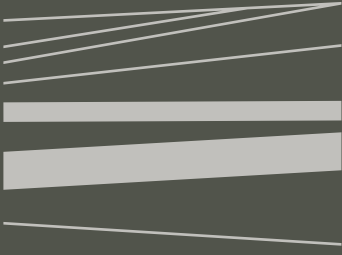


STRATUM™



MINING · A HUMAN ENDEAVOUR

# PROJECT ENGINEER

*CASE STUDY*

# 01

## THE MANDATE

Stratum was retained by a copper junior looking to appoint a Project Engineer. The position would report directly to the CEO and work closely with the selected Engineering Consulting Firm to drive the BFS, and later manage the project from construction through commissioning to steady-state production for their Sub-Saharan greenfield, SX/EW heap leach copper project.

The company was on a tight deadline to bolster its owner's team to complete the BFS on schedule.

The mandate was to attract an experienced professional with an Operations background in SX/EW plants as well as Projects exposure.

# 02

## WHY WAS THIS CHALLENGING

The Project Engineer needed to be a hands-on, technically oriented leader with exposure to heap leaching and a successful track record of developing SX/EW projects. Stratum needed to identify someone with solid operations exposure and a deep understanding of the workings of an SX/EW plant who could represent the owner and apply practical, cost-effective solutions to issues that may arise during the study and later construction, commissioning, and operations phases.

In Africa, mines using Heap Leaching and copper SX/EW are scarce. The client plans to use chloride heap leaching for the first time in Africa.

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

# 03

## HOW WE SOLVED IT

Stratum responded by dedicating our expert team, led by a Senior Consultant, and supported by our in-house researchers, to the project.

Drawing on our experience working with technical roles and using our detailed list of SX/EW mines worldwide, we rapidly built a targeted list of potential candidates and sources/referees.

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

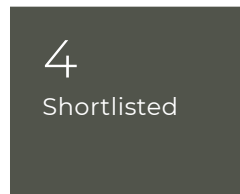
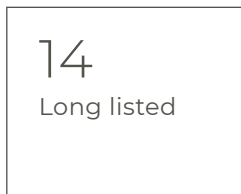
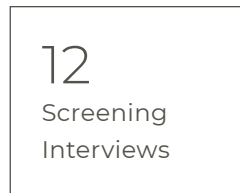
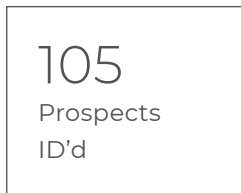
# 04 THE RESULTS

Stratum identified more than 105 suitable profiles. The list was reduced to 14 longlisted candidates for more in-depth discussions and formal interviews through our vetting process.

Afterward, the list was reduced to 4 comprehensively interviewed and assessed shortlisted candidates (including scientific/behavioural profiling to match candidate behavioural profiles scientifically with the client's expectations and culture).

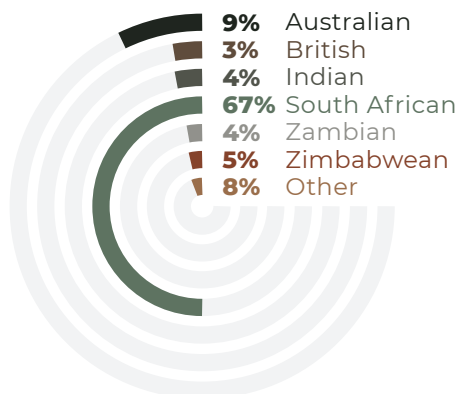
The Result: a candidate with extensive SX/EW project development experience based in Cape Town, South Africa, was hired. In addition to a strong culture fit, the candidate had extensive experience leading projects and operational teams in Africa with exposure to heap leaching in South America.

