

WOMEN IN MINING

NEWSLETTER

OCTOBER 2010

Dear Women in Mining,

Time to network!

Everyone is back in school, busy at work. Your inbox is constantly full, just reading through your to do list feels like you've run a marathon, it rains when your umbrella is stashed safely in a cupboard and because life's not a movie, you can't decide to "Eat Pray Love" for a year! OK. There's no need (or time) to panic. So take a deep breath, remember there is nothing you can't achieve if you set your mind to it, stay organised and focused, break matters down into manageable tasks or questions ... and don't forget to make time to network!

Network through WIM, for a start: because if nothing else, it will allow you to share experiences, questions and ideas with like-minded professionals, and more often than not, find a good reason to laugh about it all. Meet other Women in Mining at our events, which are a great opportunity to exchange and discuss. Also remember to **use the network** to contact other members when you would like to get the benefit of another perspective on professional issues: with approximately 470 members today, representing virtually every profession and business across the natural resources industry, this is a great pool of talent and information at your fingertips! These contacts will be greatly facilitated in a couple of months when the online directory is set up. In the interim, we will shortly circulate a revised members' directory document.

The strength and success of our network also depends on your participation and your contacts: please remember to look around and inform any female colleagues and contacts of our organisation, bring them along to WIM events and let us know of anyone who would like to be added to the mailing lists. We are particularly reaching out to academics and students this month, with the annual **Education Event on 20 October**: all forecasts point to a re-emergence of skill shortages within the next decade across our industry, so attracting female graduates is one of the keys to sustainable growth in the mineral sector. Please join us on 20 October to welcome these students to our group, inform them of the countless options available in mining and show them the value of building a strong network of contacts as they start out in their career.

There are also many **events, conferences and seminars** currently being organised on all sorts of mining-related topics. Of course you can't attend them all, but it's worth picking a few, whether you focus on topics immediately relevant to your work or on the contrary decide to get an overview of issues you usually don't consider. In any case, it's important to hear the chatter, participate in discussions and make new contacts: it's an investment in you and in your industry. And if you hear something of interest, share it with us, we are happy to publish it!

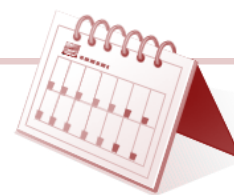
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Ludivine Wouters
Editor

Upcoming WIM Events



WIM Education Event 2010

- Host** : Deloitte
- When** : Wednesday 20 October 2010 at 18:30
- Where** : Athene Place, 66 Shoe Lane, London EC4A 3BQ (Chancery Lane)
- Contact** : Please RSVP to Janai Sang - jsang@deloitte.co.uk
- Speaker** : Liv Carroll
Senior Geological Consultant, Gemcom Software International
- Topic** : *Add another string to your bow - Career Options in the Mining Sector*

Liv Carroll is an experienced Chartered Geologist with an understanding of projects at all stages of the mining cycle, from grassroots exploration in Greenland and Tanzania to remediation of old quarry and mine sites in the UK and Cyprus. She currently works for Gemcom in a solutions consulting role whereby she works with clients to optimise their efficiency in the application of Gemcom technologies in order to maximise returns. Liv is also heavily involved in industry bodies, as MinSouth Councillor since 2004, President 2008/2009 and Honorary Secretary 2009/2010, as well as being a member of the Applied Earth Science Division of IOM3. She also organises the monthly Mining Sundowner in The Glassblower, Piccadilly; this casual gathering of mining professionals and students is open to everyone in the mining sector. In her talk, Liv will discuss career options in the mining sector and how to add to academic qualifications in terms of skills, experience and industry involvement/exposure.

This event will be open to female students and graduates from UK universities, to allow them to meet our members and become part of our network, and be informed of the many opportunities available to them throughout the mining industry: please join us in welcoming them!

SAVE THE DATE! Mines and Money London – 30 November and 1 December 2010

Following the success of our presence at Mines and Money in 2009, we are renewing and expanding our collaboration with Aspermont UK in 2010, and look forward to a great conference!

