



GLOBE 24-7

MINING RECRUITMENT & HR CONSULTING

FEBRUARY / MARCH 2011 NEWSLETTER

HR CONSULTING SERVICES

- EXPAT REMUNERATION & BENEFITS
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- EXPATRIATE MANAGEMENT
- HR SYSTEM IMPLEMENTATIONS

AFRICAN INVESTMENT - A DOUBLE EDGED SWORD

4500+ delegates descended on Cape Town two weeks ago for the largest African-focussed mining conference in the world. The general feel and atmosphere was one of excitement, enthusiasm and opportunity as this mining rich continent continues to open its doors to foreign investment and development. Throughout 3 days of meetings and conversations with principals, contractors and delegates, the most asked question was 'who's going to do it?'

Blair Ferris (Toronto-based) writes in his report that the conference 'made it clear that the demand for quality talent in the global mining industry is as evident today as it was before the Global Financial Crisis. Companies operating in any resource region worldwide will need to expand their planning of projects and expansions to not only include financing and commodity prices but, the 'people factor'.

Lisa Paluzzi (Johannesburg-based) observed that 'one of the biggest issues that seemed to come out of all the meetings we attended was the question "How do I get the right mix of people on my site and how do I keep them there?"'

Ian Graham (Perth-based) commented that 'there are a large number of well developed exploration projects that will be progressing to mine construction over the next 12 to 18 months' and... 'as a result of all this activity, there is clearly already an impact in terms of the availability of experienced, qualified professionals, covering all disciplines including geology, engineering construction and maintenance, planning and processing.'

So it paints a picture of both 'crisis' and 'opportunity' in manpower planning. The solution was discussed at the Business Breakfast held in Perth last Friday where Bill Pleyley (former COO La Mancha Resources) stated that adaptive organisations, those looking outside the box, those willing to look left field and those that place number 1 priority on waiting for the 'right' person, no matter where they are in the world, will be able to develop a team through this time. As Ian summarised at the end of his report from Indaba, 'it is a time for strategic manpower planning, including a thorough analysis of the alternatives for securing skilled staff and maintaining the desired standards and holding true to the organisation's values.' Adaptability and creativity really sums up our view on how to take advantage of the people challenges facing the industry for both now and in the years ahead and if you are looking at this issue currently or in the near future, please read the [full report](#) for some valuable insight.

Have a safe and productive couple of months.

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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RECRUITMENT SERVICES

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

GLOBE NEWS

Globe 24-7 Business Breakfast (Feb 18 2011, Perth)

Globe's inaugural business breakfast concluded successfully with many delegates heading off to work feeling full from the delicious breakfast and challenged by the topical presentation entitled 'Skills Shortages - Crisis or Opportunity' ([read article...](#))

PDAC Conference Toronto (Mar 6 - 9 2011)

Will Coetzer (London) and Blair Ferris (Toronto) will represent Globe at the PDAC conference in Toronto. Please [contact](#) them if you would like to arrange a meeting with them during this time.

2011 Mining Indaba - Conference Reports

- [A Canadian in Cape Town](#)
- [Discovering the Staffing Issues Facing Mining in Africa](#)
- [A Personal Perspective from an Australian First-Timer](#)



Blair Ferris, Paul Goodchild, Lisa Paluzzi, Ian Graham, Lachlan Spicer

AVAILABLE CANDIDATES

The following candidates have been screened and we recommend:

- **Senior Exploration Geologist** - 23 yrs exp in NZ, Australia, Africa and the Middle East. Exploration in gold, base metals and diamonds using airborne and ground geophysical surveys. Project design, implementation and management of large prospecting program. Speaks French, Arabic, Swahili. (ref 1433884)
- **General Manager / Project Manager** - 30 years mining industry experience including u/g and o/p. Has held Executive and senior management roles at several large mining operations and worked in the UK, Australasia and Africa. Maintenance background. Available immediately. (ref 1202996)
- **VP Operations / COO** - 30+ yrs progressive experience in operations, engineering, maintenance and processing. Open pit and u/g ops covering a variety of commodities in Canada and Zambia. Canadian, open to FIFO, English and some French. (ref 1246627) [Contact us...](#)