

STRATUM™



MINING • A HUMAN ENDEAVOUR

# ASSOCIATE

## STRATUM

### CAPE TOWN, SA

*JOB DESCRIPTION*

June 25

## 1 JOB DESCRIPTION

ROLE	Associate
LOCATION	Cape Town, South Africa
REPORTING TO	Head of Research, Managing Director
WEB ADDRESS	<a href="http://Stratum-international.com">Stratum-international.com</a>
CONTACT	Lisa Gregory, Head of HR: <a href="mailto:HR@stratum-int.com">HR@stratum-int.com</a>

## 2 ABOUT US

Stratum specialises in the human aspect of mining. We are a premium board/executive search and management consulting firm, providing human capital solutions to the mining industry. Stratum provides access to the best professionals from around the globe to companies looking for high performing leaders. We recruit across corporate and technical disciplines at site and head office level. Our clients include junior, mid-cap and major miners and private equity firms/family offices.

Our core focus is:

- **Executive Search (HQ)**
- **Site-Based leadership recruitment**
- **Advisory Services – Board Advisory, Private Equity Due Diligence, Independent Referencing Assessment**

We have offices in London (HQ) and Cape Town (South Africa). This role will be based out of Cape Town.

## 3 THE ROLE

As Stratum continues to grow, there is a need to bring on board a new Associate in our Cape Town office. As an Associate, you will work across the business both supporting consultants on research and learning how to business develop and engage with clients.

This is a **2-year programme** ensuring you learn all aspects of the executive search and management consultancy industry as well as becoming an industry expert within mining. At the end of the programme, you will have the tools to develop into a junior consultant or take a career path in research.

The role will suit the culturally curious and those interested in international and emerging markets business. Stratum's board/executive search and advisory mandates are typically in global mining headquarters, including London, Toronto, Perth, Vancouver and Johannesburg.

We're looking for someone ambitious, eager to learn, and accountable. Additionally, the ideal candidate is entrepreneurial, detail-oriented, and thrives in a culture of ownership and urgency.

## 4 RESPONSIBILITIES

- Work towards achieving Stratum's vision of being a leading global mining executive search and management consulting firm. This will be done through working alongside consultants, researchers, and data team.
- Generate research that can be used for market intelligence.
- Assess and deliver high-quality candidates on a global scale.
- Manage both sides of the relationship throughout the interview process to provide best-in-class service to clients and candidates alike, resulting in successful placements.
- Active communication (face-to-face meetings, phone, e-mail, LinkedIn, networking events) with candidates.
- Working to targets and deadlines.
- Track the market for constant updates on projects, industry trends, hiring, and business strategies.
- IP creation (Market reports, case studies, etc.).

## 5 QUALIFICATIONS AND COMPETENCIES:

### **Qualifications:**

- University degree
- Multi-lingual (asset).

### **Desired Competencies:**

- Resilient and initiative-taking.
- Strong communication skills.
- Ambition, drive, and determination to achieve objectives. Problem-solving, influencing, questioning, and listening skills.
- Knowledge of Microsoft Office's suite of products such as Word and PowerPoint.

- Team player with a competitive edge.
- Personable and confident nature.
- Strong attention to detail.
- Ability to manage time, prioritise, follow, and meet deadlines in a fast-paced environment.
- An acute level of cultural awareness.

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*Board/Executive Search, Site-based Leadership Recruitment, Management Consulting, Market Mapping/Research/Succession Planning, Due Diligence.*