



STRATUM

CORPORATE  
INTRODUCTION  
2019

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**Mining materially contributes to the now and future of everyone's world.**

**Stratum's purpose is to ensure that the best people carry this responsibility.**

That's why our goal has always been to change the traditional, reactive recruitment model by pro actively identifying, and working with, the top 20% of leaders in the industry (at HQ and Site).

In the age of information, finding a name is ubiquitous. Finding the right name, the right fit, is the challenge. That's where ROI is generated.

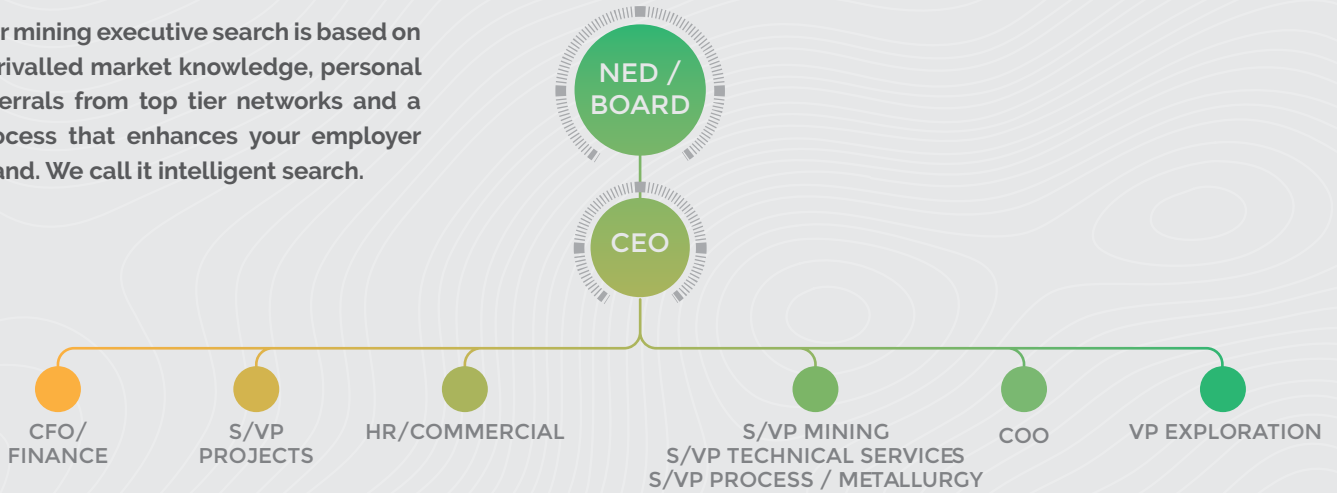
That's our focus.

