

CASE STUDY

Mining & Metals

StevenDouglas has become the preferred Search partner for a fully-vertical Canadian-based gold mining company focused on operating, developing, exploring and acquiring gold and copper properties in North America and other markets worldwide.

The company operates producing mines and owns expansive mining projects in the USA and Canada.

Partnership

In 2021, this mining company had 94 openings due to hiring bureaucracies, as well as a misunderstanding of needs and conflicting priorities that created “red tape” & delays in hiring key talent on both the corporate and operational sides of the business.

CHALLENGE: After a high turnover at the GM level over a short period of time, a new GM was appointed in 2021 and charged with retooling the hiring process, filling critical roles that had gone unfilled for an extended period of time, and getting 6 key hiring managers in various locations to collaborate on internal efforts.

SOLUTION: The client connected with StevenDouglas due to the expertise and network of our dedicated mining and metals recruiting team, as well as our ability to operate beyond the U.S. with dedicated offices and resources servicing Latin America and Canada specific to their sector. We visited the mine sites for multiple days to engage with the hiring managers, create a more collaborative hiring environment, and become expert advisors for their internal teams with in-depth knowledge in areas such as environmental and niche operational specialties in the mining category.



Successful Outcomes

Currently, StevenDouglas has made 48 placements for this client over a 3-year period from senior level operations, engineering, HR and accounting roles to operational managers and even specialized skill roles across their various mining sites.

The firm created a synergy between themselves and the internal talent acquisition team and has continued to not only maintain but grow the relationship so that we are supporting both operational and corporate hiring when needed.

Specialized Engineering & Operational Roles

- ✓ Completed 34 Searches from 2021-2023
- ✓ Covered operational placements that were mainly Managers, Supervisors and Planners
- ✓ Engineer Searches included specialized mine & geotechnical engineering roles
- ✓ Placed a Senior Manager Global Supply Chain

Finance & Human Resources

- ✓ Completed 9 Finance & HR searches since 2021
- ✓ Placements included Senior & Superintendent level positions
- ✓ Relevant Searches: Senior Human Resources, Business Partner, Senior Advisor Compensation & Benefits, Senior Accountant

Environmental & Regulatory Placements

- ✓ Completed 5 searches since 2021
- ✓ Relevant Searches: Regional Manager Sustainability, Regional Manager, Enviro & Regulatory, Superintendent Environmental