

STRATUM™



# COMMUNITY SUPERINTENDENT FOR A JUNIOR MINER IN EAST AFRICA

*CASE STUDY*

# 01

## THE MANDATE

Stratum was retained by a junior mining company, to fill the newly created position of Community Superintendent in Tanzania. The mandate was to attract an experienced Community Liaison to build healthy relations with community leaders and government officials for the Company within the community and District at large. The candidate needed to have a track record of leading, designing, and managing resettlement and community programs within an East African mining context. Additionally, it was highly advantageous if the person could speak Swahili and knew the region where our client was operating.

Key Objectives:

- Ensure community engagement and resettlement activities continue to align with IFC and Equator principles.
- Ensure the company fulfills its CSR to the community and local Government.
- Audit and implement findings in resettlement, livelihood restoration (LRP) assessment, and grievance plans.
- Be responsible for the budget for community spend and commitments.

# 02

## WHY WAS THIS CHALLENGING

As a junior miner, building a Greenfields mine, the client needed an experienced community liaison to take charge and be hands-on. The candidate needed to have the credibility to earn the respect of the community and local stakeholders and communicate effectively in their preferred language. While the incumbent would be based at Head Office in Dar Es Salaam, the role required regular trips into the field on long rosters.

# 03 HOW WE SOLVED IT

As a first step, Stratum's research team mapped the market of community professionals in the junior and mid-tier mining space who had operated successfully in East African countries such as Tanzania, Mozambique, Kenya, Uganda, Rwanda, Burundi, and DRC. We rapidly built a highly targeted list of potential candidates - creating full Candidate Briefing Packs, comprehensive research, and networking (Stratum does not advertise roles), longlisting, referencing, and scientific/behavioural profiling of candidates against the company's expectations.

# 04 THE RESULTS

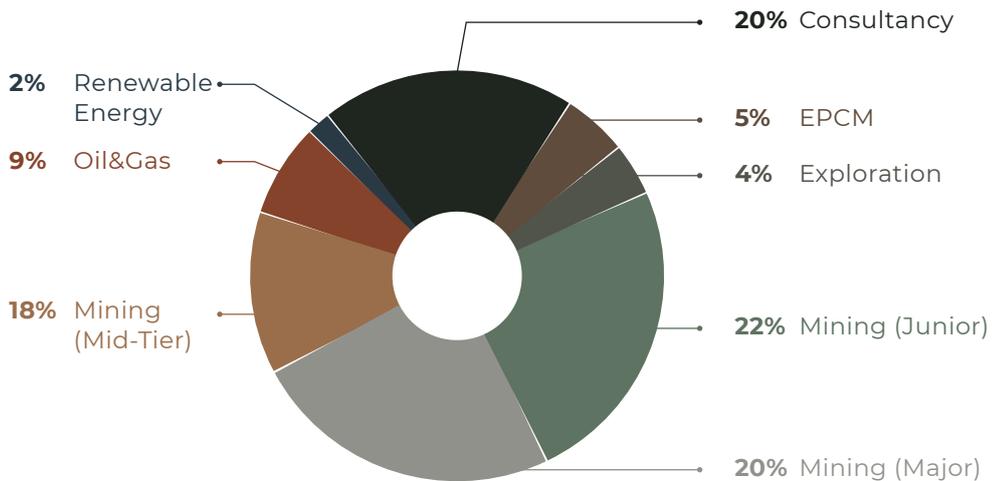
Stratum initially identified over 74 suitable profiles for the role. Using our tried and tested vetting process, 10 candidates were longlisted for more in-depth discussions and formal interviews. This list was then reduced to 5 shortlisted candidates.

All shortlisted candidates were comprehensively interviewed (via video or in person where possible) and assessed using scientific/behavioural profiling to match each candidate with the client's expectations and company culture.

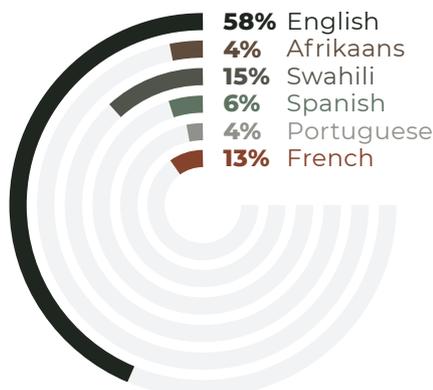
We managed to secure a highly qualified Tanzanian Community Specialist, with a financial degree who is fluent in English, Swahili, Sukuma and Sumbwa. He brings a track record of managing community programs at Barrick Gold Mines as well as leading resettlement programmes on the largest Oil pipeline in the world with EACOP.

