

1 JOB DESCRIPTION

ROLE	Principal Consultant
LOCATION	Cape Town
REPORTING TO	Managing Director
WEB ADDRESS	Stratum-international.com
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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 and Board Search (HQ)**
- **Site-Based leadership recruitment**
- **Advisory Services – Board Advisory, Due Diligence, Succession Planning, Compensation Analysis, Leadership Assessment.**

We have offices in the UK and South Africa (Cape Town). This role will be based out of our Cape Town office.

3 THE ROLE

As Stratum continues to grow, there is a need to bring on board a new Principal Consultant in our Cape Town office. This role is ideal for a results-driven professional with a strong network, proven sales acumen, and a deep understanding of executive search and talent acquisition. The successful candidate will be responsible for generating new business opportunities, building long-term client relationships, and contributing to the firm's strategic growth initiatives.

4 RESPONSIBILITIES

- Develop and implement business development strategies to expand the firm's client base and increase revenue.
- Identify and engage with potential clients, including C-suite executives, board members and HR leaders, to understand their hiring needs and offer tailored executive search solutions.
- Build and maintain strong relationships with existing clients to ensure repeat business and long-term partnerships.
- Conduct market research to identify emerging industry trends, competitive intelligence, and business opportunities.
- Collaborate with internal teams, including recruiters and researchers, to deliver high-quality executive search services.
- Negotiate and close business deals, ensuring profitable engagements and high client satisfaction.
- Represent the company at industry events, conferences, and networking functions to enhance brand visibility and generate leads.
- Meet and exceed sales targets and performance metrics.

5 QUALIFICATIONS AND COMPETENCIES:

Qualifications:

- University degree
- Multi-lingual (asset).

Experience Level - Senior:

- Strong reputation in a defined market
- Proven experience as a trusted advisor to clients.
- Proven biller

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.

STRATUM™



MINING • A HUMAN ENDEAVOUR

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stratum-international.com

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