**That's why the world's top mining leaders get us.**

# OUR DEDICATED FOCUS

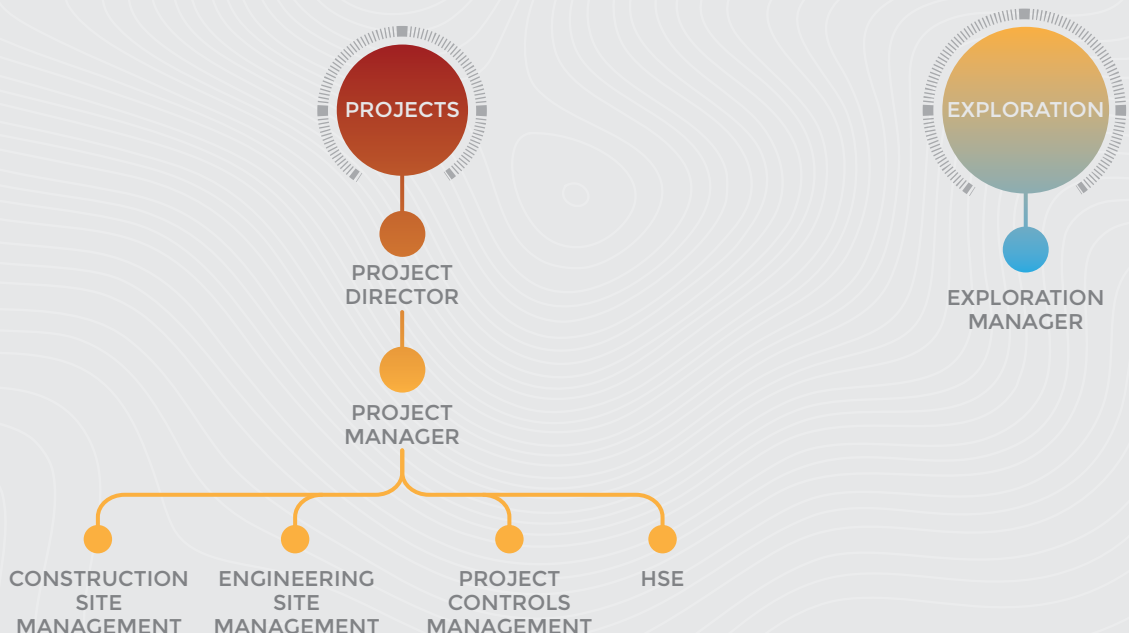
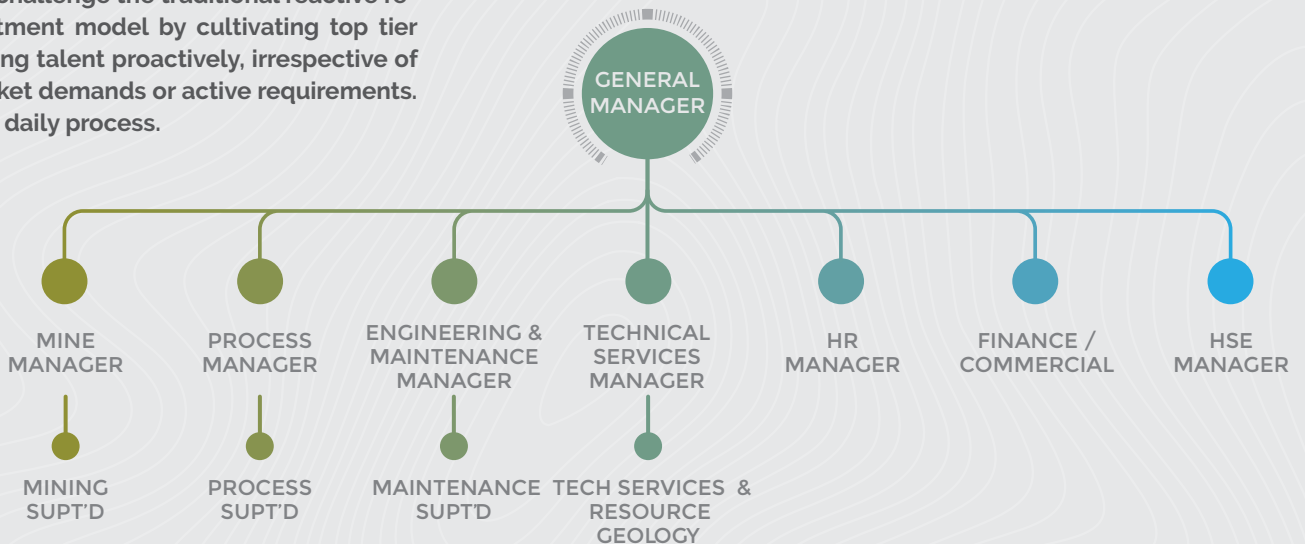
## HQ

Our mining executive search is based on unrivalled market knowledge, personal referrals from top tier networks and a process that enhances your employer brand. We call it intelligent search.



## SITE LEADERSHIP

We challenge the traditional reactive recruitment model by cultivating top tier mining talent proactively, irrespective of market demands or active requirements. Its a daily process.



## WHAT WE DO WELL

### EXECUTIVE SEARCH & MINING RECRUITMENT

Throughout our collective 30+ years in mining, we've delivered more than 1,000 searches in over 50 countries globally. By combining the intellectual capital gained from these HQ and site-based mandates with interviewing and referencing thousands of professionals in mining leadership roles proactively, we can access the best professionals in the market.

Think of it as farming, not fishing.

The compound effect of this process has created a foundation that enables us to focus on what we believe to be the most crucial question should be during any hiring process: "how do we ensure someone will fit the organisation?", rather than "where do we find the right skill set?".

However, we know that the best "paper profile" rarely guarantees success. So how do we achieve a 96% retention rate, while saving substantial cost and commercial downtime?

