

TRADITIONAL RECRUITMENT IS FLAWED

IT IS REACTIVE AND SLOW



WELCOME TO STRATUM.

WE BRING A NEW APPROACH TO IDENTIFYING AND ATTRACTING THE MINING LEADERSHIP TALENT YOU NEED. AN APPROACH BASED ON BEING PROACTIVE, WELL CONNECTED AND INFORMED

THAT'S THE CLEVER WAY OF SAYING

WE KNOW THE PEOPLE YOU NEED BEFORE YOU KNOW YOU NEED THEM

WHAT WE DO VERY WELL

- SOLVE PROBLEMS
- SAVE YOUR TIME
- ENHANCE YOUR REPUTATION
- INCREASE RETENTION
- HELP YOU MAKE MONEY
- MAKE YOU LOOK GOOD

SITE LEADERSHIP

WE REVERSE THE TRADITIONAL RECRUITMENT PROCESS BY CULTIVATING TOP TIER MINING TALENT PROACTIVELY, IRRESPECTIVE OF MARKET DEMANDS OR ACTIVE REQUIREMENTS. **IT IS A DAILY PROCESS**

EXECUTIVES

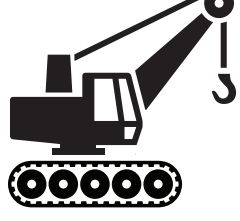
OUR MINING EXECUTIVE SEARCH IS BASED ON UNRIVALLED MARKET KNOWLEDGE, PERSONAL REFERRALS FROM TOP TIER NETWORKS AND A PROCESS THAT ENHANCES YOUR EMPLOYER BRAND. **WE CALL IT INTELLIGENT SEARCH**

MINE OPERATIONS



- GENERAL MANAGEMENT
- MINE ENGINEERING & GEOLOGY MANAGEMENT
- METALLURGY & PROCESSING MANAGEMENT
- MAINTENANCE & ENGINEERING MANAGEMENT

PROJECT DEVELOPMENT



- PROJECT MANAGEMENT
- CONSTRUCTION MANAGEMENT
- ENGINEERING MANAGEMENT
- PROJECT CONTROLS MANAGEMENT

EXECUTIVE SEARCH



- CEO / BOARD / NED
- COO
- VP / DIRECTOR LEVEL TECHNICAL LEADERSHIP
- SPECIALISED & GROUP LEVEL TECHNICAL ROLES
- EXECUTIVE FINANCE & SUPPORT FUNCTIONS
- EXECUTIVE GENERAL MANAGERS

HOW WE DO IT

- FOCUS
- CONSISTENT UPFRONT INTERVIEWING
- REFERRALS - NOT ADVERTISING
- CONSISTENT UPFRONT REFERENCING
- PROACTIVE IDENTIFICATION AND ENGAGEMENT
- DAILY DATA MANAGEMENT

HOW WE DO IT

- ADVISORY AND CONSULTING
- IN HOUSE RESEARCH TEAM
- POWERFUL ESTABLISHED NETWORKS
- CONSISTANT ASSESSMENT PROCESS
- SPECIALIST SEARCH TOOLS
- THOUGHT LEADERSHIP

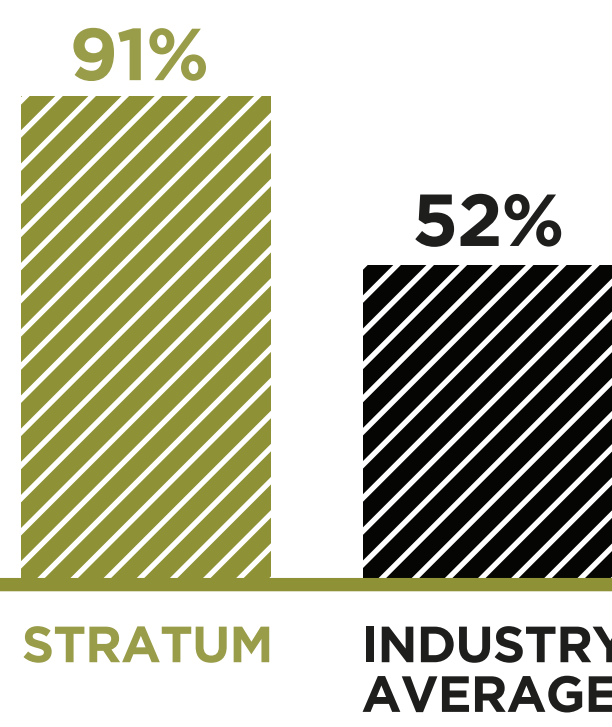
WE WORK WITH DIVERSE CLIENTS:

- MINING: JUNIOR MID-TIER MAJOR
- CONSULTANCY
- PRIVATE EQUITY BANKING/ INVESTMENT
- TRADING HOUSE
- EPCM

84% OF CANDIDATES SHORTLISTED SELECTED FOR INTERVIEW

86% STRATUM CANDIDATES STILL IN POST OR INTERNALLY PROMOTED SINCE 2012

91% RISING TO 91% FOR THE LAST TWO YEARS



SUCCESSFUL ASSIGNMENTS IN



2000+ ACTIVE AND PASSIVE CANDIDATES

CONNECTED WITH **THE TOP 20% OF TOP TIER** PROFESSIONALS AND THEIR NETWORKS

33K+ VETTED MEMBERS OF STRATUM'S RANKED MINING **#1** GROUP ON LINKEDIN MINING AND METALS PROFESSIONALS GLOBALLY

AND GROWING DAILY

GET IN TOUCH TO FIND OUT HOW WE CAN HELP YOU
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