



VP, SUPPLY CHAIN FOR A TIER-1 MINING COMPANY

Our client required a VP, Supply Chain for their global natural resources business

THE FUTURE OF MINING IS ONLY AS BRIGHT AS THE TALENT WE ATTRACT TO SHAPE IT

DIAGNOSE



FROM REACTIVE TO PROACTIVE

Our client, a Tier-1 mining business, was looking to transform their supply chain function in order to become “best in class” including embedding automation and technology. The legacy system was reactive and labour-intensive, which regularly led to delays with equipment and supplies, resulting in financial and operational losses. The organisation sought an individual who would think expansively and creatively to deliver the transformation to a data-led, proactive supply chain.

DESIGN



EXPANDING THE SEARCH

From in-depth conversations with our client, we established a skills-first hiring approach, to uncover individuals from both inside and outside the industry. Our research was supplemented using MapX, Savannah’s proprietary leadership analytics platform. This ensured a shortlist of leaders who were diverse in every dimension - from gender to industry background, and with the experience to successfully deliver the required transformation.

DELIVER



HIGH-QUALITY OUTCOMES

We produced a strong shortlist of which 80% were candidates from outside the mining industry – many of whom would likely have been missed with traditional research methods. The successful candidate was from outside the mining industry and has already had a significant impact on the business and supply chain effectiveness. This has resulted in a reduction in downtime of equipment, improved productivity and automation of processes.

ATTRACTING TALENT FROM OUTSIDE MINING TO TRANSFORM SUPPLY CHAIN EFFECTIVENESS

CANDIDATE BREADTH

80%

OUTSIDE MINING

GENDER DIVERSITY

40%

FEMALE SHORTLIST

RESULT

3 MONTHS

BRIEF TO COMPLETION