
STRATUM ™
MINING
A HUMAN ENDEAVOUR

STRATUM™

STRATUM SPECIALISES IN THE HUMAN ASPECT OF MINING.

Stratum is a global mining board/executive search, recruitment, trusted leadership advisor and management consulting firm.

Whether at Head Office or Site, we help you hire high-performing leaders across corporate, business-critical, technical, and commercial leadership roles.

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FIT TO LEAD

THE PROBLEM

Most people are hired based on their skills, career experience, and a CV alone. Yet a significant leave their jobs because of culture fit issues.

It's why the traditional recruitment model is fundamentally flawed. Little attention is given to achieving the right fit, which is critical for retention and positive ROI.

HOW ARE WE SOLVING IT?

At Stratum, finding the right fit candidate for your business is a lot like mining.
Unlike most firms that source talent reactively, we've been proactively cultivating talent for nearly a decade.

In fact, through our candidate management model, augmented by scientific profiling, we've interviewed and assessed more than 7,000 professionals in our niche, irrespective of market demand.

And we did it without ever advertising online.

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YOUR FUTURE
OUR
RESOURCE
STRATUM™
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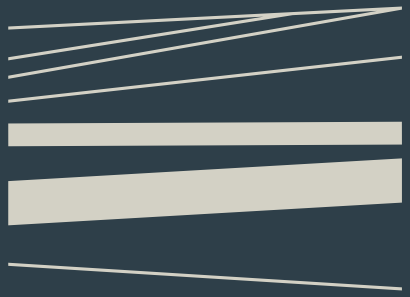
Mining materially contributes to everyone's world.

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

OUR PRACTICES

OUR PRACTICES

STRATUM™



PARTNERS

Lead the industry.
Stratum Partners helps you build a diverse Board and C-Suite/Executive team capable of adapting to a rapidly evolving industry and taking bold action.

AREAS OF EXPERTISE

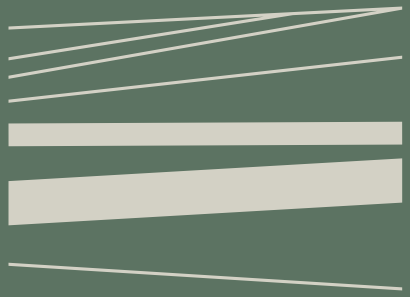
BOARD SEARCH
- Chairs
- Non-Executive Directors

COMPETENCIES INCLUDE
- Succession Planning
- Board Dynamix™
  (bespoke Board assessment product developed by Stratum)

EXECUTIVE SEARCH
- CEO
- Financial Leaders
- External Affairs
- Sustainability
- ESG, Carbon and Climate
- Commercial and Support Services

COMPETENCIES INCLUDE
- Assessment and Development
- Succession Planning
- Inclusion and Diversity

STRATUM™



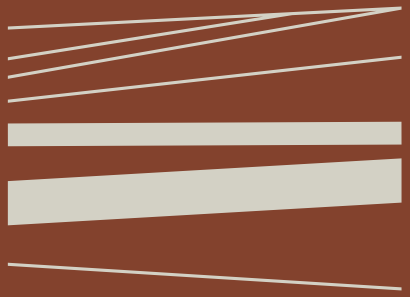
ADVISORY

Reduce your risk.
Stratum's Advisory Practice gives you the strategic insight and guidance you need to make decisions that protect your people, reputation and investments.

OUR CAPABILITIES

- Due Diligence
- Independent Referencing
- Country Risk
- Organisational Design
- Market Research
- Succession Planning
- Inclusion and Diversity
- Marketing Intelligence
- Assessment
- Remuneration

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SITE

Uncover top talent.
Stratum Site helps you hire hands-on operational, projects and exploration leaders adept at leading and inspiring site teams to generate greater ROI.

