



JOHNSTAFF



Education

Sector portfolio and capability

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.



New Schools 2026, Biyala, VIC



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
- 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
- Project Recovery Strategy and Contractor Claims Analysis
- Clinical Governance
- Asset Review



Shaping the future of learning

Education is more than buildings – it is about creating environments that inspire learning, foster innovation and support future generations. Johnstaff has significant experience across the full education spectrum, partnering with government, private and tertiary institutions to deliver contemporary learning environments that respond to evolving educational needs, teaching models and community expectations.

Our teams have advised on more than \$2 billion of private and tertiary education projects, complemented by over \$3 billion of public education capital works across Australia and New Zealand.

From schools, colleges and student accommodation through to universities, clinical education facilities, research environments and major campus precincts, we provide strategic advice and project leadership across the entire project lifecycle. Our expertise spans business case development, master planning, stakeholder engagement, procurement, design management, construction delivery and operational readiness, helping clients balance educational outcomes, funding requirements, operational performance and long-term value.

We understand that education projects are shaped by diverse stakeholder groups, changing pedagogies and the need for flexible, future-focused spaces. By combining commercial insight with practical delivery experience, we help clients create learning environments that support teaching excellence, research, collaboration and student wellbeing while ensuring projects are delivered safely, efficiently and with lasting impact.



\$2bn+

Education projects
delivered/advised on



New Schools 2026 Program

Victorian School Building Authority | Multiple locations, VIC | \$350m

Johnstaff provided Project Management and Superintendent services for the New Schools 2026 Program, delivering four new primary schools, one secondary college, two early learning centres and two kindergartens. The fast-tracked programme addressed complex greenfield site conditions through staging, buildability reviews and bundled procurement solutions, with three head contractors engaged under separate contracts. The programme provides capacity for 4,000 students, with sites masterplanned for up to 7,000 students



Five new schools supporting Victoria's growing communities



New Schools 2025 Stage 2 Bundle

Victorian School Building Authority | Multiple locations, VIC | \$151m

Johnstaff provided Project Management and Superintendent services for the Stage 2 delivery of Yarrabing Secondary College, Walcom Ngarwa Secondary College and Brinbeal Secondary College and Supported Inclusion School.

Delivered as a bundled Design and Construct programme across three operational school campuses, the works include administration buildings, learning communities, specialist facilities and sports fields, with staged delivery across 10 separable portions



Expanding three operational secondary schools through staged delivery



New Schools 2020 Program

Victorian School Building Authority | Multiple locations, VIC | \$375m

Johnstaff provided Project Management services for the delivery of 13 new schools and four early learning centres across Victoria. To respond to market capacity constraints, design services were divided into three geographically based bundles and construction delivered through five contracts.

All schools were delivered on time, providing initial capacity for 7,000 students and masterplanned capacity for 13,000.



13 new schools delivered on time across Victoria

Early Years and Community Centre

Strathcona Girls Grammar | Canterbury, VIC | \$10m

Johnstaff provided Project Management and Superintendent services for Strathcona Girls Grammar School's new Early Years and Community Centre, the first project delivered as part of the school's broader masterplan. The development interconnected and refurbished three existing heritage houses to create contemporary facilities for the Early Learning Centre, Prep and Year 1 students, together with a flexible multipurpose space.

Engaged following Design Development, Johnstaff managed contract documentation, tender, negotiation and award, construction and contract administration. The project presented significant site and planning complexities, including heritage and tree overlays and a development spanning four land titles with two separate owners.

Johnstaff led coordination with the relevant authorities to resolve building permit and infrastructure requirements, including managing the deed required between the two landowners. When the College subsequently revised its brief, Johnstaff also managed the secondary planning consent process for changes to the internal fitout and landscaping, enabling the project to proceed to tender without delaying the programme.

The completed centre provides enhanced facilities for the school's youngest students, consolidates Junior School activities and supports the future development of the Senior campus in accordance with the school's masterplan.



Heritage setting transformed into contemporary early learning facilities



Resolved complexities across four titles and two owners



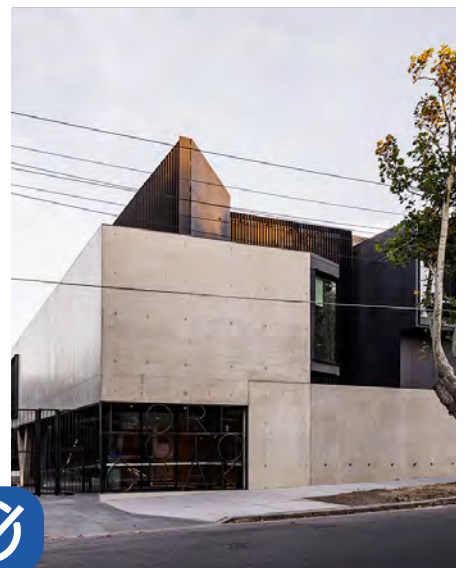
Managed planning changes without delaying the tender programme



Loreto Mandeville Hall, St Georges Redevelopment

Loreto College | Toorak, VIC | \$35

Johnstaff was initially engaged to test the feasibility of replacing six ageing interconnected school buildings with the new St Georges Building. Our role included programme, demolition and construction planning, cost planning, risk review, procurement and temporary decanting. This early planning established a clear pathway for delivering the new facility while managing the complexities of redevelopment within the existing school campus. Johnstaff was subsequently appointed to provide Project and Cost Management services for the full project, including procurement of the design team and ECI Contractor.