To benefit from the discounts and offers made available to WIM members, remember to enter the following **Promotion Code** when prompted to do so in the registration process: **WIM10**

- ◆ Women in Mining will be at the **Mines and Money 2010 Exhibition**
Entry to the Exhibition will be free of charge by application: register online and enter the "WIM10" Promotion Code.
- ◆ Members of Women in Mining will benefit from a **15% discount** off the price of Standard Delegate Tickets which permit access to the **Mines and Money 2010 Conference**.
This discount is applicable immediately and until registration closes: register online and enter the "WIM10" Promotion Code.
- ◆ A **Mining Journal annual subscription discount offer** is available to all WIM members when registering for Mines and Money 2010 with the "WIM10" Promotion Code.
This offer is for subscription to the Mining Journal Individual Online Package for £99 + VAT (discounted from £263) and applies to new individual subscriptions only. For more information about the content of this package, please visit the [Mining Journal](#).
- ◆ We will host a **Women in Mining Reception** in the afternoon of 30 November, to promote our organisation and its goals to the rest of the industry and celebrate with you the progress we have made so far! Further details will be circulated soon.

If you would like to participate in the preparation of Mines and Money 2010, including the organisation of the Women in Mining Reception, please contact [Barbara Dischinger](#).

Women in Mining supports FINEX'10

Financing Exploration: The Role Of The UK And Ireland In Global Mineral Exploration



FINEX '10

When : 27 and 28 October 2010

Where : The Geological Society, Burlington House, Piccadilly, London W1J 0BG
(Piccadilly Circus / Green Park)

WIM rate : £90 for a day / £160 both days

We are delighted to announce that all WIM members may benefit from the discounted registration rates made available to members or fellows of the organising societies, i.e. £90 for a day (instead of £160 for non-members) or £160 for both days (instead of £200).

Website : www.londonfinex.com

Registration : Click [here](#) to register online or click [here](#) to download and print the form.

About FINEX'10

Britain and Ireland have long played leading roles in stimulating and financing metal mining and exploration world-wide. In acknowledgement of this a group of professional societies organised the two-day FINEX '08 conference in September 2008. Although - or perhaps because - markets were facing a world-wide crisis of confidence at that time, the conference was a great success and the organisers decided to make it a biennial event.

Unlike other major exploration-focused conferences, FINEX is designed to bridge the interface between the financial sector and those driving mineral exploration through innovation, leadership, R&D, and training. In addition to providing a unique and valuable insight to the complex interface between finance, exploration, and mining, the conference will also offer a vision of the future input of British and Irish expertise to the financial, scientific, and exploration sectors.

The two-day conference will encompass broad financial and technical areas including commodity cycles and major company strategies, the role of the London Stock Exchange, and the factors that drive the price of and demand for gold and other key commodities. Other sessions will address jurisdictions and sovereign risks, China's role in the development of natural resources, reasons why some junior companies succeed and others don't, reporting of technical results, the pitfalls facing investors, and the media's role in getting the message across to the investment community.

FINEX'10 is organised by the Applied Earth Science Division of the Institute of Materials, Minerals and Mining in conjunction with the Mineral Deposits Studies Group of the Geological Society, the Irish Association for Economic Geology, the Association of Mining Analysts and the AIM Team of the London Stock Exchange: **we thank them for organising FINEX'10 and offering their discount to WIM members!**

Erratum

We apologise for the typo which distorted the meaning of the fifth paragraph of our report on the Mining in Africa Masterclass organised on 22 June 2010 by MinSouth, the Association of Mining Analysts and Simmons & Simmons (July 2010 Newsletter). The paragraph should read as follows:

"Yves Baratte of Simmons & Simmons examined some key legal issues facing mining businesses in a presentation wryly entitled "Africa: at last somewhere we do not need lawyers"... and concluded that considering the complexity of navigating African mining codes and their application by local authorities, he did not advise not using a lawyer when investing or operating in Africa. For more information, click [here](#)."