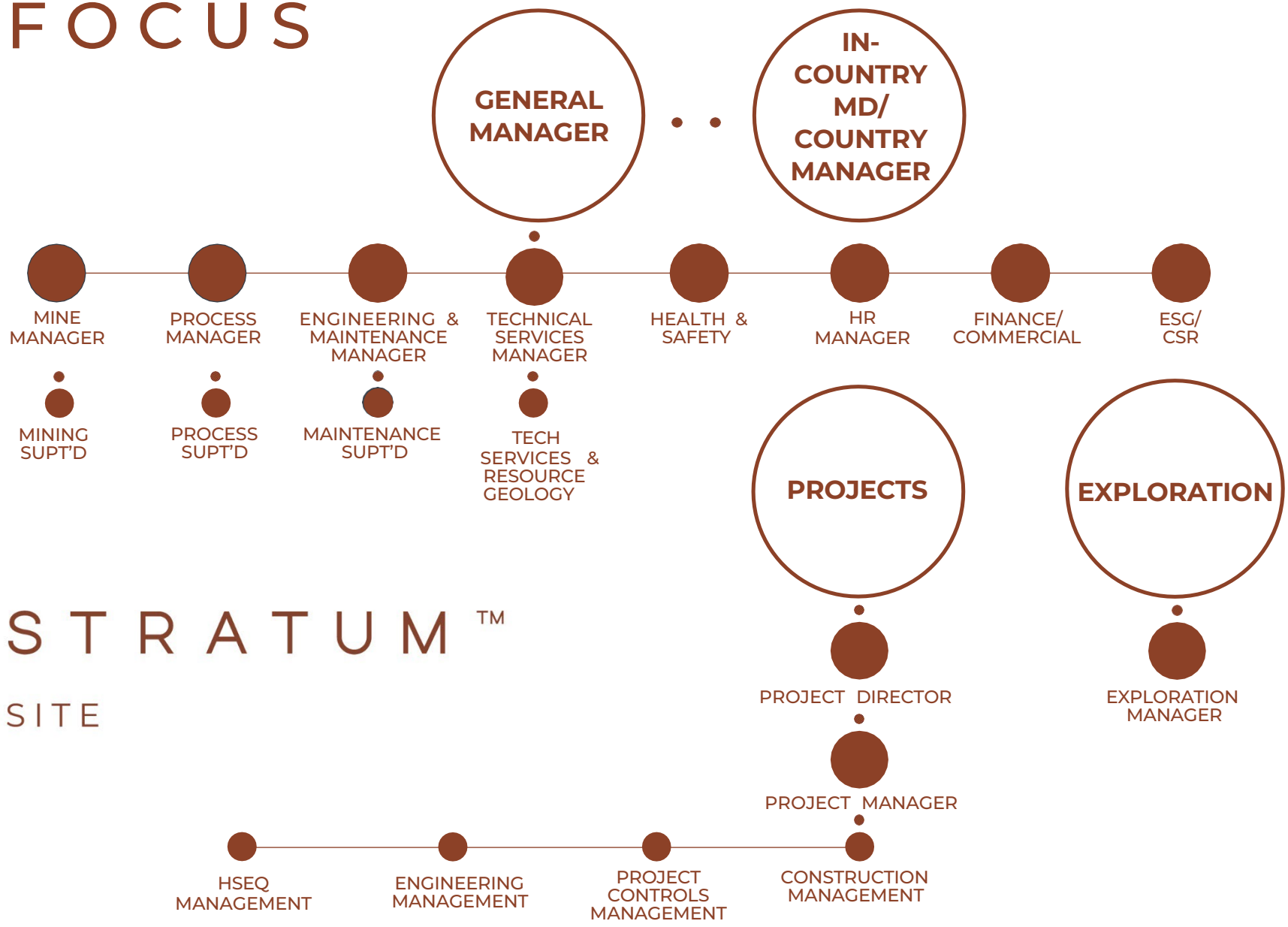
OUR CAPABILITIES

We cover the entire spectrum of the mining sector for technical and commercial in-country/ site-based professionals' roles, ensuring comprehensive recruitment for every aspect of the industry's operations.

- General Management
- Site Operations
- Exploration
- Project Development
- HSE
- Human Resources
- Commercial and Support Services

ADDITIONAL SERVICES
- Advisory
- Market Mapping
- Salary Benchmarking
- Inclusion and Diversity
- Succession Planning

TARGET FOCUS



STRATUM™

SITE

STRATUM™

PUTTING PEOPLE IN PLACES



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WHY TOP MINING LEADERS GET US

- 350+ high-performing mining leaders placed
- 400+ Mandates
- Placements in more than 60 countries
- 7000+ Candidates interviewed/assessed

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STRATUM
PEOPLE
MOVE
MOUNTAINS
MINING · A HUMAN ENDEAVOUR

EVERY TIME WE DO BUSINESS, SOMETHING GOOD HAPPENS IN THE WORLD

We donate a portion of all our project fees to various carefully vetted change-making initiatives around the world.

MINING . A HUMAN ENDEAVOUR

OUR IMPACT

We donate a portion of all our project fees to B1G1: Business For Good. This platform helps the private sector do good by channelling 100% of donations directly to carefully vetted change-making initiatives.

OVER **37,000+**

TOTAL IMPACTS

Including:

- More than **10 years'** worth of sponsored days for early childhood education
- **8,334 nourishing meals** were given to people in need
- Over **45 years** of access to life-saving water were given to a community

And more...

You can find out more about our impact on our website **by clicking here.**



GET IN TOUCH

+44 (0) 203 627 3271

Liberty House
222 Regent Street
London
W1B 5TR
UK

info@stratum-int.com
stratum-international.com

Mining Recruitment · Executive Search · Management Consulting