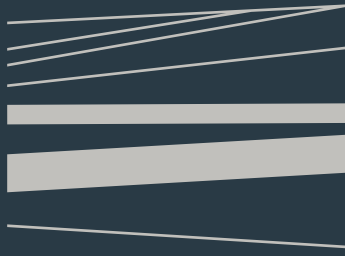


STRATUM™



# HEAD OF TECHNICAL MIDDLE EAST

## SOVEREIGN WEALTH FUND

MINING · A HUMAN ENDEAVOUR

*CASE STUDY*

# 01

## THE MANDATE

Our client, a sovereign wealth fund in the Middle East is a large investor in mining assets globally. Their investments focused on expanding the global supply of critical materials that will support the global energy transition. Reporting to the Chief Investment Officer, our client required a Head of Technical to lead all technical oversight of project development and future operations in mining, including participation in due diligence evaluations, funding and M&A.

Key objectives:

- To create and shape the workflow model for the Investment team's technical due diligence processes on all future project decisions.
- Responsible for project management oversight and implementation throughout the company's techno-economic investment evaluation process, from origination to post-investment portfolio management
- Be the technical lead on all project due diligence and investment suitability of Project Economic Assessments, Pre-Feasibility Studies and Feasibility Studies, verifying their completeness and robustness and identifying risks/opportunities for target generation.
- Assemble and lead technical external due diligence teams as required in the investment evaluation process.
- Act in an advisory capacity to the Executive team and Board on all technical matters and project development.

# 02

## WHY WAS THIS CHALLENGING

Whilst this new hire needed to be a tertiary qualified mining engineer/geologist by discipline, they also had to have a strong commercial sense and judgement, be self-motivated, objective and decisive. That, coupled with at least 15-20 years of experience in mining (particularly in corporate development, portfolio growth management and techno-economic evaluations) the preference was for someone who had previously worked for both mining companies and PE Funds or banking institutions. The candidate needed to have exposure to due diligence and M&A with at least ten years' experience in a senior management position across multiple jurisdictions and commodities. The new appointee also needed to relocate to Riyadh, where the role was based, which involved a significant personal commitment from the individual and potentially their whole family.

# 03 HOW WE SOLVED IT

Our research team did a global market map of experienced candidates who have held a similar role in competitor companies, investment vehicles, PE Funds and mining houses. These candidates usually sat on the Investment team within corporate and were based in a central hub with travel access to operating assets and potential investments. Because of our technical networks in this domain, we rapidly built a highly targeted list of potential candidates. This included 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. Stratum identified over 55 suitable profiles for the role. Using our tried and tested vetting process, 9 candidates were longlisted for more in-depth discussions and formal interviews. After careful consideration, we settled on 3 candidates who were comprehensively interviewed (via video or in person where possible) and assessed. This process also ensured the final candidates were fully invested in the job.

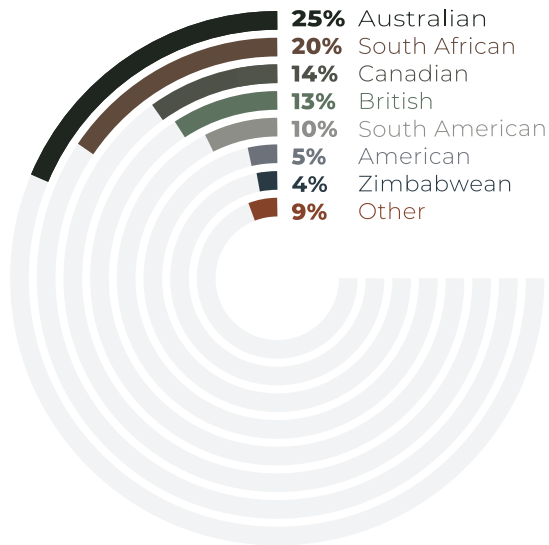
# 04 THE RESULTS

We managed to secure an A-class candidate employed by a listed royalty company with similar responsibilities; he also performed this exact same role at a mining-focused PE Fund previously, so was able to hit the ground running. His blend of experience across operations, technical services, private equity, consulting and directorships gives him the confidence to influence necessary stakeholders. Our successful candidate had a solid track record of operational management at large mining houses in Australia, as well as senior technical positions at a well-known commodities trading house in Switzerland.

Having worked in Australia, UK and the EU with DD/projects/operations oversight of mines and operations internationally, his global exposure was second to none.

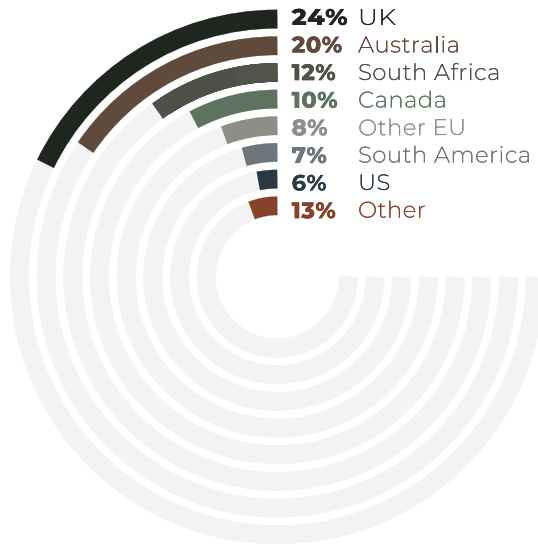
## DATA / DEMOGRAPHICS

### Nationality

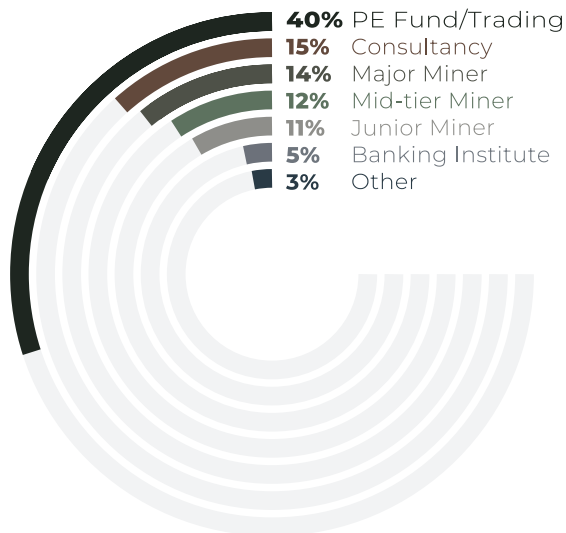


# 04 THE RESULTS

## Work Location



## Company Type



# 05 CONCLUSION

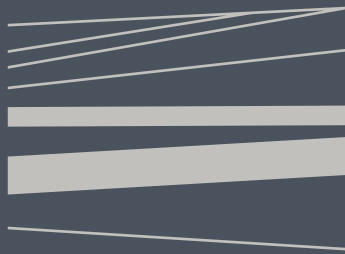
Stratum's ability to navigate the complexities of executive search for such a critical role highlights our deep expertise in the mining sector and understanding of the unique demands of investment vehicles. By leveraging our global networks and implementing a rigorous vetting process, we identified a candidate whose technical and commercial acumen, combined with extensive international experience, made him an exceptional fit for the Head of Technical role. His immediate impact, coupled with a seamless transition into this high-stakes position, underscores our commitment to delivering world-class talent that drives long-term success for our clients.

# Stratum specialises in the human aspect of mining.

We are a board/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.

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