## PROJECT SUMMARY



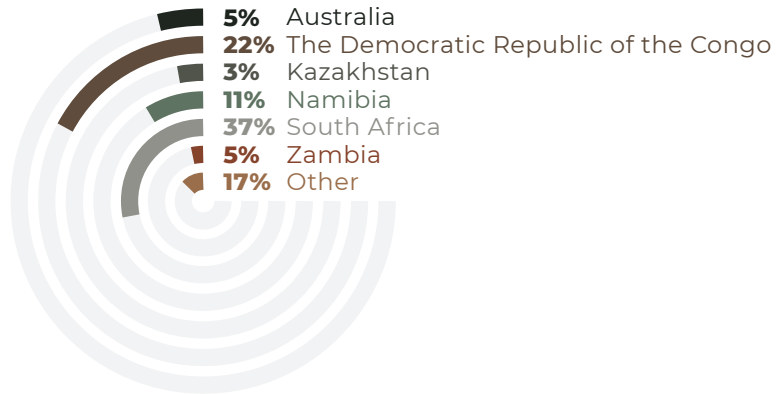
## DATA/DEMOGRAPHICS

### Nationality

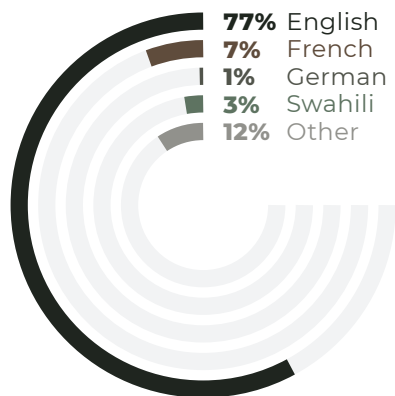


# 04 THE RESULTS

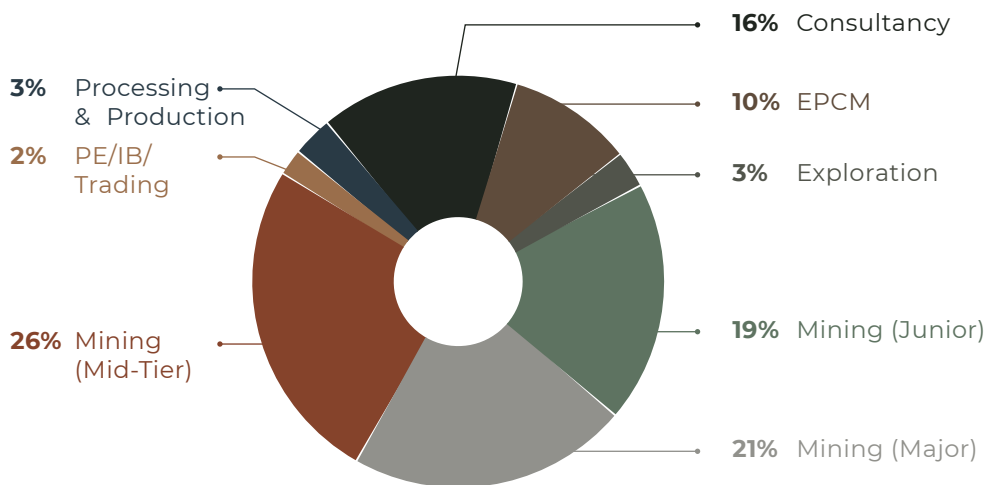
## Location



## Language



## Company Type



# 05 FIT TO LEAD

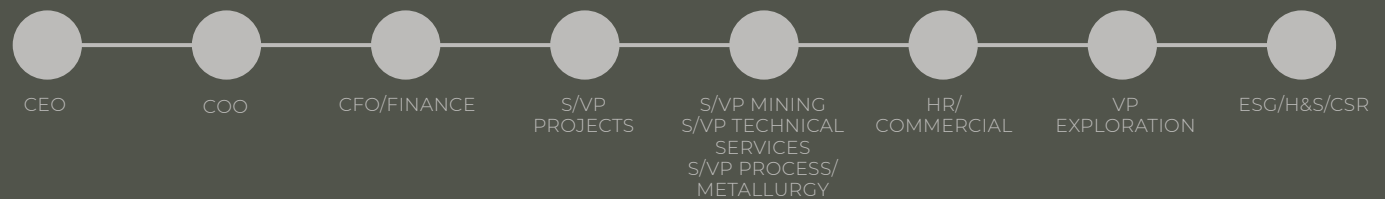
## The Problem

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.

