



JOHNSTAFF



Research Sector Portfolio

**Getting the right results for social and
economic infrastructure investments**



Acknowledgement of Country

In the spirit of reconciliation Johnstaff acknowledges Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

Acknowledgement of gratitude to Māori

We acknowledge the indigenous tangata whenua of Aotearoa - New Zealand as the kaitiaki of the land, sea and skies. We're grateful to those who care for, nurture and protect Aotearoa for future generations, and we pay our respects to tīpuna, past, present and emerging.

E whakamānawa ana i te tangata whenua taketake o Aotearoa, ngā kaitiaki o te whenua, te moana me te rangi. Ka whakawhetaihia hoki rātou e manaaki, e tiaki nei i a Aotearoa mō ngā uri whakaheke. Ka whakarangatira hoki mātou i ngā tīpuna o nehe, o nāianeī, o āpōpō.



Johnstaff: a team you can trust

Johnstaff is an independent Australian and New Zealand-owned consulting practice that specialises in client-side Advisory and Project Management services for the planning and implementation of infrastructure investments.

Johnstaff combines technical expertise, commercial insight and a commitment to continuous improvement, giving clients confidence in our adaptability and scalability. We deliver value across the full project lifecycle, from investment strategy and business case development through to procurement, construction, commissioning and operations.

We don't rely on off-the-shelf solutions. Instead, we work closely with clients to understand their business imperatives and identify the best path forward before moving to technical delivery.

By aligning infrastructure investment with your broader business needs, we help maximise operational efficiency, productivity and enterprise value, often by optimising existing assets before committing to new ones.

Our team is professional, genuine and practical. We think differently, using data and insight to uncover smarter solutions, and we'll challenge the status quo if there's a better way to achieve your goals with greater efficiency across cost, time and quality.

A collaborative team of professionals, with an approach that:

- **Listens to your needs and objectives:** we analyse all relevant information and bring together team members to design and implement solutions
- **Is collaborative:** we will be part of your team, we'll care about the project like you do and we'll share what we know to get the right results
- **Is focused on the business issue:** rather than simply accepting capital investment as a solution, we look at the issues and options to work with you to meet your objectives best – then, and only then, do we work together to start developing the operational redesign, outsourcing or other technical solutions, and
- **Is genuine, professional and unpretentious:** we're easy to work with and we're also able to work as part of a team to challenge conventional thinking if we think there is a better way to meet your goals.



Johnstaff at a glance

32b+

projects
underway

\$160b+

project value
delivered

300+

professionals

1600+

infrastructure
projects delivered

35+

years of
expertise

A photograph of two men in an office hallway. The man on the left is wearing a blue and white checkered shirt and dark trousers, holding a black folder. The man on the right is wearing a white shirt and dark trousers, holding a glass of water. They are both smiling and looking towards the right. The hallway has a modern design with wooden pillars and a glass wall in the background.

Our goal is simple: to help Australian and New Zealand clients achieve the best solution for their business or infrastructure needs.

As a privately owned, employee-operated organisation across Australia and New Zealand, our team brings over three decades of experience in strategising, planning and delivering infrastructure investments.

We combine high-quality advisory services with effective project management, working closely with clients to achieve successful project outcomes.

From specialised technical services to full lifecycle delivery, Johnstaff provides flexible support tailored to each project's needs.

Our integrated teams see the big picture across every stage of infrastructure projects.





Project management

Project and program management of infrastructure investments is at the core of our business, it's who we are and what we do best..

At Johnstaff, we prioritise teamwork and enable everyone to deliver on their role. We act with considered urgency, stay responsive to change, and have the confidence to recommend new directions when needed. Above all, we work efficiently and collaboratively to achieve results while building strong, lasting relationships.

Our client-side project management services combine proactive risk management with proven methodologies to protect time, cost and quality outcomes. Whether delivering entire projects or specific lifecycle stages, we focus on achieving outcomes, executing your vision on time, on brief and on budget across a range of industries.

