Mining Careers, Competencies and Compensation

Geological Society of America

October 22, 2006
Leigh W. Freeman
Downing Teal Inc
LFreeman@DowningTeal.com
Not your grandfather’s business

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• Look back to look forward (inter-generational imperatives)

• This session:
  – career opportunities
  – Intellectual capital …careers, competencies and compensation
Inter-generational imperatives

1855 1885 1915 1945 1975 2005 2035
GrGr Great Grandfather
Gr Great Grandfather
Great Grandfather
Grandfather
Father
You

Economic
Environment
Social

Case history: Aspen, Colorado
Father circa 1975
Grandfather circa 1945
Great Grandfather circa 1915
Great Great Grandfather

circa 1890
Great Great Great Great Grandfather

circa 1860s

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Great ... Great ... Grandfather circa ... timeless
Each culture overprinting the previous with an economic imperative
Inter-generational imperatives

1855 1885 1915 1945 1975 2005 2035
GrGr Great Grandfather
Great Grandfather
Great Grandfather
Grandfather
Father
You

Economic
Environment
Social
This session

- Addressing Present and Future Energy, Mineral and Water Issues in the Classroom: The Need to Prepare Both Educated Citizens and Geoscientists
Society needs natural resources

• Lesser developed countries/counties have undeveloped natural resource and human resource capital

• Companies have fiscal capital and intellectual capital

• Opportunity for a Win-Win relationship cast in the context of Sustainable Development and a Social License
• The challenge for resource companies today is not technology and fiscal capital … it is **access to resources** … earning and maintaining a **social license** to operate
The challenge for resource companies today is not technology and fiscal capital … it is access to resources … earning and maintaining a social license to operate.

Meeting this challenge starts with access to skills and talent.
Demographics: future leaders
Compare BSPE and BSME

Mining and Petroleum Graduates

Number of Graduates


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Demographic: 50% retirement

1855 1885 1915 1945 1975 2005 2035
GrGr Great Grandfather
Great Great Grandfather
Great Grandfather
Grandfather
Father
You

Economic Environment Social

Enlightenment
Affluence
One World (internet)

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Unprecedented employment opportunities

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<th>Sector</th>
<th>Mining Engineer</th>
<th>Process Engineer (Metallurgist)</th>
<th>Economic Geologist</th>
<th>Typical Location</th>
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## Competency matrix...

### Technical Management Track

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