



JOHNSTAFF



Education

Primary, Secondary & Tertiary

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

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 expertise

Johnstaff has extensive experience in the Education sector, partnering with Government and private providers across Australia and New Zealand to deliver learning environments that support thriving communities. Our expertise extends across other sectors, including health, housing, infrastructure and government advisory, where we apply the same integrated approach to project delivery and stakeholder collaboration.

We provide advisory and project management services across the full asset life cycle, from service planning and policy advice to business case development and construction management. Our portfolio includes projects ranging from early learning centres and specialist schools to major public infrastructure and complex policy reform initiatives.

To date, we've advised on more than \$2 billion in education projects and over \$3 billion in broader public capital works. Our success is underpinned by deep technical knowledge, strong governance and an unwavering focus on value, operational performance and timely delivery.

Our values



Professional



Collaborative



Accountable



Genuine



Unpretentious

Haileybury Brighton Campus Senior School, VIC



Wodonga TAFE Construction Procurement Framework Project, Wodonga TAFE | Wodonga, VIC

Wodonga TAFE engaged Johnstaff to ensure its goods and services procurement activities were fully compliant with Victorian Government Purchasing Board (VGPB) policies. Johnstaff reviewed and updated existing procurement policies and procedures, then developed a holistic Goods and Services Procurement Framework providing clear, step-by-step guidance for compliant procurement. The framework incorporated checklists, templates and flowcharts to simplify implementation, strengthen record keeping, and support transparent public attestation under the Financial Management Act.



Chatswood Primary and High School, SINSW | \$250m, Sydney, NSW

Johnstaff have been engaged by SINSW, Department of Education to provide the final business case and full project management services for one of SINSW's largest projects.

The high priority project involves upgrades and expansion to Chatswood Public School and Chatswood High School to deliver more than 150 new and refurbished innovative learning and teaching spaces, increased quality active play space to students of both schools, specialist teaching facilities such as science, art, and music rooms, dedicated performing arts spaces and new sports facilities and recreational areas.



Re-development of Condell Park & Sir Joseph Banks High Schools, SINSW | \$190m, Canterbury Bankstown LGA, NSW

Johnstaff were engaged to manage both high schools' re-development as a bundle with responsibility for inputs to each business case and provision of full project management services (Phases 0-2 with option exercised for Phases 3-9). Condell Park High School includes a relocated carpark for 111 cars, new internal access road, 16 GLS building, medium sized hall, COLA, access links, extensive landscaping, and 43 refurbished existing GLS buildings. Sir Joseph Banks High School includes an expanded carpark, new 16 GLS building, medium sized hall, COLA, access links and landscaping. Johnstaff are managing the AMU south-west team to deliver the refurbishment scope for 43 of the 47 existing GLS buildings on site.



Forest High School, SINSW | \$160m, Allambie Heights, NSW

Johnstaff were engaged for the final business case and full project management services for the relocation of the Forest High School. The project delivers a new school campus with 73 general learning spaces and 3 additional support units to allow for up to 1,500 student enrolments, Core facilities for a Stream 9 High School, a new synthetic sports field, and relocation of school operations from the existing site on Warringah Rd to the newly completed site at Allambie Heights. The project was a Greenfield site, so included infrastructure upgrades to accommodate the new School and planning to maximise the site for the current project into the future.



The Institute of Applied Technology, TAFE NSW | \$75m, Penrith, NSW

Johnstaff Advisory was engaged to prepare both a strategic and final business case to support the NSW Government's 2019 election commitment to build a new TAFE Campus near the Western Sydney Airport to accommodate 700 new apprentices a year. Johnstaff took a lead role in the development of the business case, including scoping, engaging, and managing a large team of sub-consultants, authoring the business case document and some attachments, preparing Ministerial and TAFE NSW Internal briefing documents, managing the INSW Gate 1 and Gate 2 Review process from end to end.



University of Newcastle Business Case | \$156m, Callaghan, NSW

The opportunity to expand University of Newcastle's presence in the CBD proposes a STEMM development at the Callaghan Campus and the expansion of the University of Newcastle's CBD presence with future educational and mixed-use developments. Our team initially developed two business cases for each of the two proposed development sites, with our role including; consultant procurement, stakeholder consultation, managing the development of the precinct masterplans and design concepts, writing the business cases and presenting the outcomes. We prepared the submission to Council for master planning approval and then managed the schematic design for infrastructure enabling Works for the overall precinct.