## DATA/DEMOGRAPHICS

### Company Type

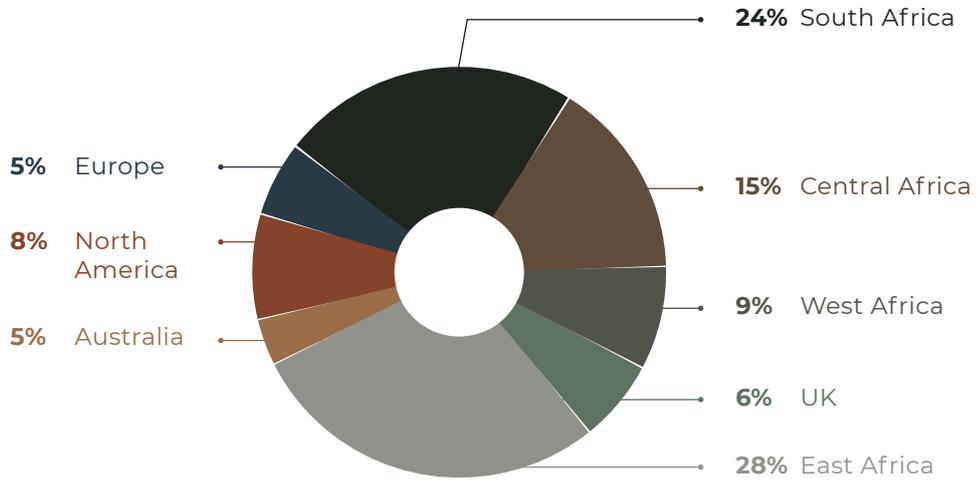


### Primary Language

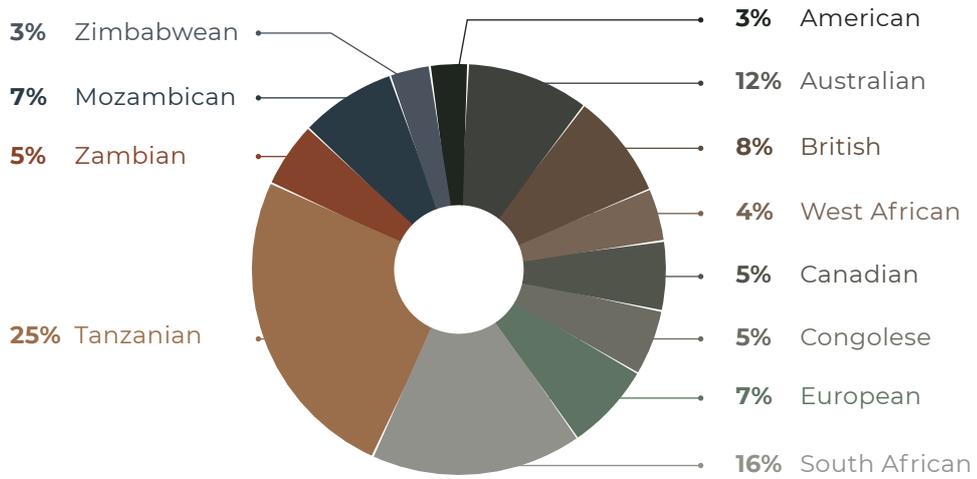


# 04 THE RESULTS

## Location



## Nationality



# 05 FIT TO LEAD

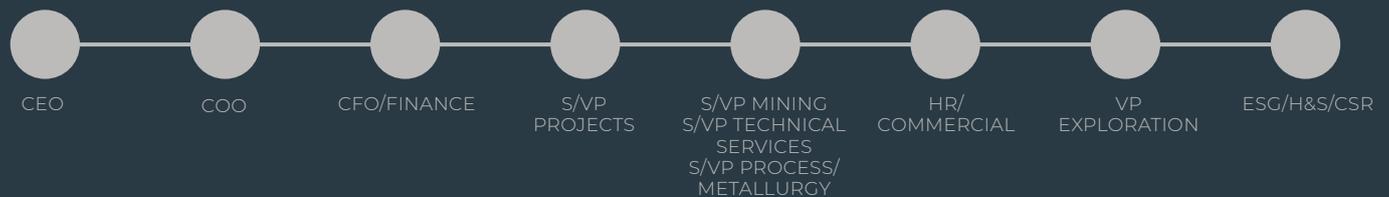
## The Problem

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.