We incorporate scientific behavioural profiling as part of our standard process, and we deliver mandates for geographically dispersed stakeholders and candidates via our award-winning TalentAssay™ delivery and assessment platform. Information can be accessed anywhere in the world, 24/7 (our shortlists can even include video introductions).

We've done our 10,000 hours, so take the guesswork out of your next hire.

**Hope is not a strategy.**



## ASSESSMENT & CULTURE FIT

To augment our selection process, we incorporate cutting-edge scientific behavioural assessments. We even ensure, scientifically, that your new hire's behavioural profile matches the expectations of key stakeholders they will engage with daily.

This is essential when you recognise that 80% of professionals who leave roles do so for behavioural reasons, such as an inability to fit in with the culture or friction with their manager or co-workers, etc. Yet, surprisingly, only 20% of recruitment/on-boarding processes incorporate behavioural profiling.

Benefit from our collective 30+ years' experience in mining recruitment and executive search, and let us help by providing assessments to complement your processes for recruitment, succession planning and leadership development. We can even augment your internal process, independent to being retained as Search partner.

30+  
"Years recruitment  
experience"



## SUCCESSION PLANNING

**Research amongst 900+ senior mining professionals revealed that while 82% said succession plans are an important element of future planning, only 28% of mining organisations have them in place.**

It's not surprising that some organisations find themselves compromising on the quality of the talent they accept.

There is no reason for it to be like this.

Reap the benefit of our knowledge and let Stratum help you build a more strategic approach that will instantly elevate your company's competitive advantage to the top quartile of the market.

## ADVISORY & CONSULTING

**Stratum International's advisory and consulting services are built on 25+ years' industry experience, an active programme of primary research, and the expertise of our global network of international mining executives and leaders.**

Our knowledge and access mean our clients get an unparalleled insight into present and future market trends to support strategic decision-making and due diligence.

We speak to Boards, Executives, Investors, Mining Private Equity Firms, Mining Funds, Family Offices and Consultants/EPCM's, etc. This, in addition to the thousands of executive, management and site-based technical leadership and project development professionals we've interviewed, provides unparalleled access.

Our firm also owns and runs one of the largest vetted LinkedIn groups of mining professionals with more than 30,000 members.

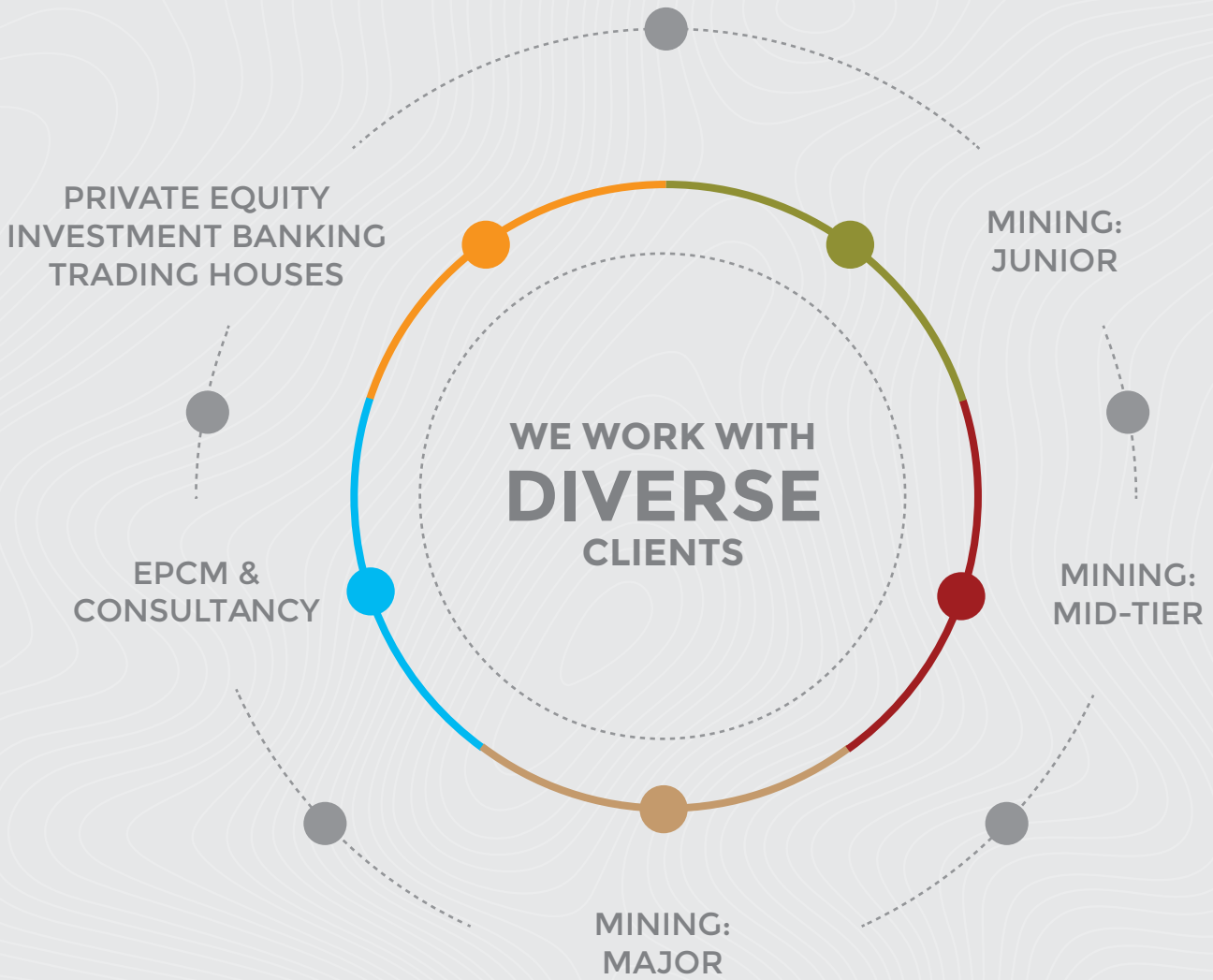
Stratum is also a co-founder of the ResourceIQ dinner mentoring initiative; invitation-only dinners (around 20 people), that have been hosted over the last few years in London, Toronto, Vancouver, and Cape Town (during Indaba). Industry luminaries that have attended include Ross Beaty, Ian Pearce, and Catherine McLeod-Seltzer, to name a few.