WIM Events

In case you missed it, we report on...
WIM Seminar - 8 September 2010



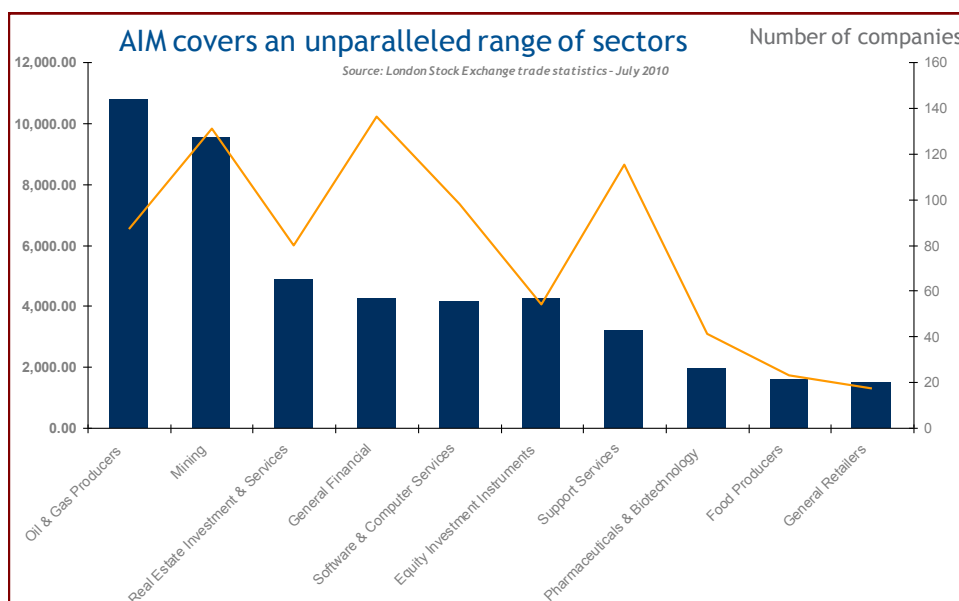
London Stock Exchange - The unparalleled home for mining companies

Ayuna Nechaeva, Business Development Manager for the **London Stock Exchange**, reviewed key points to consider when making the choice to list and the main elements of the listing regime in London, and discussed how London compares with other listing destinations, illustrating her talk with case studies of mining companies listed on the Main Market or AIM.

Companies “go public” for a variety of reasons: admission to a public market provides access to capital for growth, enabling companies to raise finance for further development both at the time of admission and through further capital raisings and increasing companies’ ability to make acquisitions, using quoted shares as currency; it creates a market for the company’s shares, broadening the shareholder base, and places an objective market value on the company’s business; it can also encourage employees’ commitment and incentivise their long-term motivation and performance, by making share schemes more attractive; finally, listing creates a heightened public profile, stemming from increased press coverage and analysts’ reports, helping to maintain liquidity in the company’s shares. The choice of method to join a public market then depends on the nature of the business and its capital requirements: it can include capital raising in the form of a placing for institutional investors only or a public offer also made available to retail investors, or can be a “simple” introduction of securities on the market.

The London Stock Exchange aims to be the exchange of choice for international issuers, hosting the most international companies among the world’s major exchanges, with 595 overseas companies from approximately 67 countries out of a total of 2,643 listed companies. Interestingly, of a total market capitalisation of £3.6 trillion, over £1.8 trillion corresponds to international listed companies. This also reflects the open and outward-looking market culture in the UK, where of over US\$ 1.8 trillion of equities managed out of London, US\$ 862 billion are invested in international equity assets, which is more than any other major financial centre.

