



GLOBE 24-7

MINING RECRUITMENT & HR SPECIALISTS

DECEMBER 2010 / JANUARY 2011 NEWSLETTER

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

MITIGATING 'FLIGHT RISKS'

A recent [article](#) in online news site 'Perth Now' titled '*Unprecedented Skills Shortage for WA*' discusses the pressures facing companies attracting and retaining skilled workers in the resources industry in Australia in 2011. Such an article highlights the 'double-edged' nature of personnel management. On one hand, companies are expected to pay 'up' to attract candidates but also face the constraints of set company remuneration levels, equity amongst existing employees and budget blow-outs.

My belief is that it is the 'package' that sells a company. Remuneration (salary, benefits, roster etc) rightly makes up part of the 'package' but so too does the immediate Line Manager and the 'company story' with a significant weighting toward the latter two.

Firstly, it's important to realise that most people leave their employment for 'non-remuneration' reasons with most surveys saying the primary reason is due to the relationship with their immediate Manager. Whilst obviously not the only reason, it should cause all of us to sit back and think about our teams and who is a 'flight-risk' and for what reason. Secondly, my experience with leading teams leads me to believe that all of us are capable to do extraordinary things when we are 'on the bus'. I know personally that when I am committed, purposeful and sharing in the journey of a company, that the endeavour, effort and output I'll give is above and beyond. Put someone in a company that is directionless, stale & uninspiring, then its only a matter of time before they look elsewhere.

No question personnel management is a difficult task and no-one gets it right every time however as Managers we need to continue to work hard at listening, engaging & communicating with staff to ensure they stay fixed firmly with us through 2011 and beyond.

In the lead-up to Christmas we all wanted to say 'thank you' for your continued support throughout 2010. It has been a very busy year for the industry and it really is terrific to see some great success stories come to fruition over the year. Most people we deal with are tireless in their efforts, they believe in their projects and they commit themselves wholeheartedly to the work they do and we love being a part of that journey with them. We trust that you and your families have a great and safe Christmas and New Years and look forward to 2011.

Best Regards

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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GLOBE NEWS

New Appointments

Will Coetzer joins Globe to manage our London office. Will has over 7 years recruiting Senior and Executive level mining professionals and joins as 'Regional Manager' focussed on CIS, the Middle East, Europe and West Asia.



Ian Bellingham joins our Perth office as a Recruitment Consultant working in the Australian and Asian mining community. Ian has 7 years in the international Logistics & Transport sector.



Mining Indaba Conference (Feb 7 - 10 2011)

Ian Graham, Blair Ferris, Lisa Paluzzi, Lachlan Spicer and Paul Goodchild will represent Globe at the conference. Stop by to visit us at Booth '508'.

Globe Website Launched

New website launched in English & French with full Job Search functionality, CV submission, Feedback forms and Recent HR Projects. Visit www.globe24-7.com

AVAILABLE CANDIDATES

The following candidates have been screened and we recommend:

- **Senior Mining Eng / Mgr** - 10+ years progressive experience in Australia, Ghana and Mexico. Primarily u/g with some o/p. Managers certificates in Australia and Ghana, P.Eng in Canada. English with Spanish and French. FIFO Canada. (ref 1433849)
- **Chief Mining Engineer** - 20+ yrs exp including o/p and u/g. Significant Project Management experience. Currently based in Africa but seeking suitable role in Australasia. B.Eng. (Mining) (ref 1935912)
- **Processing Manager** - 15 years exp in the mining industry working with crushers, mills and upgrading of plant (CIP and CIL). Based in Ghana and worked as an expat in Africa. Qualified as a MDP and BSC (Metallurgical Engineering). (ref 1236105)
- **Finance Manager** - 10 years exp based at remote African locations. Proficient with SAP, Pronto and Pastel systems and a member of the Association of Mine Financial and Administration Managers. Speaks English, Portugese, Italian and Spanish (ref 2014879)

Contact us for more information...