Our services include:

- Masterplan and Feasibility Study Management
- Management of Authority Approvals
- Board and Governance Reporting
- Procurement (Consultants and Building Contractors)
- Contract, Tendering, Assessment and Award
- Project Brief Development
- Design Management
- Business Continuity Risk Assessment and Mitigation
- Project Controls and Reporting
- Project Planning/Scheduling
- Quality Assurance & Risk Management
- Contract Administration
- Superintendent / Principals Engineer Services
- Independent Certification & Verification
- Project Commissioning & Handover
- Tenancy Coordination
- Asset renewal and maintenance works
- Program / Project Management Offices
- Embedded project resourcing (Owners representatives / PMO resourcing)
- Project Recovery



Advisory

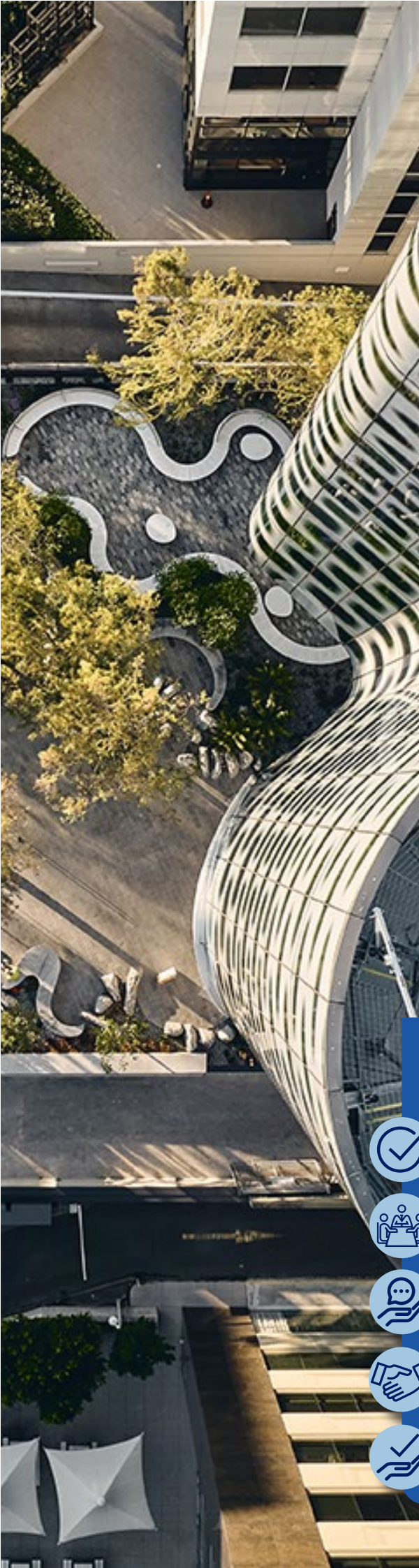
Our advisory team provides strategic and transaction services across the full infrastructure project lifecycle.

Our advice is grounded in real delivery experience. Having established, procured and delivered some of Australia and New Zealand's largest infrastructure projects, we tailor our advisory services to help clients set their investments up for success.

Johnstaff's advisory specialists offer timely, targeted support at critical stages of an asset's development or investment lifecycle. Through our integrated services, we partner with clients on portfolios, programs and complex or distressed projects, delivering specialised expertise that strengthens internal capability and outcomes.

Our services include:

- Specialist Programming and Time Management;
- Procurement Options Analysis and Market Sounding / Intel;
- Business and Investment Cases (including financial and economic analysis);
- PPP Transaction Leadership, Advisory and Project Directorship;
- Strategic Infrastructure Planning and Review;
- Technical Solutions Reviews and Value Engineering Reviews;
- Operational Readiness and Commissioning;
- Quality Assurance and Risk Management;
- Gateway Assurance, Project Governance and Specialist Reviews; and
- Project Recovery Strategy and Contractor Claims Analysis.



Our research expertise

Johnstaff provides project management and advisory services to develop specialist laboratories and research facilities across Australia and New Zealand. Our extensive client base includes renowned universities, research institutes, and industry leaders at the forefront of scientific innovation.

Our expertise spans the briefing, design, construction, commissioning, and certification of PC2, PC3, and PC4 laboratories, QC2 and QC3 facilities, multidisciplinary teaching labs, and integrated learning and research environments. Our extensive experience includes delivering major projects within innovation precincts, fostering collaboration between academia, industry, and government.

We manage all aspects of the delivery of specialist laboratory and research projects across a broad range of development sites from large-scale greenfield sites to refurbishments within existing operational facilities, including university and health precincts, and stand alone facilities. Our knowledge and experience leads to minimised disruption to research, teaching and day to day activities.

Our senior practitioners bring extensive experience in managing facility validation (DQ/IQ/OQ/PQ) and certification, collaborating with regulatory bodies such as the Office of Drug Control, the Therapeutic Goods Administration, the Commonwealth Department of Agriculture, and the Gene Technology Regulator (OGTR). By integrating compliance requirements early, we help clients avoid costly delays and ensure seamless commissioning.

As organisations expand their research capabilities in response to emerging global challenges, Johnstaff remains committed to delivering world-class laboratory and research environments that foster innovation, discovery, and academic excellence.

