



JOHNSTAFF



Workplace 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 workplace expertise

Our team has delivered over **one million sqm of prime-grade workspaces** across major cities. We work with diverse clients to achieve optimal project outcomes and tenant experiences. A workplace project aspires to be the dynamic alignment of an organisation's work patterns with the work environment to enable peak performance and reduce costs.

With a deep understanding of commercial asset development and tenant requirements, Johnstaff is committed to delivering successful outcomes through every project stage - from inception to final handover

Our specialist workplace services:

- Engagement at an early stage to assist clients develop workplace business cases
- Supporting clients and tenant representatives through property selection, Heads of Agreement and Agreement for Lease negotiations
- Project brief and program development
- Risk and procurement strategy development
- Stakeholder, consultant, contractor and supplier management
- Consultant engagement and design process oversight
- Strategic value engineering advice
- Tendering, contract negotiation, and construction management
- Time, cost, quality, and safety monitoring
- Tenant integration and fit-out strategies
- Early access and staging strategies for phased completions

Our values



Professional



Collaborative



Accountable



Genuine



Unpretentious

RMH Futures, Melbourne, VIC



RMH Futures office fit-out, Royal Melbourne Hospital | \$35m, Melbourne, VIC

The Royal Melbourne Hospital (RMH) needed to create over 10,000sqm new off-campus workspace for the hospitals administration and corporate functions, outpatient and dialysis services. Johnstaff was engaged to provide full Project Management, Health Advisory and Change Management Services. Our team managed the project on behalf of RMH from project initiation to construction completion, including the gated planning phases. A Construction Management methodology was adopted to achieve the project's strict time constraints, and we managed the procurement and administered the Construction Management Agreement within the budget.



699 Bourke Street, office fit-out, AGL | \$48m, Melbourne, VIC

AGL is modernising its Melbourne workplace as part of the Workplace Strategy. The major fit-out includes upgrading seven levels of office floor space, a double-height foyer and a rooftop terrace totalling 20,000sqm. The fit-out is being completed in a live environment with AGL staff remaining in residence of the building while a floor-by-floor staged delivery is implemented. ECI and Construction Management procurement was essential for an early start and rapid delivery to maximise the incentive over the lease period. Johnstaff provided project management services on the workplace modernisation project from feasibility to building handover. We provided early project services during the market search and lease negotiations.



St Vincent's Hospital Melbourne / ACU, Brenan Place Office fit-out | \$9m, Fitzroy, VIC

St Vincent's Hospital Melbourne (SVHM) is creating an office workplace with Australian Catholic University (ACU) in the Brenan Hall Development to provide 5,000sqm contemporary, workspace accommodation on the SVHM Fitzroy campus that integrates with the new Aikenhead Centre for Medical Discovery (ACMD). Johnstaff was engaged to provide Project Management services for the planning, development and implementation including acting as owner's representative for SVHM under the development agreement and tenant representative under the Agreement for Lease.



Harvester Road workplace accommodation, Western Health | Sunshine, VIC

This project is to undertake a 900sqm refurbishment at a leased facility at 122 Harvester Road, Sunshine for Western Health to create additional workspace accommodation across 3 connected tenancies that accommodates 65-75 FTE clinical and support staff. The scope to be delivered includes hot desking workstations, meeting rooms, dock base stations for mobile equipment charging, sterile store, staff lockers, staff amenities and tea room / lunchroom.



Origin Energy fitout, Origin Energy | \$60.7m, Melbourne, VIC

The project involved the full refurbishment and fit out of the 23-level tower. Johnstaff managed the full fit-out of 24,000sqm of space, incorporating general open plan work areas, contemporary accommodation with superior indoor environment quality including functional and user friendly spaces within an inspiring environment to promote collaboration among all users.

The project's objective was to provide a building of technical distinction, paramount functional quality and technology installations improving mobility and collaboration of staff members.