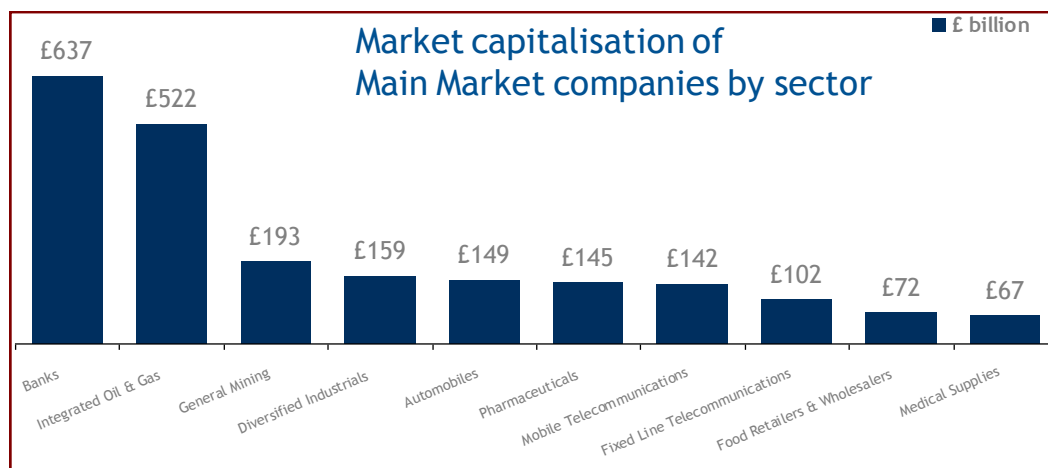
The London Stock Exchange operates four markets, including the Main Market which is London’s flagship market and AIM which is its growth market.



AIM’s regulatory environment has been specifically designed to meet the needs of smaller and growing companies while offering appropriate investor protection: both institutional and retail investors invest in AIM companies. The entry criteria for AIM are tailored for growing companies with no trading record required, no minimum size criteria and no prescribed level of shares to be in public hands.

Once admitted to AIM, the ongoing responsibilities are aimed at encouraging growth: for example, there is no requirement to seek shareholder approval or prepare circulars except in circumstances where a transaction is classed as a reverse takeover or a disposal resulting in a fundamental change in business. Integral to both the admission process and life on AIM is that the company must work closely with their Nominated Adviser (“Nomad”) to ensure that their actions are fair and reasonable for shareholders.

The Main Market is London Stock Exchange's flagship primary market. When listing equity securities on the Main Market, companies have the choice of two types of listing – a Premium (formerly Primary) Listing and a Standard (formerly Secondary) Listing.



A Premium Listing is only available to equity shares issued by trading companies and investment entities, and these issuers are required to meet the UK's highest standards of regulation, corporate governance and transparency under rules which are more stringent than the EU minimum requirements. Standard Listings cover issuance of shares, Global Depositary Receipts (GDRs), debt and securitised derivatives that are required to comply with EU minimum requirements. This regime is now open to all companies regardless of domicile: prior to October 2009 when the FSA introduced new rules, only companies incorporated outside the UK were eligible for a Standard Listing.

Mining companies represent a key sector for the London Stock Exchange, which hosts more big mining companies than any other major exchange. Mining is the third largest sector on the Main Market by market value at 13%, which corresponds to 36 mining companies accounting for only 2.5% of all Main Market companies; It is the second largest sector on AIM by market value at 14% with 134 mining companies accounting for 10.4% of all AIM companies. Many of the mining companies listed in London are incorporated outside the UK, and their operations span the globe. AIM listing rules specifically allow for mineral companies applying for the admission of their equity securities that these companies do not have to cover at least three years of published or filed audited accounts.

Despite difficult market conditions, 2009 was a record year for mining companies raising capital in London, thanks to the strong flow of further issues, which was a record high itself: in 2009, 16 mining companies on the Main Market raised £12,258m through further issues, and 96 AIM companies raised £958m in further issues. Mining companies in London are also leading peers in Toronto and Sydney in the recovery of post-crisis share prices, which according to London Stock Exchange reflects the fact that they enjoy more liquidity, a better profile and better coverage in London.



Welcome New Members!