Nirimba Fields Public School & Schofields Public School, SINSW | \$110m, Blacktown LGA, NSW

Johnstaff were engaged to manage both public schools' re-development as a bundle with responsibility for inputs to each business case and provision of full project management services (Phases 0-2 with option exercised for Phases 3-9). Nirimba Fields public school will include 44 teaching spaces, 3 support spaces and core facilities in line with Core 35 EFSG requirements. A Principal Priced Option (PPO) for the inclusion of a 60 space pre-school has also been approved. Schofields public school will have all 28 temporary demountable teaching spaces removed and replaced with 24 permanent teaching spaces to meet EFSG Core 35 requirements.



Dandenong Home Building Centre Business Case, Chisholm Institute | Dandenong, VIC

Chisholm Institute engaged Johnstaff as Business Case Lead for its proposed Home Building Centre in Dandenong, a Victorian Government-funded initiative to expand training capacity in plumbing, electrical and construction trades. Johnstaff led the development of a robust, fast-tracked business case covering strategic planning, site analysis, cost planning and stakeholder engagement. The team identified infrastructure constraints, proposed cost-effective solutions and delivered a staged development strategy aligned with funding priorities and industry demand.



Early Years and Community Centre, Strathcona Girls Grammar | \$10m, Canterbury, VIC

The new Early Years and Community Centre was the first project within the school's masterplan. The new Centre is set within three existing heritage houses, that have been inter-connected and refurbished for use as an Early Learning Centre, Prep, Year 1 and multipurpose room. The Centre provides new and improved facilities for the school's youngest students.

Johnstaff was engaged as Project Manager by SGG post Design Development. Johnstaff managed the contract documentation, tender, negotiation and award, and construction phases of the project. Johnstaff also acted as Superintendent to the building contract.



Brighton Campus Senior School/Year 9, Haileybury | \$17m, Brighton, VIC

Johnstaff was engaged to provide Project Management services for the design and construction phases of the new Year 9 building. Johnstaff's initial services included establishing the project scope, managing the consultant engagement and developing a master programme. These initiation activities identified key site constraints and opportunities to be further developed in the schematic design phase and beyond.

The new facility provides a three-level dedicated Year 9 facility with multi-function spaces on the ground floor that can be used as presentation, examination or project spaces.



Keysborough Chapel Annexe and Pavilion, Haileybury | \$17m, Keysborough, VIC

Johnstaff was engaged to assist with the reinvigoration of the existing Bradshaw Chapel with the addition of a dedicated music annexe, enhancing the Chapel as one of the school's most prominent, and functional buildings. An adjacent new Langford Pavilion acts as a further educational, functional and spectator offering, allowing for the showcasing of school sporting events on the Rendall Oval.

Johnstaff provided Project Management services for all phases of the redevelopment. Our initial services included assessing the Architect's design proposals, which were submitted via a design competition process.



Creative Arts and Sports Centre, Haileybury | \$55m, Brighton, VIC

Haileybury realised the need for a new, modern and multi-purpose Creative Arts and Sports Centre on the Haileybury Brighton Campus following a master planning and design process. The modern multi-purpose facility facilitates APS sports like netball and basketball alongside performing arts, incorporating music, drama and art. A deck and canopy connect existing classrooms and houses that are to be refurbished for alternative school use.

Johnstaff was engaged to provide Project Management services for all phases of the project. Johnstaff's initial services included managing the consultant engagement and design phases.



Edmondson Park High School, SINSW | \$120m, Edmondson Park, NSW

Development of a new high school in Edmondson Park to provide state-of-the-art educational facilities for the rapidly growing community in Western Sydney, ensuring students have access to modern, well-equipped learning environments. The new school includes 40 permanent classrooms with three support learning classrooms, science learning hub, physical education and fitness hub, performing arts hub, food and textile hub, wood technology hub, administration hub, staff study, gymnasium / hall and support areas.

Johnstaff have been engaged to deliver the project for SINSW, it is currently in progress with completion due in 2027.



New Schools 2026 Programme, VSBA | \$350m, Various locations in VIC

The Victorian School Building Authority (VSBA) engaged Johnstaff to provide Project Management and Superintendent services for the delivery of five new schools, two early learning centres and two kindergartens by 2026 — a \$350 million program supporting Government's commitment to build 100 new schools. Leveraging extensive experience in bundled school delivery, Johnstaff managed complex greenfield site conditions and evolving design requirements, progressing design in parallel with site acquisition to meet immovable deadlines. The team proactively addressed site risks, including bushfire overlays, cultural heritage and ground conditions, ensuring timely, coordinated outcomes for the 2026 school year.



