

STRATUM™



MINING · A HUMAN ENDEAVOUR

PROCESS MANAGER

CASE STUDY

01

THE MANDATE

Stratum was retained by a new client (referred to us by a previous client), a fast-growing green metal, Urban Mining recycling company.

The mandate was to attract an exceptional PGM Refinery Process Manager with a proven ability in production, troubleshooting and debottlenecking.

The Process Manager would be responsible for managing all metallurgical aspects of PGM refining and provide leadership, issue management and direction for the Processing function in the company.

02

WHY WAS THIS CHALLENGING

Shortly after commencing our search, a war broke out in the region. The subsequent geopolitical complications made the location less attractive to candidates even though the country remained safe. The client's business was at a critical point in its journey. The Engineering Consulting Firm had made good progress on the design of this Greenfields PGM Smelter, and the client needed to bring more expertise to its Owner's Team in preparation for construction.

The challenge was finding someone with extensive experience in a Precious Metals Smelter with a particular focus on platinum (Pt), palladium (Pd), and rhodium (Rh) purification and who would be willing to relocate to a country, unaffected by but bordering a warzone.

In addition to these considerations, achieving culture fit was imperative.

03 HOW WE SOLVED IT

Due to the specific requirements of this role, we referred to our existing database of Smelters worldwide and targeted their present and past Chemical Engineers and Metallurgists. Our database ensures that we know whom we've missed and allows us to network to ensure we cover all the bases.

We were working with tight timelines as the client was due to break ground in a few months and needed in-house expertise before designs were finalised.

Stratum responded, dedicating a Senior Consultant and Researchers to the project, delivering a shortlist which included a very well-respected Process Manager along with an excellent Commissioning Specialist (who is now also part of the team).

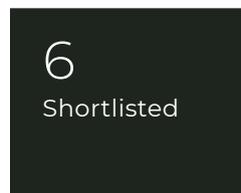
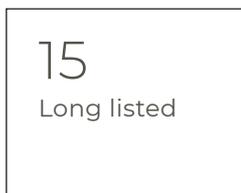
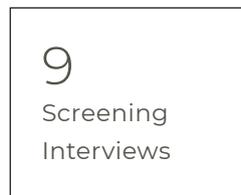
This included creating full Candidate Briefing Packs, comprehensive research, and networking (Stratum does not advertise roles), long listing, referencing and scientific/behavioural profiling of candidates against the company's expectations.

04 THE RESULTS

Stratum identified more than 100 suitable profiles. The list was reduced to 15 longlisted candidates for more in-depth discussions and formal interviews through our vetting process. Afterwards, the list was reduced to 6 comprehensively interviewed and assessed shortlisted candidates (including scientific/behavioural profiling to match candidate behavioural profiles scientifically with the client's expectations and culture).

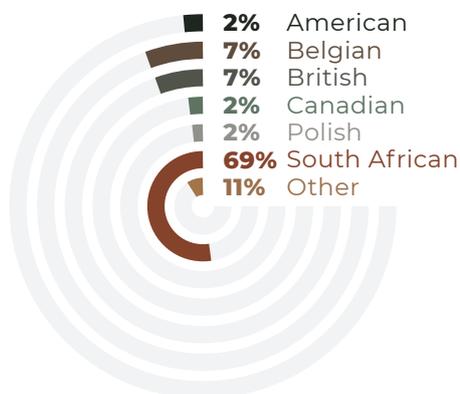
The Result: a candidate from a major miner based in Johannesburg, South Africa, was hired. In addition to a strong culture fit, the candidate had extensive experience leading teams in a PGM Refinery. The candidate is also an exceptional mentor who has developed several very capable PGM specialists in the industry, which will be of great benefit to the client who is developing their new hires in a country without existing PGM Refining skills.