- ◆ Suzanne Austen, Exploration Geologist, Anglo American
- ◆ Nicola Raymer, Coordinator External Affairs, Rio Tinto
- ◆ Deborah Caudle, Vice-President, Barclays Capital
- ◆ Mariana Grantcharova, CmiCapital Ltd
- ◆ Adriana Rodrigues de Paula, Supply Chain professional, Anglo American
- ◆ Sue Brooks, External Affairs, Rio Tinto
- ◆ Elina Baygildina, Research Associate, CognitoLink Ltd
- ◆ Janie Davies, Industrial Minerals, Metal Bulletin
- ◆ Katya Kuznetsova, Director Capital Markets Group, PWC
- ◆ Sonia Thimmiah, Director Sustainability Services, Accenture
- ◆ Patricia Doyle, PhD student, Imperial
- ◆ Lia Beaumont, Country Manager Power/Mining Brazil, Worldwide Recruitment Solutions
- ◆ Andrea Martin, Account Director, The Commodity Resource Network
- ◆ Amanda Boren, MBA student, Harvard Business School
- ◆ Ana Vacvalovaite, PhD student, Oxford University and Founder of [Lotus of Hope](#)
- ◆ Elena Altayli, Corporate Affairs Manager, Aurum Mining plc
- ◆ Anna Boyarova, Director, Premium Lifestyle Management

WIM Insight ... Surviving The Downturn

Co-founder and Director of **Jobs4Mining**, which provides the mineral mining, exploration and quarrying industry with dedicated online recruitment services, **Janet Bewsey** shares with us her ring-side view of trends in the mining job market throughout and following the recent global recession.



The mining job market went from major employment peaks and a skills shortage across the board, to a total standstill overnight. That was at the end of 2008. Once the fear in the world economy subsided, there was an opportunity for employers to strengthen their professional personnel because of an abundance of fantastic skills available. So the pendulum swung in favour of the employer through most of 2009. This also resulted in downward salary levels.

Jobs4Mining experienced a major turning point in August 2009. The mining jobs market had been focused on a few key skills for months and overnight, there was a marked increase in volume across a wider range of opportunities. Encouragingly, there were a few exploration geology jobs starting to surface. Whilst many disciplines, including business case and financial, recovered over the subsequent 12 months, geologists bore the major impact which did not fully gather momentum until the early part of 2010. But by August, most experienced geologists were back in projects, leaving just a few, with unfashionable mineral experience, still hunting for work. The take up of skills has been very rapid. Good professionals with the right expertise are once again in short supply. It was observed that throughout the downturn, engineering skills remained comfortably employed despite mines in many countries going onto care & maintenance. Now, experienced engineers are in strong demand.

In past mining downturns, online jobs and internet research was way in the future. People relied on their personal contacts to find jobs. With the advent of online job searching and social media, there is greater scope for opportunities at your finger tips. But don't ignore personal contact. Build your networks in the good times. Women in Mining has proved to be an excellent source of professional friendship for other country members. Networking after a day's work is hard but a good CV, backed up by personal recommendation is a powerful combination.

There are more young women considering professions in mining and we might be impatient for change but looking outside the sector, the biggest change has happened as women gather mass in a sector. Women are known for their "anchor" characteristics in business. Set your sights high. Canada and the US have women CEOs where women have been a part of the mining cycle in greater

numbers for a long time. Some Scandinavian and developing countries are legislating to bring more women into executive and technical jobs and we already have women on mining boards albeit in small numbers.

The dynamics of the job market have come full circle but this is not the case for graduate entrants and some women. There is still little interest in providing transition jobs for graduates. Many junior mining companies have senior management who automatically found practical training with a major mining company. They were the life blood of its future. Today there is comment about the lack of enthusiasm for young people coming into the industry, many junior mining companies are reluctant to offer employment to new graduates. We cannot expect the major mining companies to fill the space any longer. They are still proactive providing internships for young people but only for those who are citizens of countries in which they are mining.

Graduates are the industry's future. We need to protect our valuable resource because there are plenty of industries willing to mop up. Graduates are frequently frustrated by the demand of 3-4 years experience but with no suggestion as to how they should gain the experience that is required.

Succession planning and talent retention is critical in a skills shortage. Women and graduates may play a major role in the coming years. There was an Australian study that indicated with natural attrition and retirements added to the increase in mineral demand, there will be a shortage of over 70,000 technically able people in the next 8 – 10 years.

The UK might be recognised as a major centre for funding today and not for its mineral wealth but without the technical skills originating from these home shores, we cannot expect to provide a focal point for companies in the future to list in our stock market. Is it likely to affect you? If the supply chain of projects is not thinking "London", effectively we may not need financially oriented skills with a natural resource bias.