Image: Paula Fox Melanoma and Cancer Centre, Melbourne VIC

Our values



Professional



Collaborative



Accountable



Genuine



Unpretentious



Aikenhead Centre for Medical Discovery (ACMD), St Vincent's Hospital Melbourne (SVHM) | \$170m, Melbourne, VIC

ACMD is a collaborative partnership between several major universities, leading research institutions, and healthcare providers to develop cutting-edge medical and healthcare solutions. The new 16,500sqm building includes PC2-certified laboratories, 3D printing laboratories, a human kinetics lab and engineering workshops. An education hub forms a key part of the ACMD, which will be used to help nurture future clinical, nursing, allied health and biomedical engineering research innovators and leaders. Our team developed the feasibility study and business case inputs, providing project management services, coordinating with St Vincent's Health and eight project partner organisations to deliver this complex development.



Paula Fox Melanoma and Cancer Centre, Alfred Health | \$154m, Melbourne, VIC

Johnstaff provided end-to-end project management for the Paula Fox Melanoma and Cancer Centre (PFMCC), a world-class facility for melanoma and cancer care, research, and clinical trials. In addition to patient oncology services, the centre provides laboratory spaces to support onsite clinical trials and medical research. This includes a 60 person PC2 certified research 'Super-lab', cellular therapy laboratories with cryogenic storage, and CAR T-Cell laboratory. Johnstaff assisted with the Feasibility Study, Business Case, and Assurance Review while establishing governance and risk management frameworks. To meet tight timeframes, we developed a hybrid delivery model with separate contracts, optimising procurement and de-risking the site.



360biolabs PC2 tenancy refurbishment, 360biolabs | \$16m, Melbourne, VIC

360biolabs refurbished a 3,000m² facility at its Melbourne headquarters. The project delivered new workspaces and PC2-certified laboratories, including a PCR suite, chemistry and biology labs, and support amenities. Johnstaff provided integrated Project and Construction Management, overseeing design, approvals, and a fast-tracked, staged construction approach. Our Early Contractor Involvement ensured buildability, staging, and procurement efficiencies, de-risking the project. We also managed compliance challenges from upgrading a commercial office to Class 8 laboratory standards, working closely with stakeholders to resolve latent conditions and ensure a seamless transformation of the ageing facility.



Monash Institute of Pharmaceutical Sciences (MIPS) 343 Redevelopment Project, Monash University | \$Confidential, Melbourne, VIC

Monash University is transforming a six-storey building into a world-class research hub in the Melbourne Biomedical Precinct. The revitalisation includes state-of-the-art PC2 laboratories, offices, breakout areas, and animal facilities, designed to support cutting-edge pharmaceutical research. The redevelopment enhances Monash University's world-leading research capabilities and foster a collaborative environment for the scientists, academics, and industry partners. Johnstaff was engaged from Design Development to completion, providing project management and superintendent services. Managing risk, cost, and procurement strategies we ensured design compliance with laboratory protocols and budget constraints.



Australian Institute for Infectious Disease, Burnet Institute | \$650m, Melbourne, VIC

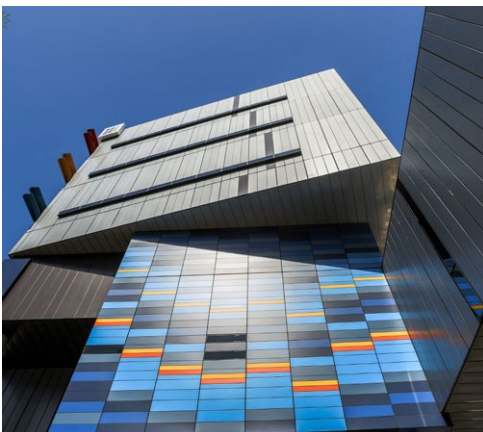
The Australian Institute for Infectious Disease (AIID) is a state of the art facility that provides vital research platforms and support spaces needed to develop vaccines and treatments for infectious diseases, and includes high containment (PC3 and PC2) laboratories. Johnstaff was engaged through all project phases, from pre-business case to completion, preparing key documents, making resource recommendations, and advising on investment needs. To address Burnet's unique risk profile, Johnstaff developed a tailored risk register and management plan, ensuring the facility meets Burnet's growth and operational needs while maintaining its independence and fostering collaborative research.