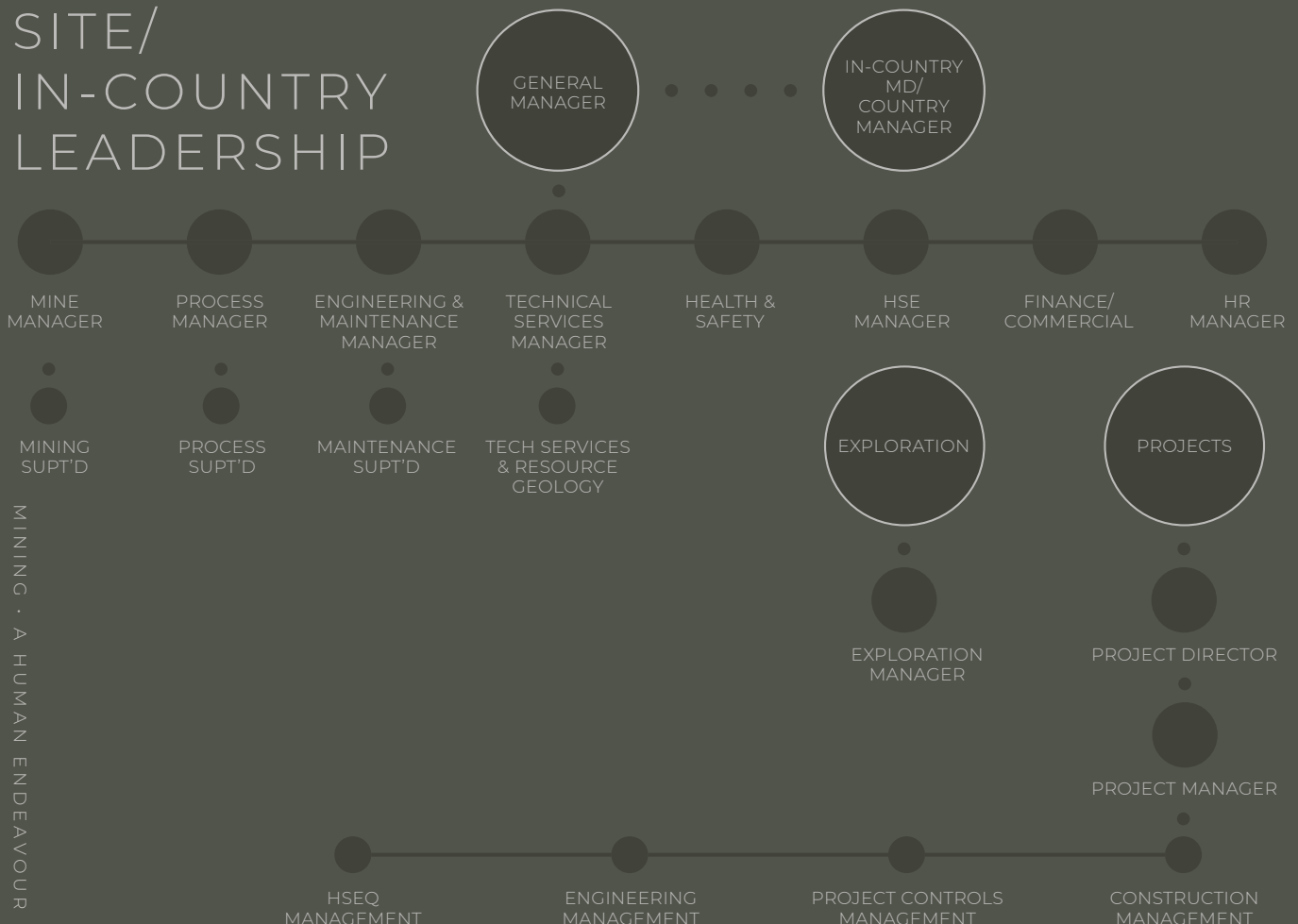
## How Are We Solving It?

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>

