



Ben James

James is a dynamic business manager specialising in building services with over 20 years of international Property and Infrastructure experience delivered through extensive professional networks across Australia, South East Asia and the Middle East.

At a project level, James has held leadership roles for multi-billion dollar projects and understands the reporting requirements and commercial challenges associated with delivering for Global Engineering businesses.

In business, James has driven sector performance at both local and national levels, with additional strategic focus when involved in business expansion or purchases.

Employment History

- 1999- 2004 – Contractor, Australia
- 2004 – 2008 – Engineer Hyder Consulting Australia (*Arcadis*)
- 2008 – 2012 – MEP Business Lead Hyder Consulting Middle East - Doha (*Arcadis*)
- 2013 – 2015 – MEP National Business Lead Hyder Consulting Australia (*Arcadis*)
- 2016 – 2022 – Director WGE (Now Stantec)
- 2023 - Current - Managing Director & Project Lead Neuron

Business Management Experience

- 2004 – Hyder Consulting purchased Adamus Consulting practice (MEP business). As an engineer, I experienced the challenges of integrating a buildings-focused business into a predominantly infrastructure group. This also included the integration of a small business mentality into a global engineering organisation.
- 2008 – 2012 – MEP business unit lead, the regional strategy included the development of offshoring expansion in both the Philippines and India. I was heavily involved in driving business unit technical and financial performance through the implementation of offshoring strategies and growth targets.
- 2009 – 2011 – Completed my MBA via correspondence, including a dissertation focused on Offshoring Engineering Services
- 2013 – 2015 – MEP business Unit lead in Victoria, Australia with the last 18 months developing and leading the national MEP expansion strategy into Brisbane and Perth, whilst stabilising the regression of the Sydney business unit. This included developing a national business unit structure from a financial and technical perspective, whilst growing a specific MEP Australia Offshoring business unit in the Philippines. The basis of the Australian offshoring business unit in the Philippines was to educate a team on Australian standards to improve quality, local culture and retention. The Brisbane business unit expanded to 11 people, Sydney stabilised and the decision not to enter the Perth market was based on a construction downturn that was experienced in 2014-15.
- 2015 – Arcadis purchased Hyder Consulting. I was involved in developing strategies for the integration of new business unit offerings within the Australian market that Arcadis were proficient

in globally. The focus of my strategic portfolio was Programme Management, recognised internationally, but generally known as Project Management in Australia. The interface between Regional and Global Arcadis strategic leaders and Programme Management business units supported the development of a 5-year strategic plan.

- 2017-Current – WGE (now Stantec identified formal expansion into the Infrastructure and Defence sectors. I was involved in two separate strategic teams with the responsibility to define the business expansion to meet board-set targets of AUD\$2mil profit in 3 years. The strategic plans have realised business success, specifically in the Defence sector and continuous opportunity tracking in the infrastructure sector.
- 2019-Current – Stantec; promoted to the Executive Leadership Team to drive the strategic direction of the 600-person Property Sector group across Australia and New Zealand. Focused on a 3-year strategy and acquisition integration of a private business to a multi-national organisation. Strategic direction includes people, geographic and capability expansion and integration
- 2023 - Current - Neuron: managing director and project leader at Neuron. The Neuron services include building engineering across mechanical, electrical, plumbing, fire protection, vertical transportation and structures. Neuron operates nationally and has active projects in all states and territories (excluding NT)

Key Projects

- Hickory / Capella Capital - 600-660 Elizabeth St Sydney A Social Housing and BtS precinct
- Roberts Co. - Lachlans Line Sydney - A large education and mixed-use Btr and BtS precinct
- EG Funds - 801 Ann Street Brisbane BtS and BtR QLD
- Sarazin - 15-21 Wellington Road, East Brisbane BtS QLD
- Stockland - Triniti 500 unit BtR NSW
- Toga - 120 Herring Road BtS NSW
- Dexus/Frasers - Central Place Precinct Sydney Commercial NSW
- Lendlease - Waterloo Precinct Masterplan NSW (precinct for circa 3,500 units)
- Development Victoria - Confidential (A large precinct contemplating circa 1,500 units across circa 20 buildings around a new internal park.
- MAB - confidential (Large precinct contemplating a small town centre, an industrial park, and extensive housing)
- Stockland - M_Park mixed-use precinct - Large precinct including circa 500 unit BtR, multiple data centres and several commercial towers

Qualifications

- 2011 – MBA, University of Liverpool, UK
- 2004 –Diploma in Hydraulic Services – North Sydney TAFE
- 2000 – Licensed Plumbing Contractor

Awards

- 2009 MEP Young Engineer of the Year – Gulf Cooperation Council (GCC)