New Horizons Building, Monash University | \$175m, Clayton, VIC

Johnstaff project managed the delivery of the iconic and world class research facility, New Horizons Centre, which was a joint initiative by Monash University and the CSIRO. Our team led the 20,000 sqm state-of-the-art facility through all design and delivery phases of the building which includes PC2, dedicated industrial skills bays and physics laboratories, offices, teaching, meeting & conference facilities and the Monash Immersive Visualisation Platform (CAVE2). New Horizons enables large-scale interdisciplinary research across research themes, including:

- future materials for energy conversion, storage & systems sustainability,
- the next generation of computer aided virtual environments,
- development of materials and processes for advanced manufacturing, and
- advance biomedical materials, devices and systems.



Monash Health Translation Precinct – Translational Research Facility | \$87.5m, Clayton VIC

The MHTP-TRF was a multi-stakeholder project between Monash Health, Monash University and Hudson Institute (formerly Prince Henry Institute of Research) at the Monash Medical Centre in Clayton. The new facility was funded by the State and Commonwealth governments. The project involved the design and construction of an early works package and a main works package for a 7 storey 10,000m² translation research facility. The facility delivered PC1 and PC2 grade wet and dry laboratories, specialist platform technologies including cell therapy, medical genomics, a clinical trials facility, education rooms and retail space. Johnstaff was engaged for full Project Management services from Feasibility to Commissioning and Handover.



La Trobe Space Optimization Project, La Trobe University | \$18m, Bendigo, VIC

La Trobe University identified under utilised and aging building stock that, as part of a staged Project Master Program, could increase value to the University through redevelopment.

This project involves the extensive refurbishment of several levels of two outdated 1960s buildings to deliver the Health and Biomedical Sciences Teaching and Research Hub with new teaching and research facilities. The project includes new PC2 laboratories and services infrastructure upgrades to support the new facilities.



VIDRL and WHO Flu Collaboration Centre | \$13m, Parkville, VIC

The Victorian Infectious Diseases Reference Laboratory (VIDRL) and World Health Organisation (WHO) Collaborating Centre is a leading laboratory for infection, immunity services and research. Johnstaff was appointed to provide an integrated Project Management and Construction Management service for all phases of the redevelopment. The full refurbishment of the existing VIDRL facilities also included NATA and AQIS accredited high containment laboratories (PC2 and PC3). Johnstaff engaged a collaborative and strategic approach to design review and coordination which included a bespoke risk workshop process to support the fast-tracked delivery. The Johnstaff team developed a complex staging delivery strategy that enabled the VIDRL facility to remain fully operational 24/7 during the redevelopment.



Engineering & Astronomy (E&A) Building, Macquarie University | \$155m, Macquarie Park, NSW

The consolidation of the Faculty of Science & Engineering's Engineering Departments and the University's commercial entity Australian Astronomical Optics (AAO) delivers an integrated 19,000 sqm purpose-built facility utilising the site of two existing buildings. One was adaptively reused, the other was demolished to accommodate an extension to the reused building. The E&A building houses workspaces, workshops, clean rooms, and specialist spaces for teaching, learning and fabrication. Our team managed all design stages to construction under a design and construct agreement. Johnstaff also managed the planning, design, and delivery of decanting the existing buildings' occupants and functions to other areas of the Campus.



AgResearch Lincoln Facility - Tuhiraki, Lincoln University | \$83m, Lincoln (New Zealand)

Tuhiraki, part of AgResearch's four-campus model, will showcase agricultural innovation by consolidating the Lincoln Research Centre at Lincoln University. The 8,000m² facility accommodates 290 staff across two buildings, including PC2 labs, agricultural labs, glasshouses, and support spaces. Johnstaff initially guided AgResearch through the development of a Strategic Brief and Concept Design, aligning the project scope with budget constraints. We collaborated with an ECI contractor to secure funding and then provided design and project management services through to staged handover. A key challenge was engaging science staff to develop a 'serviced apartment' lab model, maximising space efficiency.



Innovation complex, Massey University | \$100m, Auckland (New Zealand)

The Innovation Complex is a world-class research and teaching facility to facilitate multiple science cohorts (food, health, marine and physical science) within a 10,200m² building. It also accommodates animal quarantine facilities (insects and spiders) and PC1 and PC2 Laboratories. Johnstaff provided project management resources embedded within the Massey University project delivery team for the construction phase. Our team worked closely with the contractor, client, and project stakeholders to ensure the complexities of the research and laboratory spaces were delivered to a high standard. The project was delivered on time, and within budget - mitigating delays and budget uncertainties during the COVID-19 pandemic.



Auckland
Tāmaki
Makaurau

Brisbane
Meanjin

Christchurch
Ōtautahi

Geelong
Djilang

Melbourne
Naarm

Perth
Boorloo

Sydney
Gadigal

Wellington
Te Whanganui-
a-Tara