As Women in Mining expands and matures and more women support it, it will have a voice in the industry and some of our members will rise to positions of influence.

www.jobs4mining.com was developed in 2007 to provide an online presence for mining jobs worldwide to raise vacancies to the top of internet search criteria. We reach out to mining people and provide them with a confidential tool to apply for career opportunities. No one views your data until you apply for a job and currently we have over 30,000 skilled professionals around the world.

WIM Insight ... Bribery Act 2010 – An Update



Following articles in the April and June WIM newsletters, [Michelle Witton](#), a lawyer and Ethics and Governance consultant, updates us on the new UK Bribery Act.

The new UK Bribery Act received Royal Assent earlier this year. The Bribery Act represents one of the most far-reaching government anti-corruption initiatives and will see the fulfilment of the UK's commitments under the OECD Anti-bribery Convention. The Act will apply to companies registered in the UK and which do business in the UK – therefore touching a broad range of UK business, including the mining industry. The Act entails maximum sentences of up to 10 years imprisonment for those found guilty and unlimited fines for individuals and companies.

The new Government has decided that the Act will not come into force in October 2010, as initially envisaged, but in April 2011. In the interim, it intends to hold a consultation on the nature and scope of guidance under the Act which would assist companies – on the "adequate procedures" they put in place to forestall corruption and ambit of hospitality which may be extended where they do business. The consultation was opened on 14 September. Mining companies wishing to participate in the consultation might contact the [Ministry of Justice](#) or the [Serious Fraud Office](#) or join the mining industry committees of the International Chamber of Commerce ([ICC](#)) or the Confederation of British Industry ([CBI](#)), which have been actively lobbying on behalf of the extractives industry on the Act.

WIM Insight ...

South Africa's Revised Mining Charter



Mineral Resources Minister Susan Shabangu released the long-awaited document to the media on 13th September, 2010. Although The revision of the Mining Charter (2004) allowed clarification on several issues, the first reaction from stakeholders is to point out that *"there are more sticks than carrots"*. **Kaori French**, a metals and mining researcher for **JOGMEC**, updates us.

It seems that the strictness of the new terms comes from the department's disappointment with the progress of BEE (Black Economic Empowerment) ownership. *"The racial ownership pattern of mining assets has remained largely unchanged, with only 8.9% BEE ownership attained by 2009 against a target of 15%"*, the Minister comments at the media release.

Click [here](#) for the new Mining Charter and [here](#) for the new BEE scorecard.

- ◆ It is anticipated that **noncompliance** with the revised Mining Charter shall render the mining company in breach of the MPRDA (Mineral and Petroleum Resources Development Act 2002), which might result in the suspension or cancellation of licences granted under the Act.
- ◆ The **BEE ownership target** remains a minimum of 26% by 2014: in principle (i) achievement of the 26% BEE ownership by 2014, (ii) annual reporting of the level of compliance with the mining charter and (iii) abolition of the hostel system by 2014 are thought of as the 'minimum standards' for mining companies to be recognised as BEE compliant, unless the impact of material constraints which may result in not achieving set targets is reported.
- ◆ **BEE procurement targets** are established: these targets are at 40% for capital goods, 70% for services and 50% for consumable goods by 2014.
- ◆ **Multinational "suppliers" of capital goods** are required to contribute a minimum of 0.5% of their locally generated annual income towards a "social development fund" for the benefit of local communities.
- ◆ Specified and increasing percentages of total annual payroll are required to be spent for **Human Resource Development**: starting at 3% in 2010 and increasing by 0.5% annually to culminate at 5% by 2014.
- ◆ Mining companies may offset up to 11% of their HDSA (Historically Disadvantaged South Africans) **ownership requirements** against the value of their beneficiation activities.

Although the revised Mining Charter added several clarifications, some experts still point out that it may add *"further uncertainty"*. For instance, although the revised Charter shall require suppliers of capital goods to pay for the benefit of local communities, the relevant "social development fund" is not allocated. In addition, as the final version of South Africa's beneficiation strategy is not released yet, the *"level of beneficiation"* to validate BEE ownership offset is still ambiguous.