Matraville Redevelopment Project, Sydney Catholic Schools | \$45m, Matraville, NSW

Redevelopment of the Sacred Heart Catholic Primary School campus to integrate the student populations of Our Lady of Assumption Catholic Primary School and St Agnes Catholic Primary School and provide capacity for 2-stream primary school. The project is delivered in three stages. Stage 1 consists of a new General Learning Areas (GLA), site infrastructure, and school canteen. Stage 2 consists of new administration offices, school hall, multipurpose learning area and administration office for a planned early childhood education facility. Stage 3 consists of an at-grade carpark, new General Learning Areas (GLA), and early childhood education facility with accommodation for 60 places.



2025 Stage 2 Bundle B Secondary Schools, VSBA | \$151m, Various locations in VIC

To meet growing demand for secondary education in Melbourne's west, the Victorian School Building Authority (VSBA) engaged Johnstaff to deliver Stage 2 of three secondary schools, Walcom Ngarrwa SC, Yarrabing SC and Brinbeal SC, all due to open in 2027. Johnstaff managed design updates, contractor engagement and construction contract administration, ensuring alignment with project objectives and timelines. The team facilitated workshops with school principals to incorporate lessons from Stage 1, and coordinated re-engagement of contractors and consultants to enable a seamless transition into Stage 2 delivery.



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.



Ilam Boiler & Group 4 Buildings Ground Source Heat Pump Conversion (IB & GSHP), University of Canterbury | Christchurch (New Zealand)

The University of Canterbury has a long-term strategy (Low Carbon Energy Scheme) to remove the reliance on combustion technology as the primary heating source for campus buildings and become carbon-neutral by 2030. The IB & GSHP project is the first step in implementing this strategy by eliminating the reliance on coal as an energy source and reducing the overall load on the central boilers.

Johnstaff was engaged to validate required peak outputs, finalise the performance specification, engage the contractor and provide Design Management services from concept design.



Ainsworth Building, Macquarie University | \$44m, Macquarie Park, NSW

The Clinical Education Building (CEB Ainsworth Building) is an innovative Cross Laminate Timber (CLT) building for the Faculty of Medicine and Health Sciences. Our team project managed the design and delivery phases, including the management of an Early Contractor Involvement (ECI) process. With a GFA of 3,400 sqm, the building houses teaching spaces, a lecture theatre, Harvard-style case study rooms and tutorial rooms over four levels. Constructed using a unique CLT methodology - the offsite prefabrication reduced delivery time and impact of works on the highly constrained site to the neighbouring University and Hospital operations.



Anita B. Lawrence Centre Upgrades, University of NSW | \$36m, Kensington, NSW

Johnstaff was engaged to provide Project Management services to the Estate Management at UNSW for the planning of A/C, BCA, fire, office and lift upgrades. The construction and handover of the upper floors of A/C upgrades is complete with ongoing planning for the remaining building. The services include key stakeholder consultation, design coordination, tender and award and construction administration.



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.



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

Johnstaff project managed the delivery of the iconic and world-class research facility, New Horizons Centre for Monash University. Bringing together world-leading researchers and educators to stimulate creativity through innovation, the New Horizons Centre was a joint initiative by Monash University and the CSIRO. Co-locating more than 300 University and 150 CSIRO staff members together in the 20,000 sqm state-of-the-art facility. Our team led the project through all design and delivery phases.



Sports Hub and Synthetic Fields, The University of Queensland | \$25m, St Lucia, QLD

Johnstaff was engaged for Superintendent services for the redevelopment of two synthetic ovals with FIFA and FIH accreditation (soccer and hockey field) and the development of Sporting Hub facilities. Our team also provided procurement and project management support services. The scope involved the construction of two reinforced concrete structures, each with an international standard synthetic sports field on the upper level and additional car parking on the lower level. The adjacent Building 33 was transformed from offices into a sporting hub for players and spectators.



Midland Campus, Curtin University | \$22m, Midland, WA

Johnstaff led the development of the first building established at Curtin University's Midland Campus, part of a State Government commitment to reactivate the historic Workshops Precinct as a medical and education hub. The new facility includes simulation and learning spaces, student learning environments and other office and amenity areas. The project was Curtin University's pilot BIM project and was designed and commissioned for 5 Star GBCA certification.



JOHNSTAFF



Auckland
Tāmaki
Makaurau

Brisbane
Meanjin

Christchurch
Ōtautahi

Geelong
Djilang

Melbourne
Naarm

Perth
Boorloo

Sydney
Warrane

Wellington
Te Whanganui-
a-Tara

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