



GLOBE 24-7

MINING RECRUITMENT & HR CONSULTING

APRIL / MAY 2011 NEWSLETTER

HR CONSULTING SERVICES

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

REAL GROWTH = REAL CHALLENGE...

Over the past couple of months, there has unquestionably been a dramatic rise in mining activity both in the established and emerging markets of the world and it is hard to ignore the obvious question of 'where are we going to find the people'. This right now presents a massive challenge for the entire global industry and one that some companies, fortunately, are on the front foot to address.

Globe was recently engaged to manage a large international bulk-recruitment campaign throughout the United Kingdom, Ireland, Scotland and Poland for various positions in the Australian mining industry through its London office. Impressively, the client was open to non-mining experienced personnel, instead focussing on associated industry and training them accordingly on arrival. This is a great attitude and although the campaign entitled 'Adventure Downunder' sounds like an easy venture, it is however, far from the reality.

International recruitment campaigns are only successful when the two partners have a clear understanding of what they are looking for from a 'holistic' perspective. Once the roles are defined and the program underway, the screening process is imperatively rigorous and selections are made on suitable skills, qualifications, various clearances, personality fit, readiness for change and the like. The selected candidate must then be able to meet the requirements of the Visa application process and relocate quickly to 'hit the ground running' ensuring the employer gets a return on their investment as quick as possible.

It is a thorough recruitment process requiring solid commitment by all parties however it works and in the current climate, there is a very strong argument to seriously look at this as an option to fill some of the skills gap that we are seeing.

Looking overseas is one option in the artillery of personnel selection and attraction but for those companies facing growth through 2011 and beyond, it certainly requires due consideration.

Keep safe and have a productive couple of months.

Best Regards

Lachlan Spicer
General Manager

OFFICE LOCATIONS



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

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RECRUITMENT SERVICES

- EXPATRIATE MINING & CONSTRUCTION STAFF
- THIRD COUNTRY NATIONALS (AFRICAN, SOUTH AMERICAN, ASIA)
- SKILLED & SEMI-SKILLED NATIONALS

GLOBE NEWS

Master Vendor Agreement Signed (West Africa)

Globe 24-7 recently secured the Master Vendor Agreement with Iron Ore giant African Minerals Limited in Sierra Leone. With their \$3 - \$4Bn project well under way, we are delighted to be partnering with AML for the next 12 months managing their entire expatriate recruitment function for the port, rail and mining operations.

Business Breakfast - 17 June 2011 (Perth, WA)

After a hugely successful breakfast in February, Globe is pleased to continue our quarterly Business Breakfast. Peter Moss from Australian Visa People will talk through the ins and outs of 457 Visas focussing on the 'client side' requirements for adopting this recruitment strategy. For expressions of interest and further information please contact Nick Smith or Ian Graham on +61 8 9328 3100.

PDAC Conference Reports - March 2011

- [PDAC 2011 – Mining, Money and People](#)
- [PDAC Convention – Where the Mining World Meets](#)

New Staff & Australian Office

We are pleased to announce new additions to our team plus we recently opened a new office just outside Brisbane, Queensland managed by Nick Smith. Additionally, Kylie Morrison joins our Perth Administration team and French-speaking Mary-Anne Hughes joins our African team as a Recruitment Consultant based in Mauritius.



Mary-Anne Hughes
Recruitment Consultant



Nick Smith
Senior Recruitment Consultant

AVAILABLE CANDIDATES

The following candidates have been screened and we recommend:

- **Technical Services Manager (Iron Ore)** - qualified resource manager with 22 yrs exp in South America and Africa working on large/mega Iron Ore projects. Speaks French. (*ref 1433864*)
- **Mine Manager** - 15+ years exp in West Africa, Bsc Mining Engineer with Ghanaian Mine Managers Certificate of Competence. Exploration and operational exp in gold o/p and u/g mining projects including mine planning, production, contract mining management, haul road design, community relations and rich experience in the Ghanaian Mining Operating Permitting processes (*ref 1206617*)
- **Construction / Contracts Manager** - a proven performer with excellent leadership and communication skills, extensive experience (20+ years) within the Contracts and Construction Management arena working on high profile and multi-billion dollar projects in Australia, Africa and Thailand. (*ref 1245888*) [Contact us...](#)