



GLOBE 24-7

MINING RECRUITMENT & HR SPECIALISTS

NEWSLETTER AUGUST / SEPTEMBER 2010

HR CONSULTING SERVICES

- EXPAT REMUNERATION & BENEFITS
- HR POLICY & PROCEDURES
- ROSTER & COMMUTE PROGRAMS
- SITE BASED HR MANAGEMENT
- EXPATRIATE MANAGEMENT
- HR SYSTEM IMPLEMENTATIONS

RECRUITMENT SERVICES

- EXPATRIATE MINING & CONSTRUCTION STAFF
- AFRICAN THIRD COUNTRY NATIONALS
- SKILLED & SEMI-SKILLED NATIONALS

THE EXPERIENCE OF AFRICA

Working in Africa definitely has its challenges but there is a lot of upside in the people, environment and experiences it gives us. I recently asked our African-based team why they enjoyed working within Africa and their responses were well worth sharing:

"Lets face it, AFRICA ROCKS ... whether it be diamonds, coal, iron ore or a great big carat of gold, she is blessed with a vast wealth in both minerals and people. For me, the most challenging side of recruiting in Africa is keeping up with the development of new roles within the industry – just when I thought I knew exactly what it was every person in the industry did, along comes a placement request that leaves me realising just how much Africa still has to teach me! And that's also the best part, recruiting is all about being open and available, knowing what will make candidates and clients happy... It's about building relationships, building Ubuntu, the true spirit of Africa" **Lisa Paluzzi - Johannesburg office.**

"I am amazed at the enthusiasm of African Nationals, their desire to succeed, their commitment to their job, their willingness to learn and to share that knowledge, and their genuine desire to be part of the mining industry." **Judy Wakefield - Port Louis office.**

"My first ever experience in working in Africa was back in 1993 when I moved to South Africa for 3 years. At the time I had no idea of the wonders of Africa and since then have had the privilege of the past 14 years in Africa and love every minute of the culture and working life. I recently moved to Ghana to set up Globe's Accra office and have found life here to be the best by far. My experience has been one of astonishment and gratitude. I am so grateful to have this wonderful opportunity to work with both Ghanaians and the various expats here for the mining industry and I would encourage anyone to come and see the wonders of Africa, there is no place like it." **Loretta Jackson - Accra office.**

It is great to work with people who love what they do and are absolutely tireless and committed in their efforts. For those of you who travel, work and live in Africa, I'm sure you understand how important such a team is. With the upcoming African Down Under Conference in Perth starting the 1st September, our Perth-based crew would love to see you so stop by Booth 29, grab a Tim Tam and say "G'day".

Be safe and keep well.

Lachlan Spicer
General Manager

OFFICE LOCATIONS



- Perth, Western Australia
- London, United Kingdom
- Toronto, Canada
- Johannesburg, South Africa
- Accra, Ghana
- Port Louis, Mauritius

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RECENT CAMPAIGNS

The following Third Country National and Expatriate campaigns have recently been run:

- Site Air Conditioning Technician (West Africa)
- Earthworks Supervisor (West Africa)
- Chief Financial Officer (West Africa)
- Warehouse Manager (East Africa)
- Chief Mining Engineer (East Africa)
- Mech. Maintenance Supervisor (North Africa)
- HR Advisor (North Africa)
- General Manager (West Africa)
- Exploration Manager (Southern Africa)
- Legal Counsel (Central Africa)

Contact us for more information...

AVAILABLE CANDIDATES

The following candidates have been screened and we recommend:

- **Senior Mining Engineer** - 10+ years in industry with 2 years African experience. Experience with gold in both open and underground operations. Last role was Regional Planning Engineer.
- **Mechanical Engineer** - A highly motivated engineer of proven ability with 20+ years of extensive managerial and technical experience on a wide range of engineering and project positions within the Gold, Copper and Platinum industry. Offers experience as an Engineering Manager, Resident Engineer, Programme Manager and Project Manager with good problem solving skills and strong QA/QC and SHE awareness.
- **Mining Manager** - Ghanaian Metallurgist with 22 years experience in the mining industry in Ghana and overseas. Vast experience in large-scale open pit heap leaching/commissioning and operation.
- **Exploration Manager** - 25+ years experience in Africa, Australia and China with experience in JV negotiation and new project generation. Gold, Uranium and Iron ore. Looking for a role where he will be establishing a new company in a developing nation.

Contact us for more information...