### **We can help you with:**

Investment Due Diligence Support (Assess leadership teams, organisational capacity planning/assessment), post-deal team assessments, succession planning | Entering new geographies or markets | Competitor analysis | Executive business introductions |

| Selecting partners and suppliers | Owner's team Feasibility Study/FS EPCM talent-related consulting/capacity planning | Business expansion | Recruitment and selection | Benchmarking assessments of your team | Organisation design and development | Team composition and structure | Talent management | Employment trends | Salary data.

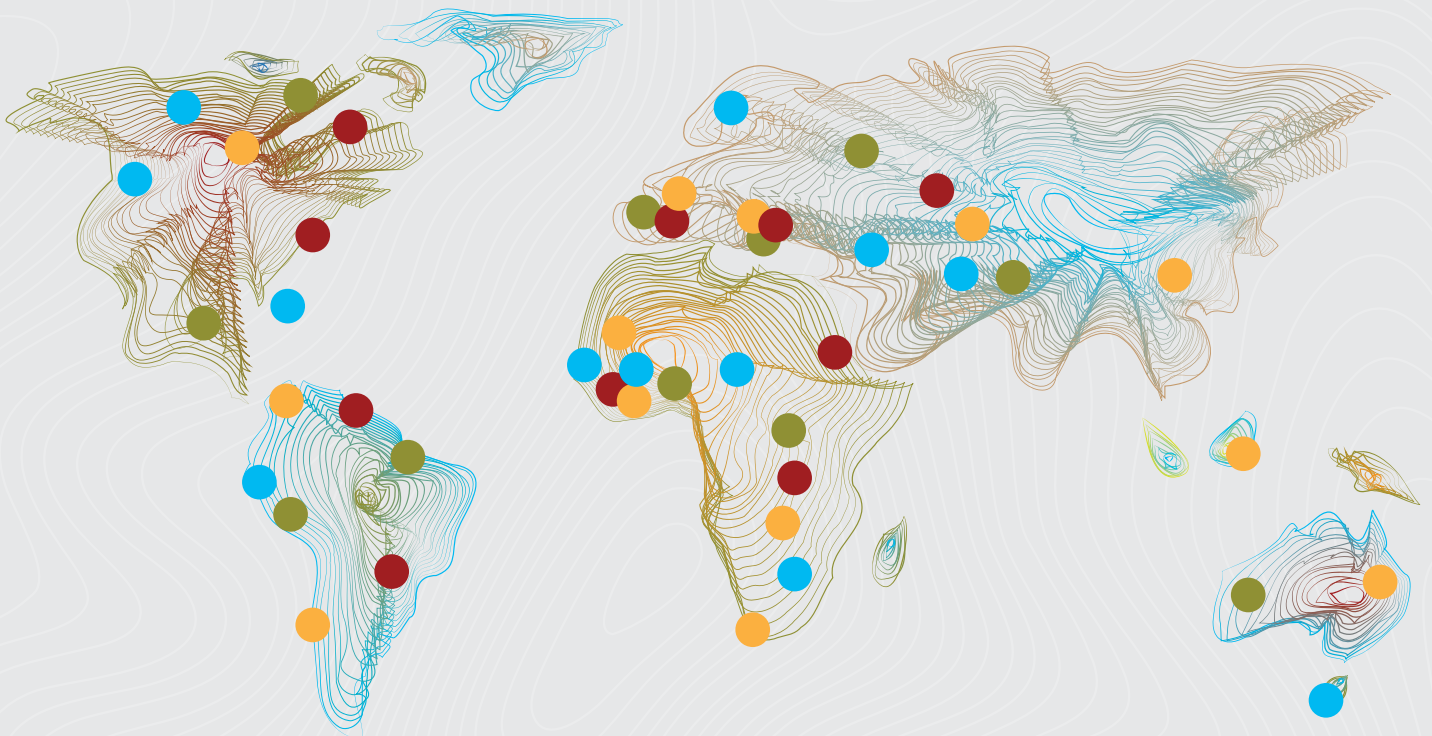
# OUR CLIENTS



# WHERE WE DO IT

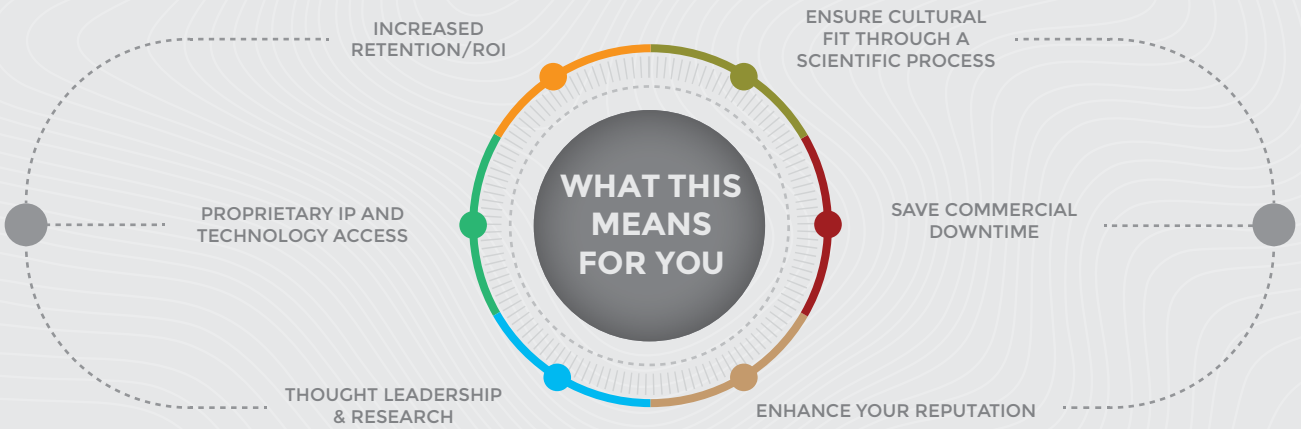
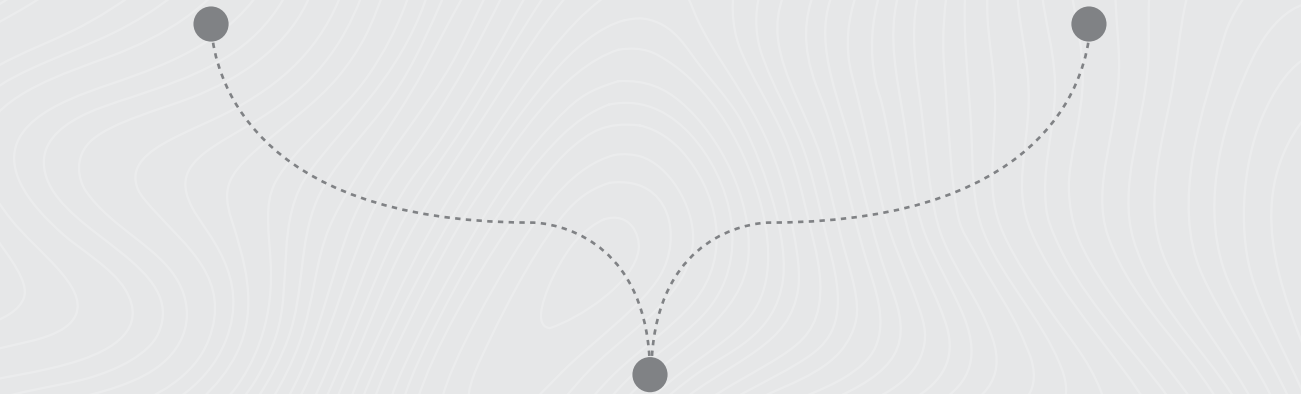
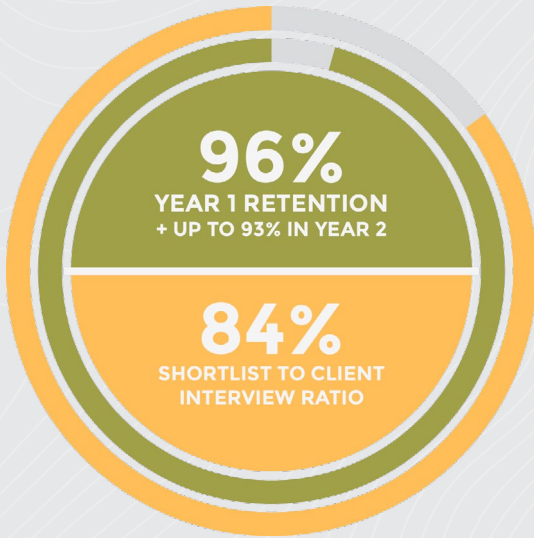
## SUCCESSFUL ASSIGNMENTS IN 50 COUNTRIES