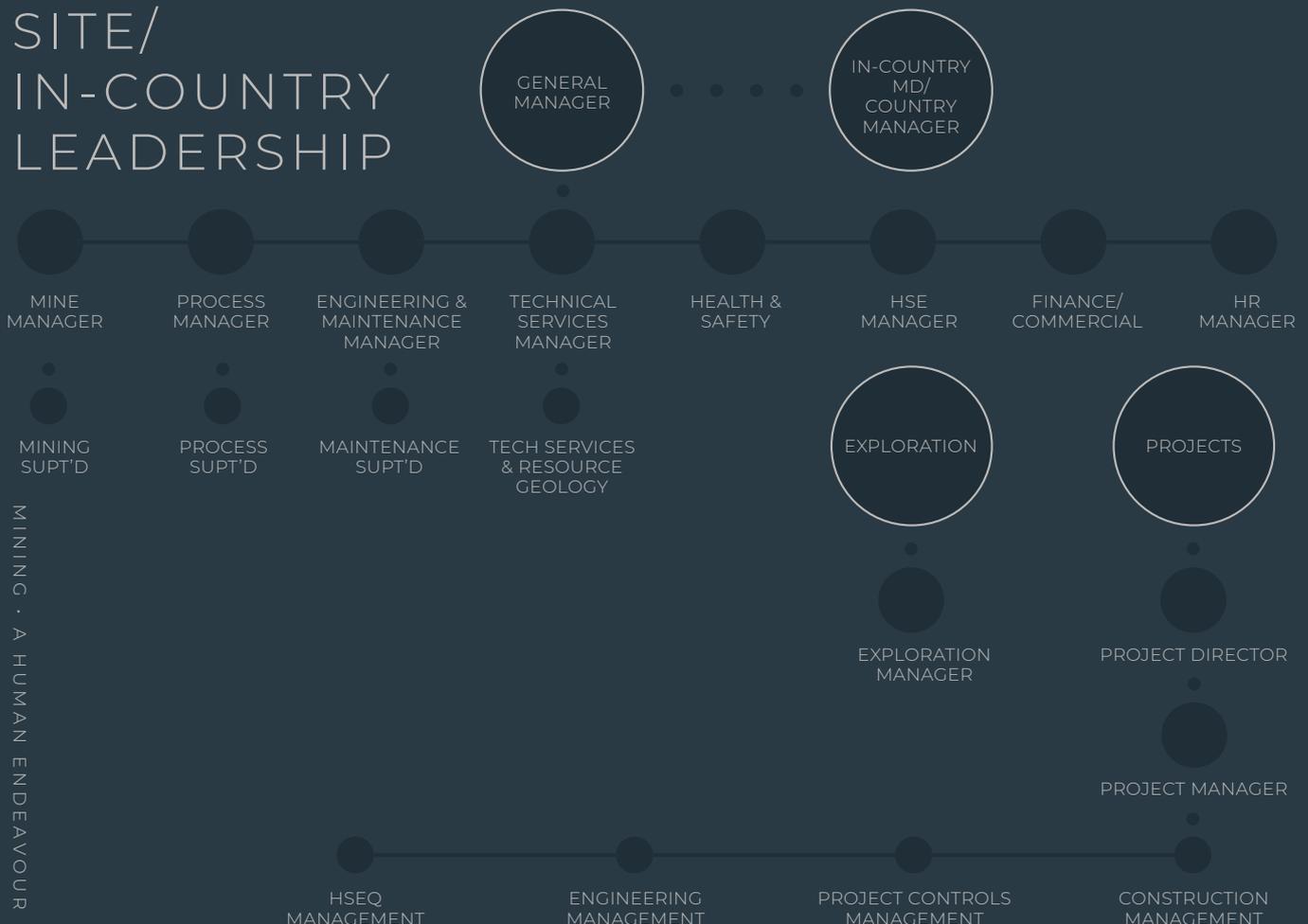
## How Are We Solving It?

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™