According to [Mining Weekly](#), the President of South Africa's Chamber of Mines' Siphon Nkosi, who was among the many stakeholders present at the announcement of the revised Mining Charter, commented that the incremental progress that government, labour and business were making did not mean that *"we have reached finality or reached perfection. It's a process and the process continues"*.

Ms Kaori French (french@jogmec.org.uk) is a metals & mining researcher at Japan Oil, Gas and Metals National Corporation (JOGMEC). JOGMEC is a national agency under the Ministry of Economy, Trade and Industry (METI) in Japan and its role is to seek a stable supply of Natural Resources for Japan.

Bulletin Board



Seminar on CSR and Stakeholder Engagement in the Extractive Sector

Contact Natalia Yakovleva (YakovlevaN@cardiff.ac.uk)

Despite the efforts to improve sustainability of operations, extractive projects are increasingly being resisted by local communities and grassroots movements. Corporate social responsibility (CSR) is widely viewed as a concept that promotes industry's contribution to sustainable development. However, evidence from developing countries reveals examples of failed initiatives and negative impact. This problem is even more acute in less developed countries with little extractive history and weak governance systems, where stakeholders are suspicious about costs and benefits.

Fruitful investigation of key innovation relationships and processes in the extractive sector requires a multi-disciplinary approach (legal, social, economic and technical) and multi-stakeholder perspectives (practitioners, civil society organisations and academics). This seminar aims to explore practitioner and researcher efforts to elucidate the determinants of success and failure in terms of CSR and engagement in the extractive sector.

Where: Stewart House, Russell Square, London

When: Friday, 22 October 2010: 9am – 5pm

Register: <http://miningcsrevent.eventbrite.com/>

Job wanted — Corporate affairs (Comms, Public Affairs, CSR) - Sheela Pawar de Groot

I have recently relocated to Zurich, Switzerland from London and am actively seeking a new challenge in the corporate affairs or strategic marketing fields. I have a number of years experience at ArcelorMittal and the US Department of Commerce concentrating on both the Steel and Mining sector and economic development. Educationally, I have an MBA in marketing from RSM (Rotterdam, Netherlands), a MA in Public Policy from George Mason (Arlington, USA), and a BA in International Studies from Emory University (Atlanta, USA). I have worked in 3 countries and love the challenge of working in a multicultural environment. Please contact me with any ideas or contacts that may be able to help in my job search, at sheelap7@gmail.com or +41-78-882-9898.

Bright Star — a play written by Stuart Hoar, presented by Firebrand Productions and Creative Cat in association with Women into Science, Engineering and Construction, Science & Technology Facilities Council and the Royal Astronomical Society

The UK premiere of a moving and fascinating story about the clash between love and ambition, *Bright Star* is based on the life of groundbreaking astronomer, Beatrice Tinsley. Astrophysicist, wife, mother, daughter and gifted musician, Beatrice was a brilliantly creative and passionate woman whose work has profoundly influenced our understanding of the universe. But in the male dominated science establishment of the 70's, Beatrice struggled against prejudice and views of her place in the world. She proved to be right – but success came at great personal cost. *Bright Star* is an intelligent, witty and moving script about the discrimination Tinsley experienced in her work as a scientist - still relevant to the experience of women today. It is a New Zealand play, set in the US, with an international message and talented UK based cast. The play is being produced by two Australians, Violetta Tosic and WIM member Michelle Witton, who are passionate about producing thought-provoking theatre. The playwright, Stuart Hoar, is a prominent New Zealand playwright and recipient of the prestigious Katherine Mansfield Fellowship.