Early planning informed successful delivery of campus transformation





Brighton Campus Senior School

Haileybury | Brighton, VIC | \$17m

Johnstaff provided Project Management services for the design and construction of Haileybury's new three-level Year 9 facility. Our role included establishing the project scope, managing consultant engagement and developing the master programme, while identifying key site constraints and opportunities to inform the design.

The completed facility provides dedicated Year 9 learning environments and flexible multi-function spaces for presentations, examinations and project-based learning.



Flexible new learning environment supporting student experiences



Keysborough Chapel Annexe and Pavilion

Haileybury | Keysborough, VIC | \$17m

Johnstaff provided Project Management services for all phases of the redevelopment, including assessment of architectural proposals submitted through a design competition. The project reinvigorated the existing Bradshaw Chapel through a dedicated music annexe, enhancing its functionality and prominence within the campus.

The adjacent Langford Pavilion provides additional educational, functional and spectator facilities overlooking Rendall Oval and supporting school sporting events.



Enhanced campus facilities connecting music, education and sport



Luther College (Centre for Creativity & Innovation)

Luther College | Croydon, VIC | \$41m

Johnstaff provided Project Management services for the design and construction of Luther College's new Centre for Creativity and Innovation, a two-level arts and technology facility incorporating food technology, visual arts, design and digital technology spaces. Our role included scope development, consultant management, programming and the staging and relocation of teaching spaces within the live school environment.

Johnstaff also managed the town planning process, balancing the new development with the College's existing heritage assets.



Managed complex decanting within a live teaching environment

Chatswood Public and High Schools

Schools Infrastructure NSW | Sydney, NSW | \$250m

Johnstaff was engaged by School Infrastructure NSW to prepare the Final Business Case and provide full Project Management services for one of its largest school infrastructure projects.

The redevelopment and expansion of Chatswood Public School and Chatswood High School delivered more than 150 new and refurbished learning and teaching spaces, alongside specialist science, art and music facilities, dedicated performing arts spaces, new sports facilities and increased active play areas.



150+ learning spaces supporting more than 3,200 students



The Forest High School

Schools Infrastructure NSW | Allambie, NSW | \$160m

Johnstaff provided Final Business Case and full Project Management services for the relocation of The Forest High School to a new greenfield campus at Allambie Heights. The new school provides 73 general learning spaces and three support units for up to 1,500 students, alongside core Stream 9 facilities and a synthetic sports field. Johnstaff's role also encompassed infrastructure upgrades, planning for future site capacity and the relocation of school operations from the existing Warringah Road campus.



New 1,500-student campus designed for future growth



Condell Park High School

Schools Infrastructure NSW | Condell Park, NSW | \$94.4m

Johnstaff was engaged to manage the bundled redevelopment of Condell Park High School and Sir Joseph Banks High School, providing inputs to each business case and full Project Management services. Across both campuses, the works include new 16 GLS buildings, halls, covered outdoor learning areas, access improvements, car parking and landscaping.

At Condell Park, Johnstaff is also managing the refurbishment of 43 existing GLS buildings, alongside a relocated 111-space car park and new internal access road.



Expanded and modernised learning facilities within existing campus





Nirimba Fields & Schofields Public Schools

Schools Infrastructure NSW | Blacktown LGA, NSW | \$110m

Johnstaff was engaged to manage the bundled redevelopment of Nirimba Fields Public School and Schofields Public School, providing business case inputs and full Project Management services across all phases of delivery. Nirimba Fields Public School will provide 44 teaching spaces, three support spaces and core facilities aligned with Core 35 EFSG requirements, with an approved option for a 60-place preschool. At Schofields Public School, 28 temporary demountable teaching spaces will be removed and replaced with 24 permanent teaching spaces, creating contemporary facilities aligned with Core 35 requirements.



Contemporary permanent learning spaces supporting a growing school



Wahroonga Adventist School

Greater Sydney Conference of the Seventh-day Adventist Church | Wahroonga, NSW | \$40m

Johnstaff provided Project Management services for the delivery of Wahroonga Adventist School across six stages, from master planning and approvals through design development, tendering, contract award and construction phase superintendency. The team managed the project's integration with the broader Seventh-day Adventist Church Wahroonga Estate redevelopment, while coordinating interfaces with an adjacent residential development and road upgrade works.



Enhanced campus facilities connecting music, education and sport



Sacred Heart Catholic Primary School

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

Johnstaff provided Project Management and Superintendent services for the redevelopment of Sacred Heart Catholic Primary School. Engaged after the project commenced, Johnstaff helped navigate complex planning approvals and stakeholder concerns, while managing staging and decanting to maintain school operations.

The redevelopment provides additional accommodation and flexible contemporary learning environments supporting collaborative teaching and learning.



Optimised staging and decanting to maintain school continuity

Adelaide
Tarndanya

Auckland
Tāmaki
Makaurau

Brisbane
Meanjin

Christchurch
Ōtautahi

Hobart
Nipaluna

Melbourne
Naarm

Perth
Boorlo

Sydney
Gadigal

Wellington
Te Whanganui
-a-tara