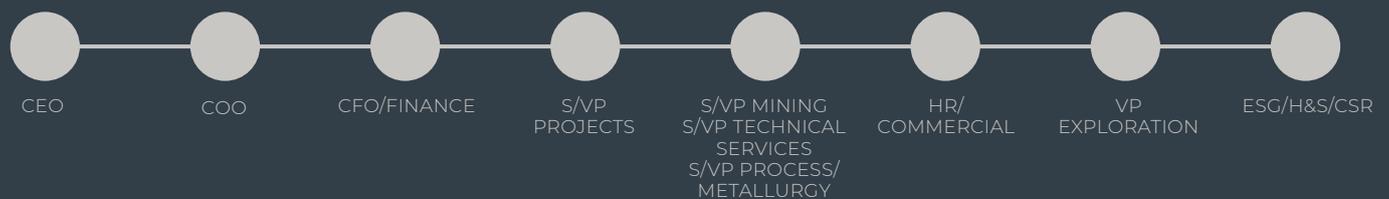
The Problem

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.

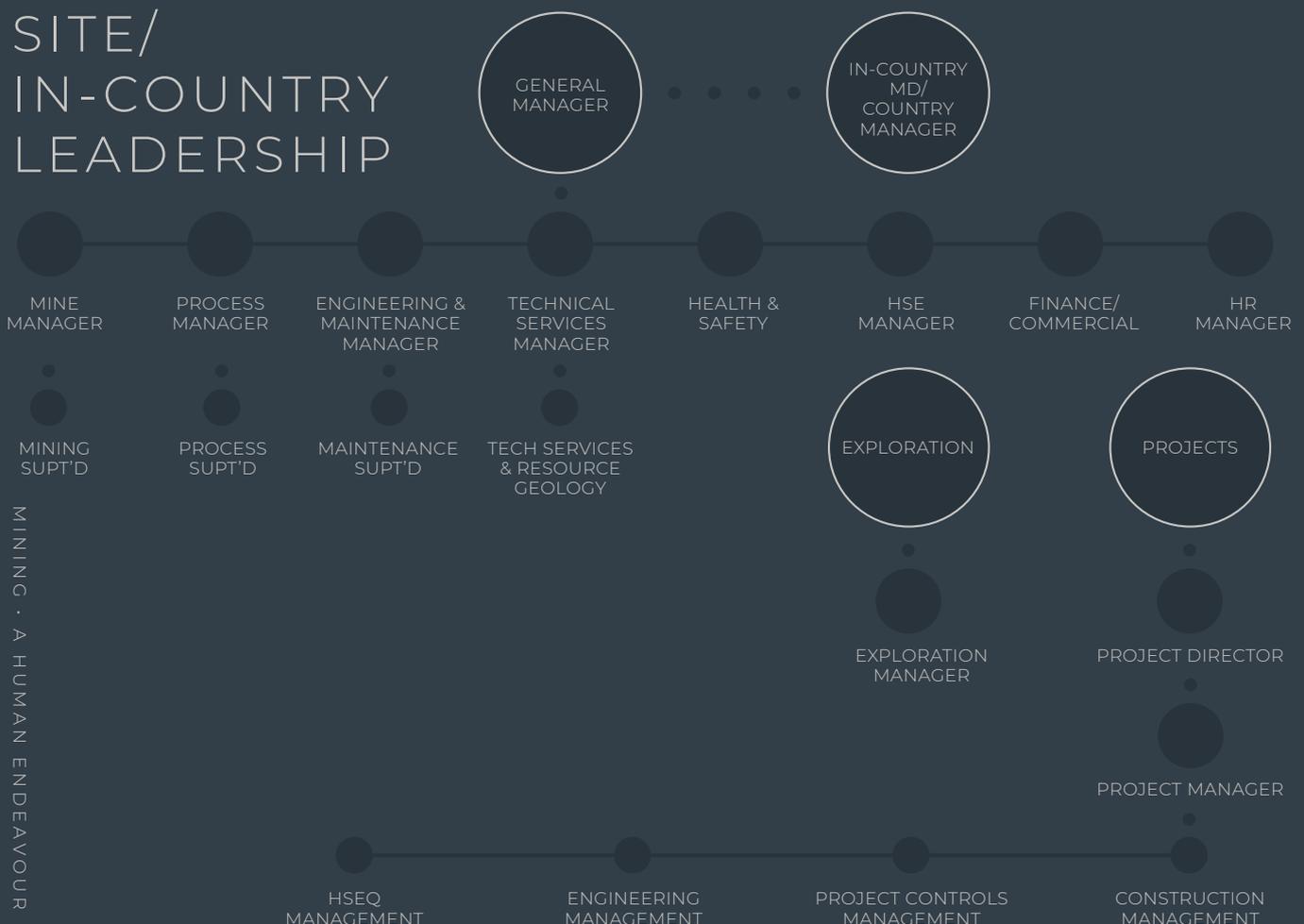
How Are We Solving It?

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



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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™