Throughout or collective mining industry careers, we have conducted more than 1,000 search mandates (and accompanying client briefing consultations) in more than 50 countries globally.





# THE RESULT



## TESTIMONIALS & CASE STUDIES

Please contact us for a comprehensive list of testimonials and case studies, or visit our website for several named examples. Extracts from a small selection include:

***“Each mandated assignment Stratum delivered has been a success, with individuals contributing materially to the success of the organisations they have joined”***

**Ian Pearce**

Former CEO Xstrata Nickel  
Former Chairman Nevsun Resources

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***“We have worked with Will and Jane for the better part of decade. With the challenging locations and FQM’s hands-on management style, this is usually a tall order.***

***The Stratum team makes a big effort to ensure they understand our unique operating style to match potential candidates. Their customer service, follow-up and follow through is exceptional throughout.”***

**Jan Honeyman**

Human Resources Director  
First Quantum Minerals Ltd

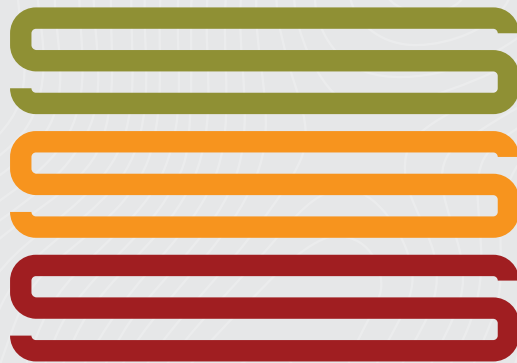
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***When you’re running several complex operations in Africa, it’s critical to have an on site leadership team you can depend on. For more than seven years, we’ve partnered with Stratum, impressed by their ability to deliver top tier candidates that fit our culture.***

***I do not doubt that the recruitment of excellent people into key HQ, operational and projects positions has been a major factor in the turn-around of our operation at Edikan, and the completion of our Sissingue project, on time and under budget.***

**Jeff Quartermaine**

CEO  
Perseus Mining



# STRATUM

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