PROJECT SUMMARY



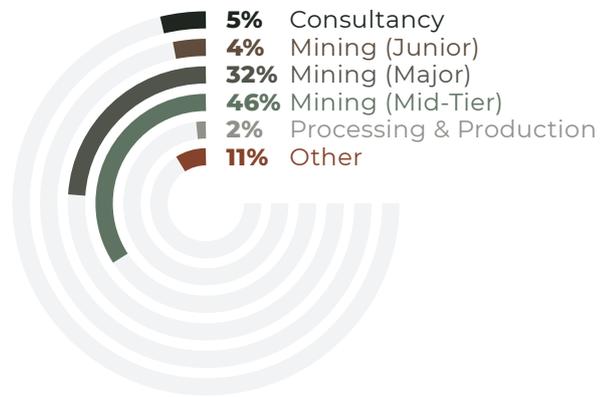
DATA/DEMOGRAPHICS

Nationality

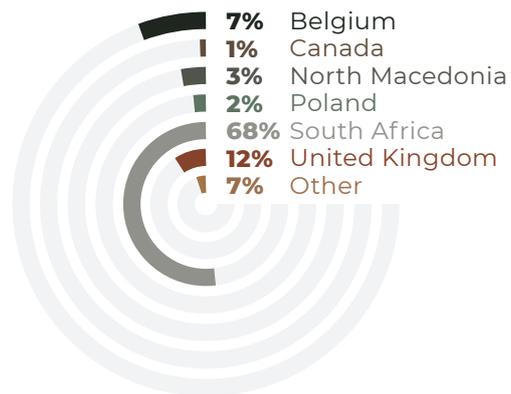


04 THE RESULTS

Company Type



Location



05 FIT TO LEAD

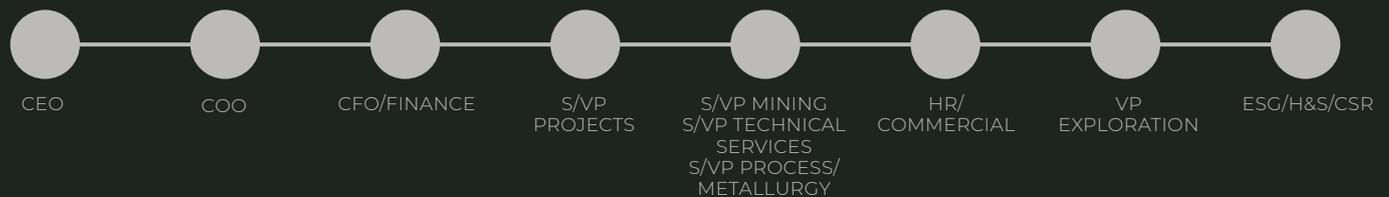
The Problem

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.

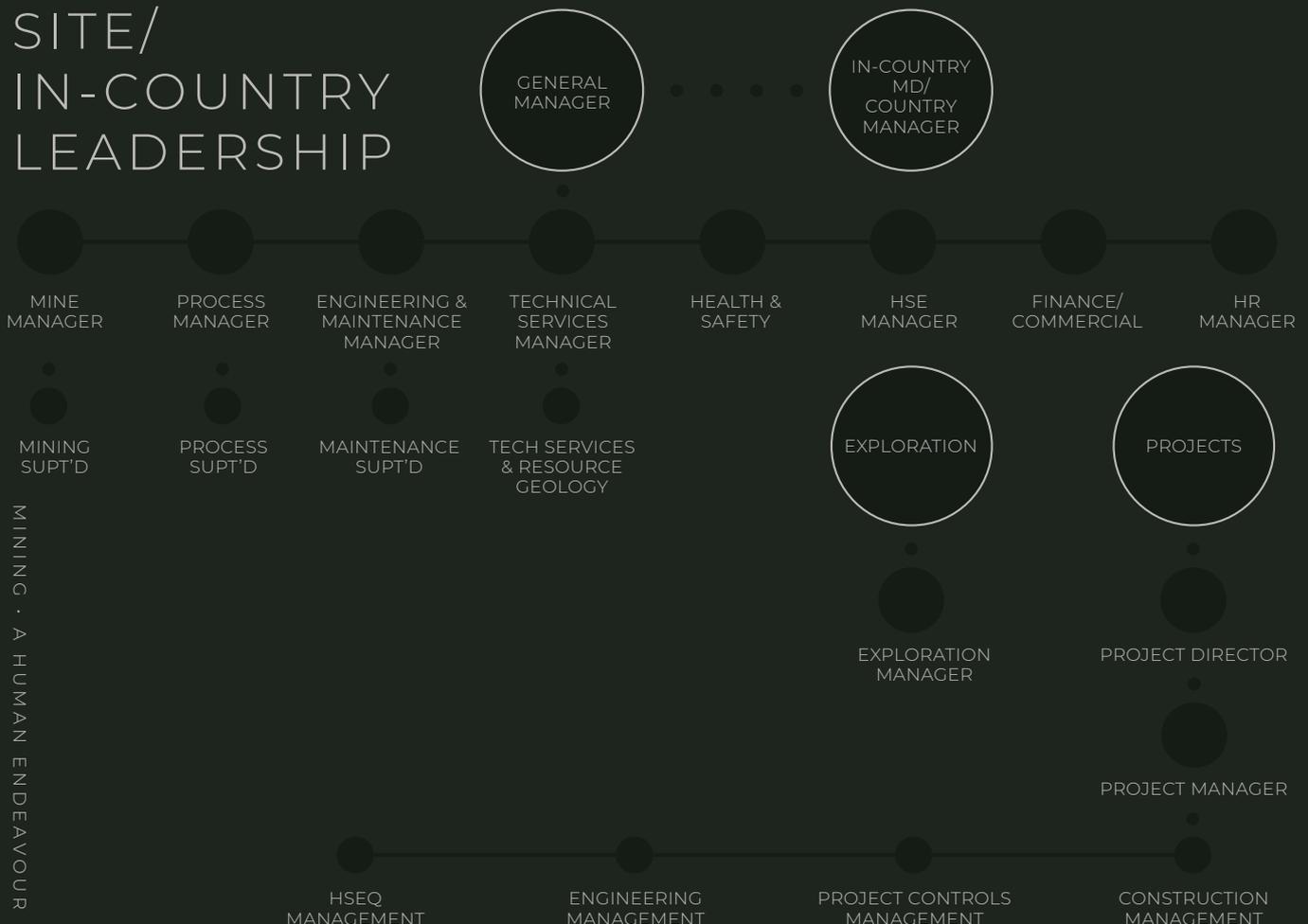
How Are We Solving It?

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



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™