Where: Tabard Theatre, 2 Bath Road London W4 (Box Office: 08448 472264)

When: 9 - 27 November 2010 at 7.30pm, with matinees at 4pm on Sat 20 & 27 November and post show Q&A with cast and special guest scientists on Tue 16 & 23 November

Website: www.brightstar-theplay.com

Bookings: www.tabardtheatre.co.uk (Quote "WIM" for the WIM discount)

Bulletin Board — Continued

Job Posting — Administrative Assistant — Contact janet.bewsey@jobs4mining.com

A well-financed exploration and development company based in the West End of London is seeking an Administrative Assistant to join its team. The Company is in the early stages of evolution but has world class projects, strong investor backing and poised for a period of rapid growth.

Reporting to the CFO, the role will involve:

- ◆ Processing basic book-keeping matters
- ◆ Maintaining organised and structured filing of data
- ◆ Co-ordinating travel and VISA's for overseas staff
- ◆ General admin duties, office supplies, organising and co-ordinating meetings and diaries.

The candidate should be enthusiastic and have a "can do" attitude and be flexible in their approach to the role.

Call for Women geologists to be interviewed — Contact lauriekienlen@yahoo.ca

[Laurie Pawlik-Kienlen](#), freelance writer and blogger who created six "Quips and Tips" websites, is looking for female geologists to interview for one of her blogs.

Laurie recently wrote [A Geologist's Job - Diamond Exploration Geology in Canada](#) and although it's one of her most popular articles, it doesn't fill her readers' need for information about female geologists, so she is hoping to interview a few women and fill that gap! The website is "[Quips and Tips From the Working World](#)", which focuses on jobs and careers, but instead of just job descriptions, also offers short interviews with specific people in specific occupations.

The interview consists of the 5 questions set out below and the article will end with a 1 or 2 line biography. These posts are between 400-600 words, so please send your responses and biography by email: Laurie may edit for brevity or ask for more information.

Questions

1. The details: What is your title, what do you do, what is the average salary/wage, and what education is required?
2. What are two things you enjoy about your job, and why?
3. What are two things you dislike about your job, and why?
4. What surprises people about your work?
5. Can you offer a tip or two for people considering your field or occupation?

Biography

The short biography should include your name, occupation/title, education/training, blog/website, age (optional), location (optional), headshot (optional) and anything you want to briefly share with readers. If you've written a book, it can be featured with a link to Amazon.

Editor's note: Aside from Laurie's blog, we would be delighted to feature these interviews in an upcoming WIM newsletter, so please send us the final link when Laurie sends it to you!

Survey for the Boulby Geoscience Project — Contact Matthew.Brain@durham.ac.uk

The Boulby Geoscience Project is a collaborative study between Durham University, Cleveland Potash Ltd. and One Northeast to examine the feasibility of developing an underground laboratory at the Boulby mine, North Yorkshire, UK. The depth and location of the mine offer an experimental environment that is ideal for studies that demand isolated low-background conditions; high in situ stress states; well established geochemistry; and logistical support in an otherwise impossible-to-reach location. The research facility will be available to scientists from a variety of disciplines in order to provide research solutions for some of the principal challenges of our times. In order to inform and **shape the future development of the underground facility**, a short end-user survey has been developed, to be completed by scientists who have an interest in the potential research opportunities available at the Boulby Geoscience Facility. Click [here](#) to access the survey.

WOMEN IN MINING

Newsletter Team

Please contact us with any comments, ideas or contributions for the next newsletter.

We look forward to hearing from you!

Barbara Dischinger — Editor/Director

☎ 079 8610 810

✉ barbara@greenmining.co.uk

Ludivine Wouters — Editor/Director

☎ 075 1572 6243

✉ lwouters@woutersadvisers.com

The UK Women in Mining network is dedicated to promoting the employment, retention and professional development of women in the mining and natural resources sector. It was created in 2006 and has grown exponentially to more than 450 members today, representing a variety of mining-related businesses and professions. Membership is free and open to all women in the mining industry, wherever they are based. Women in Mining publishes a monthly newsletter and events calendar, regularly organises informal networking drinks and speaker seminars on mining or career-related topics in London and participates in industry events to promote its agenda. It is supported by a number of organisations in the development of its activities and opportunities, including setting up and maintaining a website and interactive directory which are currently being designed. It coordinates with similar groups world-wide via the Women in Mining global portal www.womeninmining.net.

WIM Platinum Sponsor



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