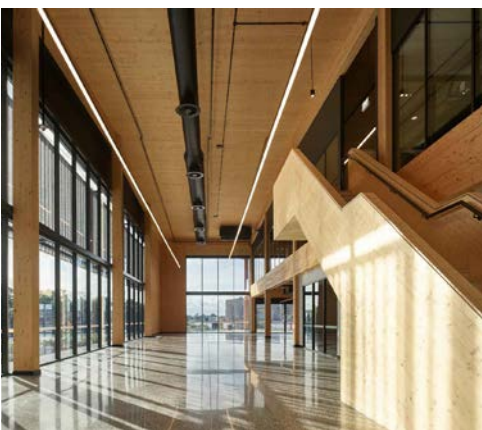
ATO and Centrelink office building, Techne Group | \$30m, Geelong, VIC

The project provides 6,200sqm of high-quality office accommodation located over five levels and includes an 88 space basement car park, designed to a 4.5 Star Green Star Energy Rating. Techne Group, the developer, established a syndicated investment to design and construct a leading commercial asset in Geelong, supported by long-term leases with the Commonwealth of Australia for both the ATO and Centrelink. Johnstaff was engaged by Techne to provide Project Management services throughout the project life, act as the Superintendent to the building contract, and to provide tenancy coordination in respect of both the ATO and Centrelink tenancy spaces and their integrated fit-out.



Commercial workplace audit, Department of Transport | Various, VIC

The Department of Transport and Planning (DTP) brings together key transport, planning, land, precinct and policy functions within a single department. Johnstaff was engaged to provide Project Management and Advisory services, together with the establishment of a multi-disciplinary technical sub-consultant team to: conduct a visual assessment of building elements (Fabric and Services), assess the compliance of all facilities inclusive of DDA, BCA and ESM, assess the Work, Health and Safety (WHS) risks, and produce a compliance framework that provides guidelines and processes to adhere to legislative and regulatory requirements. The total space audited was 68,350sqm.



Electrolux distribution facility office fit-out, Port of Brisbane | \$2m, Lytton, QLD

The Electrolux distribution facility is located at the Port of Brisbane commercial precinct. The 21,255sqm facility features a warehouse, repair workshop, office and showroom all built from mass timber elements. The project has been recognised for its advanced sustainable design and construction techniques.

Johnstaff provided project management services for all project phases.



Addisons fit-out, Addisons | Sydney, NSW

Located on Levels 9 and 10 at 2 Park Street, Sydney, the 2,300sqm fit-out balances traditional law firm requirements and modern workplace design. Featuring individual and shared offices, and a central hub where employees can connect and unwind.

Delivered in just 17 weeks, Johnstaff provided project management services for the refurbishment. The site was received as a “cold shell” requiring additional fit-out works to transform the space into a fully operational office.



91 King William Street fit-out and 108 St Georges Terrace, Shaw and Partners | Adelaide, SA and Perth, WA

To assist one of Australia’s preeminent investment and wealth management advisors, Shaw and Partners, with their expansion and fitout of their Adelaide office. Shaw and Partners is growing in Adelaide, and as such needs to expand their current office footprint. They are taking an additional 250sqm of space adjacent to their existing office on level 25 at 91 King William Street. The project merged the two spaces into one space with additional workstations and meeting rooms. Johnstaff was also engaged on their Perth office with the expansion of their office on levels 47 and part 46 in 108 St George’s Terrace.



100 King William Street office fit-out, AGL | \$12m, Adelaide, SA

The Adelaide office relocated to a more functional, contemporary and flexible workplace. The fit-out provided over 3,000sqm of new office space across two levels, including a terrace and an interconnecting stair. Early procurement of the stair was essential to meet a tight delivery program. Johnstaff was engaged to provide project management services from feasibility to building handover - including early project consultancy services during the marketing search and lease negotiations.



Insurance fit-out, confidential client | Sydney, NSW

Johnstaff provided project management services for the fit-out, adopting an Early Contractor Involvement (ECI) approach to fast-track delivery. By bringing the contractor on board early, we could streamline procurement and work together with the design team to keep everything moving. With the space handed over as a cold shell, early and close coordination with the landlord and base build contractors was crucial to ensure services were in place before works could begin.



JOHNSTAFF



Auckland
Tāmaki
Makaurau

Brisbane
Meanjin

Christchurch
Ōtautahi

Geelong
Djilang

Melbourne
Naarm

Perth
Boorloo

Sydney
Gadigal

Wellington
Te Whanganui-
a-Tara

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