Our Sense of the Ethical Environment

Childs Geoscience Inc.

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CHILDS GEOSCIENCE INC. (CGI) is a mineral exploration company based in Bozeman, Montana.
Our manpower needs vary with mineral prices, state of the industry, and season.

Currently we employ eight geologists both full-time and part-time.

We conduct metal and industrial minerals exploration, property evaluation, mine geology, ore deposit modeling, drilling, district-scale mapping, and dump recycling.
A SENSE OF HUMOR HELPS

MSU graduate and CGI geologist, Jeremy Harwood, winner for best beard under 6 inches and best “hair sweater”
Mine Dump Reclamation

OUR MOTTO: “Take a Dump, Make a Pile”

3D-mapping/modeling of mine dumps and tailings

Ben VanDenBos, U of M, Geology
MOUNTAIN PEOPLE TEND TO BE GREAT EMPLOYEES AND FRIENDS

Michael Jensen, MSU, soil science
OUR HIRING EXPERIENCE

Difficult to generalize but here we go:

• Some new grads have an attitude of entitlement
• Some new grads feel underappreciated, disrespected
• Some grads arrive resenting their college experience
• We sense a generational difference: a sense of gratitude is sometimes absent, there seems to be an aversion to taking on responsibility
What do our graduates need to know?

• IT IS REALLY IMPORTANT TO EMPHASIZE THE NEED FOR AN ETHICAL APPROACH AS PART OF COLLEGE TRAINING
• GRADS NEED TO BE PREPARED TO “TRUST BUT VERIFY” AND HAVE A REALISTIC VIEW OF THE WORLD AND HUMAN WEAKNESSES
• SOME TRADE ORGANIZATIONS DO A POOR JOB OF POLICING THEIR CONSTITUENCIES
• STUDENTS SHOULD ALWAYS QUESTION AND EXPECT OTHERS TO EARN THEIR TRUST
• FACULTY NEED TO SET A FORCEFUL EXAMPLE OF ETHICAL BEHAVIOR
OUR BUSINESS EXPERIENCE

• Ethical clients and colleagues make it all worthwhile
• We have been lucky in having clients who have become longtime friends
• We have been in business for more than thirty years and nearly all projects have been based on a simple handshake
• In recent years we have started to get burned: very difficult and expensive to chase the unethical companies
• The US and Canada are becoming more and more like third world places to do business.
• Concentration of wealth and weakening of the middle class is progressively more dangerous
• EXAMPLES OF DILEMAS: 1) No US mining royalty but investors are now from other countries; 2) Climate change
PERSONALITY TRAITS WE LOOK FOR

• RESILIENCY- The industry tanked in 2013 as it tends to do every 5 to 10 years
• HONESTY
• RESPECT FOR OTHERS
• WORK ETHIC
• POSITIVE ATTITUDE
• INITIATIVE
• CURIOSITY
• POSSIBILITY THINKING- What if………..
• DEDICATION- Professional versus 9 to 5
• ABILITY TO BOTH LEAD AND BE A TEAM PLAYER
• PRACTICAL APPROACH- Common sense
• ORGANIZATIONAL SKILLS
• WILLINGNESS TO TRAVEL
• MENTAL AND PHYSICAL TOUGHNESS
SKILLS WE LOOK FOR

- GEOLOGIC MAPPING SKILLS
- GIS SKILLS
- WRITTEN COMMUNICATION SKILLS
- ORAL COMMUNICATION SKILLS
- CREATIVE THINKING- Recognition of new and important relationships and opportunities
- INTERPERSONAL SKILLS- Willingness to share skills and ideas