

STRATUM TM



MINING • A HUMAN ENDEAVOUR

PRINCIPAL DELIVERY – EXECUTIVE SEARCH

JOB DESCRIPTION

August 26

1 JOB DESCRIPTION

ROLE	Cape Town, South Africa/Brighton, UK
LOCATION	Global Executive Search Firm
REPORTING TO	Head of Research
WEB ADDRESS	stratum-international.com
CONTACT	Annelize Lombard, Head of Research: annelize.lombard@stratum-int.com

Company Profile

Stratum is the leading specialist global mining executive search and advisory boutique for the global metals and mining industry.

We have a strong track record and an extensive international reach, supporting clients across the full spectrum of the sector – from site-based leadership and operational roles to C-suite and board-level appointments.

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 Brighton (UK) and Cape Town (South Africa).

The Opportunity

We are seeking a Principal Delivery to join our high-performance Research function. You will lead the research strategy for search assignments, providing insight, talent intelligence, and analytical depth that power our consultants' work with clients and candidates around the world.

This is a role for someone who thrives on solving complex problems, enjoys deep research, and is energised by working in an internationally focused, fast paced environment.

2 KEY AREAS OF RESPONSIBILITY

Research & Assignment Delivery

- Develop deep insight into client organisations, their strategy, structure, leadership, and market positioning.
- Structure, manage, and execute comprehensive research strategies for global search assignments.
- Conduct market mapping, name generation, and talent identification across multiple geographies.
- Screen and assess candidates; produce clear, high-quality reports and insights for consultants and clients.
- Prepare polished, client-ready documentation such as market maps, progress updates, and research reports.
- Stay informed on global mining trends, leadership movements, industry risks, and market dynamics.

Candidate & Client Support

- Build strong, professional relationships with senior executives worldwide.
- Support consultants in delivering exceptional client and candidate experience.
- Contribute insights to briefing sessions, shortlists, and search strategy discussions.

Business Development Support

- Conduct research and prepare analysis for pitch materials and new business opportunities.

- Produce sophisticated presentations and reports for consultants and leadership.
- Track market developments, talent moves, and industry intelligence to support strategic growth.

3 REQUIREMENTS & EXPERIENCE

- Tertiary qualification – degree in a relevant field preferred or at least 10+ years' experience in a similar role
- 3+ years' experience specifically in research, executive search, consulting, or a professional services environment.
- Strong analytical and research skills, with the ability to synthesise complex information clearly.
- Excellent written and verbal communication in English.
- High proficiency in PowerPoint, Excel, and Word with the ability to prepare client-ready materials.
- Experience managing multiple projects, deadlines, and stakeholders in a dynamic environment.
- A global mindset and curiosity about international markets and cultures.

4 CRITICAL CAPABILITIES FOR SUCCESS

Project Management

- Reliable, organised, and consistent in meeting deliverables.
- Able to juggle multiple assignments and maintain attention to detail.

Problem Solving & Insight

- Comfortable interpreting data and drawing logical conclusions.
- Able to challenge assumptions and identify meaningful patterns.

Communication & Impact

- Writes concise, insight-driven documents.
- Presents information logically and professionally.

Personal Effectiveness

- Positive attitude, high integrity, and strong accountability.
- Culturally sensitive, team-oriented, and collaborative.
- Intellectual curiosity and commitment to personal growth.

Why Join Us?

- Work on global, senior-level mandates across the mining value chain.
- Exposure to diverse cultures, markets, and leadership styles.
- A collaborative, values-driven team with strong international reach.
- Opportunity to develop deep expertise in a sector central to the global energy transition.