

STRATUM™



MINING · A HUMAN ENDEAVOUR

PROJECT DIRECTOR CANADA

CASE STUDY

01

THE MANDATE

A junior Canada-based gold mining, development, and exploration company focused on the top-tier Canadian mining jurisdictions retained Stratum to identify a Project Director to lead a multimillion-dollar gold project.

This is the largest gold deposit in the province and the highest grade undeveloped open-pit gold mine in the region. With an initial CAPEX of nearly \$300 million the project will consist of an Open Pit Mine (11-year life of mine)/Underground Mine and a plant with a Mill capacity of 4,000tpd based on a combined gravity and leaching circuit, yielding excellent gold recovery rates.

The ideal Project Director would have a proven track record managing projects from early stage to completion and handover to operations.

Key objectives:

- Step in and seamlessly complement the existing senior management team.
- Lead the planning and implementation for all aspects of the project from readiness preparation and financing stage to commissioning and handover to operations.
- Lead and integrate multiple consultants.
- Oversee procurement scopes and construction efforts.

02

WHY WAS THIS CHALLENGING

The client is a junior Gold Producer, growing rapidly. They needed someone who could adhere to strict budget guidelines within a difficult cost environment due to COVID.

The new Project Director would provide reasonable and sound responses to key government representatives during the permitting process and fill a professional leadership role in the community — necessary to maintaining and improving upon the social aspects of building an open-pit mine.

The incumbent would also oversee and direct the permitting, studies, assessments, site activities and site construction required to effectively develop and advance the Gold Project into production.

The ideal candidate needed corporate and boots-on-the-ground experience, exceptional problem-solving skills, and sound knowledge of managing an EPCM, various contractors, and consultants.

In addition to these considerations, achieving cultural fit was crucial. It's why Stratum consulted with Stakeholders to scientifically determine the ideal behavioural profile.

03 HOW WE SOLVED IT

stratum responded by dedicating our expert team, led by our Project Lead and supported by our Senior Associates, to the project.

Drawing on our experience and vast network, we set to work identifying Project Directors experienced in FEED, EPC, EPCM, and PMC type Capital Projects with a proven track record.

We specifically focused on Project Leaders with a reputation for solving problems, easing delays, and overcoming roadblocks.

Then 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/behavioural profiling of candidates against the company's expectations.

04 THE RESULTS

Stratum quickly identified more than 140 suitable profiles for the position. Using our tried and trusted vetting process, we reduced this list to 20 longlisted candidates for more indepth discussions and formal interviews.

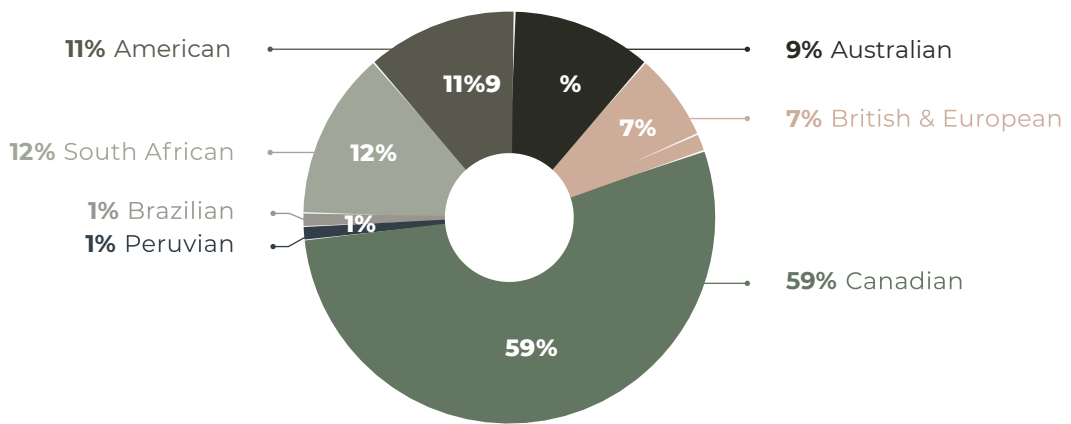
After careful consideration, we settled on 5 comprehensively interviewed and assessed shortlisted candidates. This included scientific/behavioural profiling to match the candidate with the client's expectations and company culture. This process also ensures that the final candidates are invested in the job.

The result: an exceptional Canadian-based Project Director from a leading UK Headquartered multinational engineering and consulting business was hired.

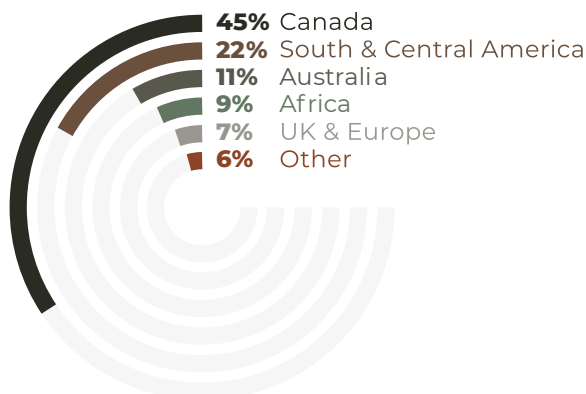
In addition to a strong culture fit, the candidate had proven experience leading successful teams in Canada and solid international experience. He also had a good balance of HQ and site exposure.

DATA / DEMOGRAPHICS

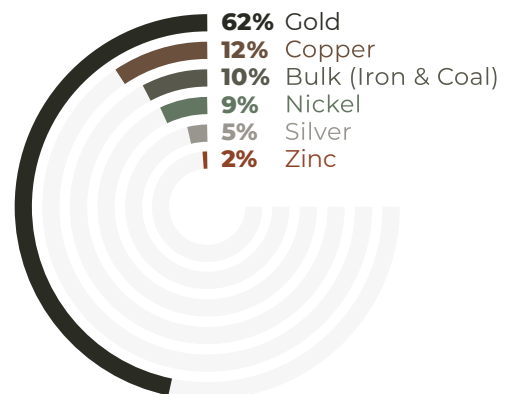
Nationality



Work Location



Primary Commodity Experience



05 FIT TO LEAD

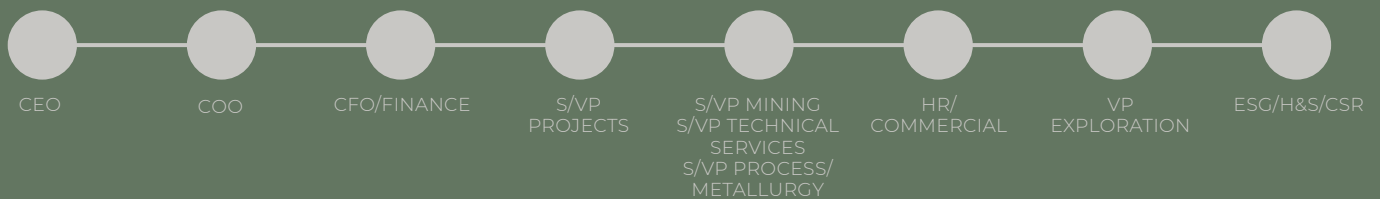
The Problem

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.

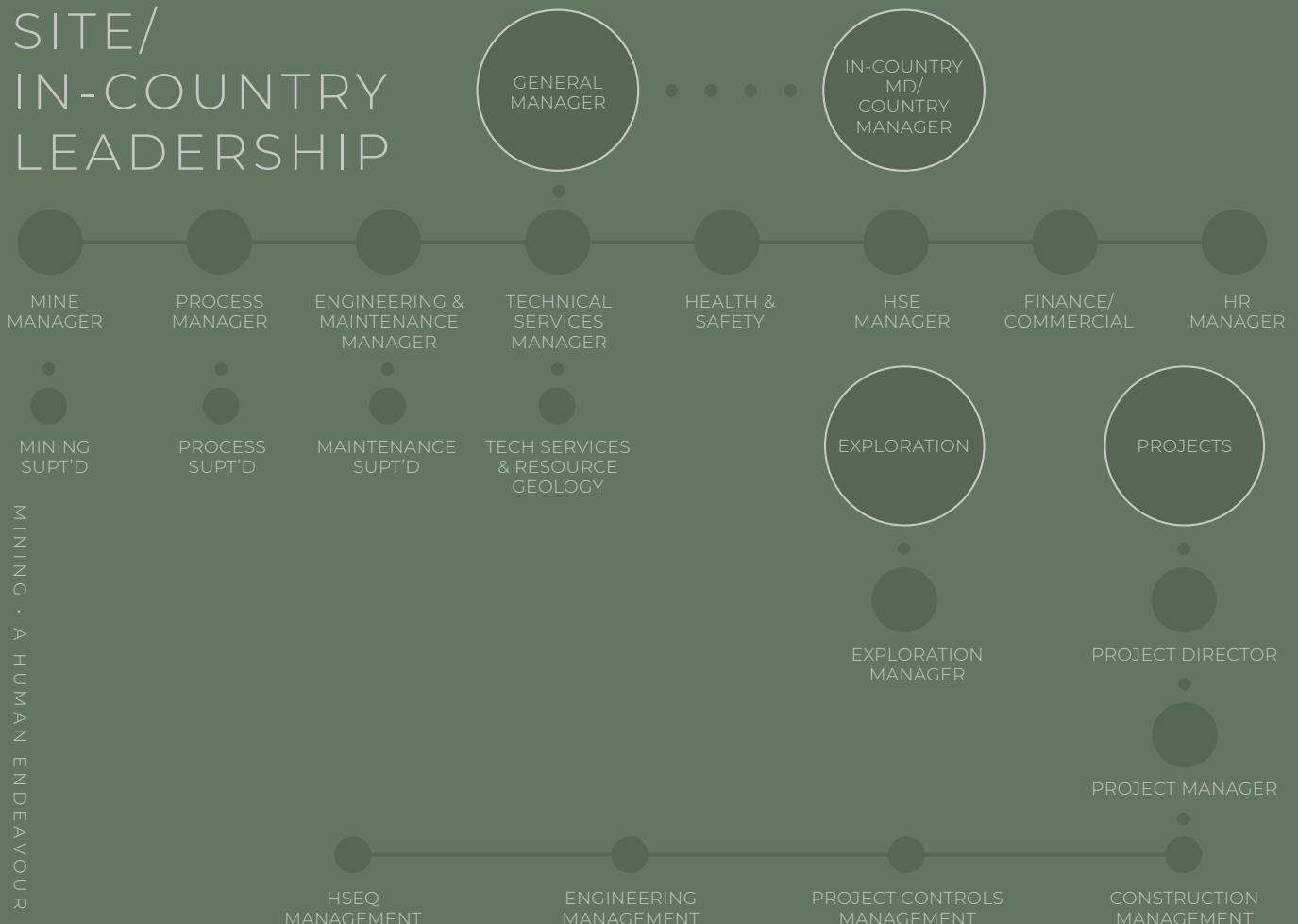
How Are We Solving It?

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™

