

## Case Study: International Mining

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### CHALLENGE

Locate difficult to find and reach candidates with very specific qualifications in foreign countries.

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One of the top five mining companies in the world contracted our services to find geologists from the Democratic Republic of Congo who were not ex-pats (meaning candidates must be native to Congo) and specifically geologists employed by particular copper mines in Zambia, Kansanshi, Kansever and Katanga. Our client was getting ready to open a new mine in the DRC within the next six months and anticipated a lengthy and difficult search for the requisite candidates.

Not all mining companies located in the DRC have a publicly listed office phone number. In fact, it is very often hard to find a corporate office outside of the DRC with a direct dial of any kind, whether an actual desk or cell phone into the DRC.

90% of the time when a phone number was sourced it was a cell phone number. In fact most of this project was sourced cell phone to cell phone.

Other challenges included the DRC's minimal infrastructure, which translates into unstable phone lines. If it rained you could bet you were not going to get a connection and many times the lines were static and choppy even during the best of weather.

Once we had identified a geologist he would happily yell letter by letter the spelling of the candidates name and we would yell back the confirmation of the spelling of the name. This went on until we reached the client's goal.

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### RESULT

In the end the search was successful. Every candidate sourced was open, friendly, helpful, and we got the sense they were open to being contacted. Truly one of the most rewarding projects we have ever handled.

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