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# Pathways to leadership



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# Within Southbase Group, there are multiple ways to grow your career and step into leadership roles

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## Southbase Labour

Begin as an Apprentice Carpenter or Carpenter and work your way up to Leading Hand, Site Supervisor, and eventually Site or Project Manager—just like Peter O'Sullivan, Andy McMillan, and Dave Barillaro.

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## Commercial Team

Join as a Quantity Surveyor Cadet and advance to Quantity Surveyor, Estimator, Senior Quantity Surveyor, or Commercial Manager—like Harley Campbell, Anton Oosterbaan, Tom Jack, and Jenni Stuart.

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## Southbase Construction

Start as a Construction Management Cadet, Graduate Engineer, or Site Engineer and progress to Site Manager, Project Manager, and beyond—following in the footsteps of Will Mattison, Matt Taylor, and Tom Quinn.

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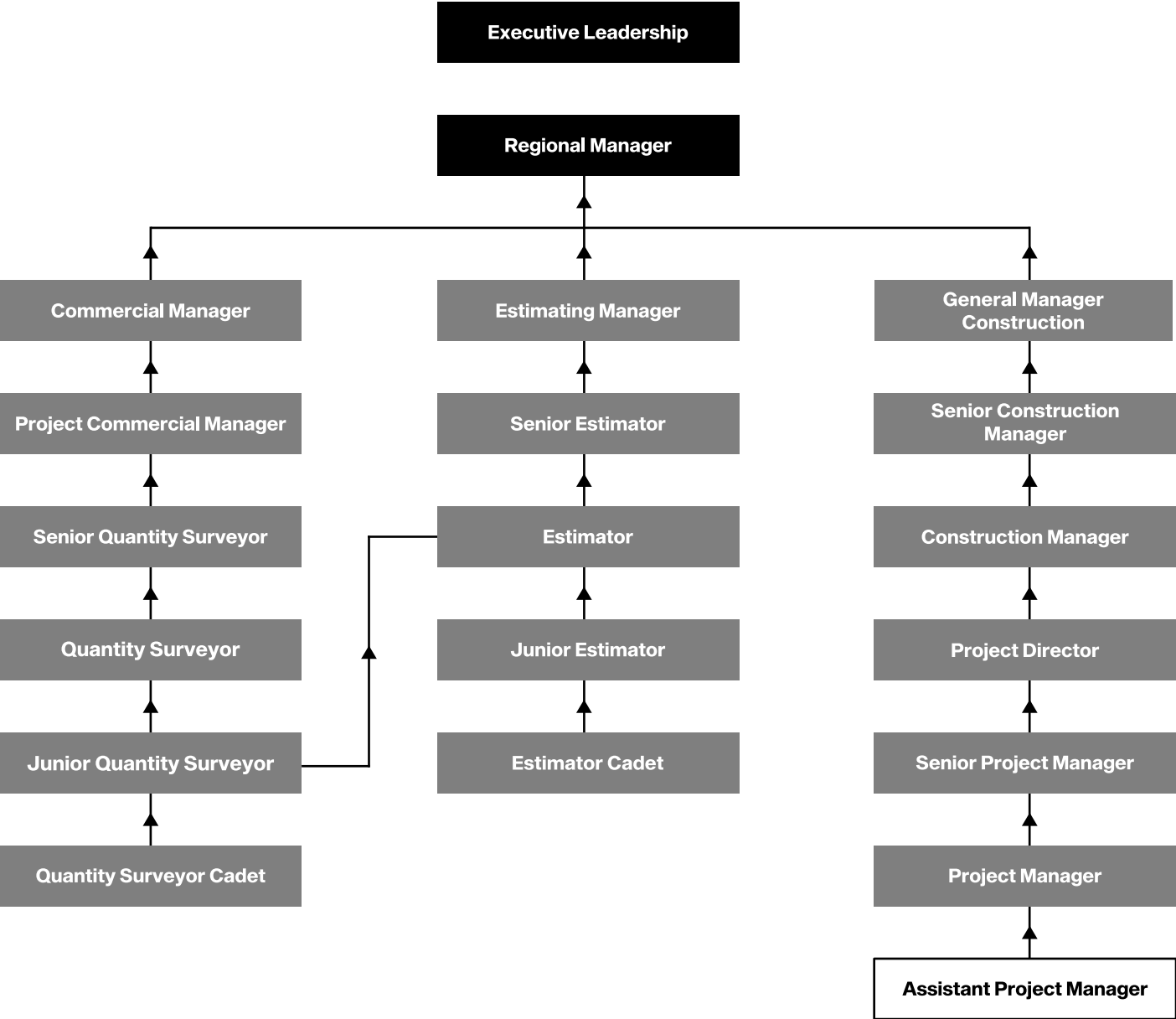
## Performance

Begin as a Design Manager Cadet or Construction Technologies Cadet and grow into an Assistant Design Manager, BIM Coordinator, or even Technical Director—just like Katie Weekes and Benny Huang.

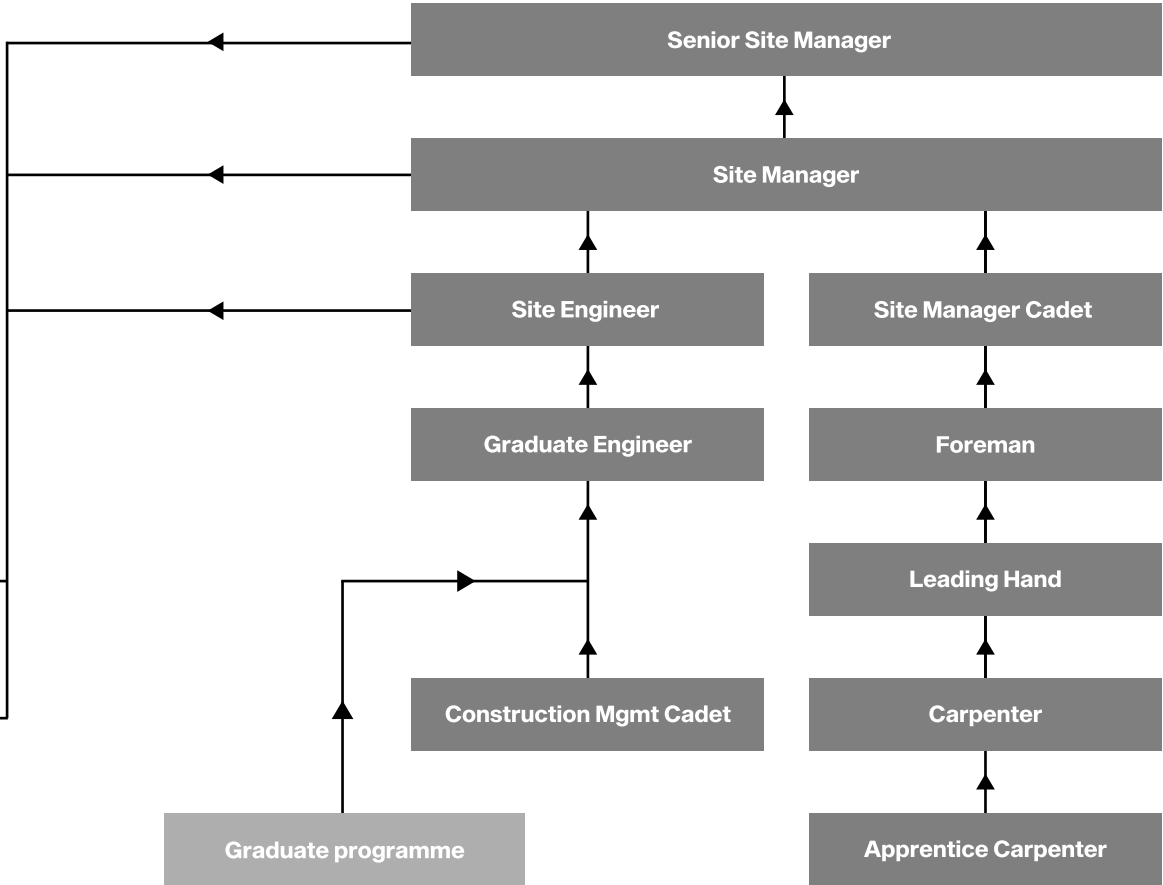
**Your pathway at Southbase is what you make of it—start strong and build your future with us.**



# Southbase career pathway



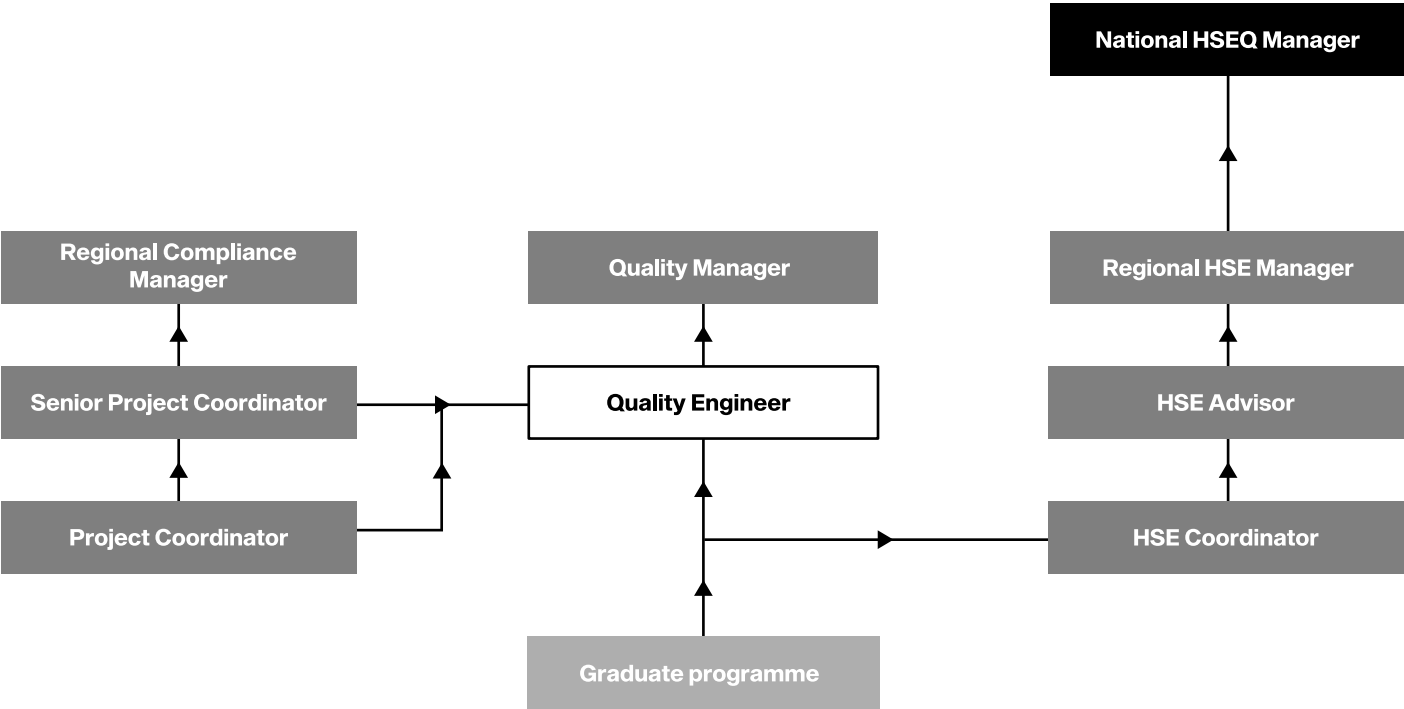
New Role JD to be developed



More career pathways on the next page...

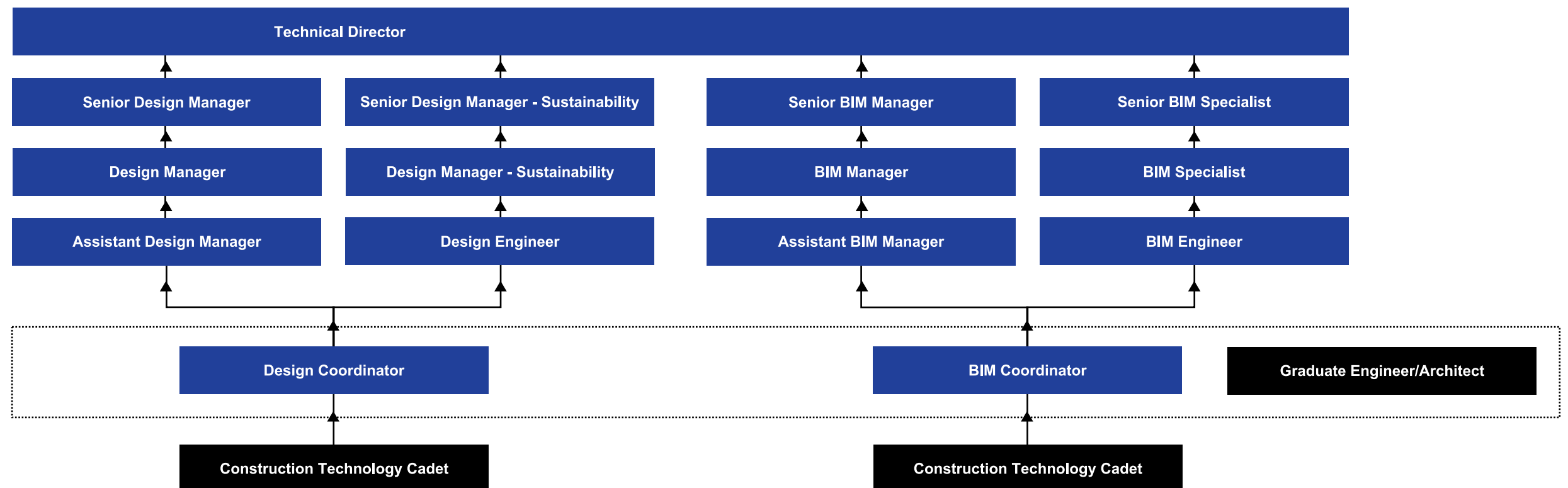


# Southbase career pathway cont.





# Preformance career pathway



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# Growth stories



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## Adam Nash General Manager - Major Projects.

I had the opportunity and privilege to start at Southbase in 2013 as the first Quantity Surveyor. My journey has taken a similar path and trajectory to that of our business, which is now a Tier 1 national business. I started out managing our first large commercial projects (141 and 151 Cambridge Terrace in Christchurch), then moved into a senior QS role managing multiple projects and QS teams. Subsequently, I transitioned into a management role on the South Island leadership team as the Commercial Manager of the South Island, and then into the South Island Regional Manager role, overseeing the general management of the South Island and holding accountability for all operational and commercial aspects of the business. Now, as part of our growth strategy and in response to market-driven demand, we have identified opportunities to secure significant vertical infrastructure projects across New Zealand. I will be overseeing these projects and moving into a General Manager of Major Projects role to ensure we have ample oversight of these forthcoming large national projects, which provide ongoing growth and opportunities for our people.



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## Alex Kay Project Commercial Manager

After beginning my career as a Quantity Surveyor in the UK, I relocated to New Zealand to join Southbase in January 2020. My first Southbase project was the Massey University Innovation Complex - a large-scale laboratory and teaching facility in Auckland. For the first year of the project I was an Intermediate Quantity Surveyor working as part of a commercial team, responsible for procurement of subcontract trade packages and on-site commercial management of subcontract trades. After about a year of working in this position I was promoted to Senior Quantity Surveyor, taking on responsibility for commercial management of the project and managing a small team of quantity surveyors. At the conclusion of the project, I was responsible for agreeing final accounts and commercial closeout, delivering a successful outcome for the client and Southbase.

Following this, I moved to the Project Fern Data Centre (also in Auckland). As lead QS I was responsible for all the day-to-day commercial aspects of the project including management of a team of quantity surveyors, financial reporting, progress and variation claims and agreeing final accounts. On conclusion of this project, I was promoted to Project Commercial Manager and am currently working on the MPI PHEC laboratory and greenhouse project.



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## