

Mining & Resources

Proud partner of the CIM & sponsors the CIM-Bedford Canadian Young Mining Leaders Awards.



The Mining & Resources Industry's Leading Partner for Executive, Board of Directors and Mine Site Talent Acquisition and Compensation Advisory.

WHY BEDFORD?

- Specialized Mining & Resources practice with deep industry knowledge, active involvement in the industry, and decades of experience.
- Sector-specific experts with talent acquisition experience across mining cycles – from exploration, engineering, development, construction, to mine operations as well as C-Suite/Board of Directors.
- Proven, proprietary diagnostic and assessment tools that measure candidates across the four key dimensions of fit: Culture, Team, Performance and Leadership.
- Deep compensation expertise and annual, industry-wide executive and board compensation surveys. [View here.](#)

With unpredictable pricing changes and operational costs in a constant state of flux, it's more important now than ever for executive teams to be the top performers in the industry.

For over four decades, we have been on the front lines of the Mining and Metals industry, forming strong relationships with established and aspiring mining leaders. Through our full suite of executive search and talent management solutions, we find leaders who have the strategic vision to boost revenue, limit operating costs, and deliver continuous success.

We Deliver Results

#1

PERFORMING OFFICE
AMONG 60 GLOBAL
LOCATIONS IN
TRANSEARCH

93%

RETENTION RATE 3
YEARS POST HIRE

85%

REPEAT BUSINESS
FROM CLIENTS

1,500

COMPLETED
SEARCHES SINCE
2007

60

OFFICES IN 40+
COUNTRIES

GLOBAL REACH - DELIVERED LOCALLY

TRANSEARCH International is one of the top 10 largest executive search organization in the world, with 60 offices operating in 40+ countries. Our industry-specialized team has the know-how and experience for finding high-quality leaders to propel your cleantech enterprise. Our unique approach has enabled us to achieve an unparalleled track-record of success with a 93% retention rate for Bedford Group Transearch placed candidates, three years post-hire.

5,000+

Executive searches completed across all sectors — Canada, U.S., Latin America, Europe, Asia-Pacific

Our Services



Retained Executive Search

With an industry leading 93% retention rate, three years post hire, Bedford's robust executive search process measures candidates' FIT across the dimensions of culture, team, performance and leadership.



Proactive Talent Scouting

Our in-depth, customizable talent scouting reports provide a pragmatic lens into key talent, enabling you to proactively shape your talent management agenda.



Executive & Board Compensation

We provide executives and boards with compensation reviews, design of cash and equity-based incentive compensation design, competitive market studies, and annual industry surveys.



Diversity & Inclusion

Bedford is fully committed to the values and principles of diversity & inclusion. Through our unique talent scouting process, we provide market insight and expertise to help you identify diverse and socially responsible talent who align with your company's culture and core values.



Organizational Strategy*

Our services in Organizational Strategy are grounded in understanding the fundamental principles of organizational design and operating structures in consumer and retail. We conduct a comprehensive review of your current model to ensure it supports operational requirements, enables effective talent strategy management, and reflects an optimal company culture.



Leadership Assessment & Development*

Our comprehensive leadership assessments allow you to better understand the current capabilities of each leader, their potential and their areas for continued development, resulting in customized leadership success planning.

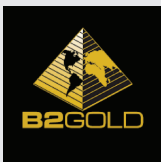


Leadership Integration & Virtual Onboarding*

While onboarding virtually is different from an in-person experience, it is just as effective. Leveraging technology, our virtual onboarding programs enable you to establish a leader to their new position and organization, in a personalized way, building a foundation for performance success.

* Talent strategy services delivered through Teal & Co., a Bedford affiliated company.

Some of our Clients Include:



OUR TEAM

Our team of search consultants consists of dedicated professionals with extensive experience.



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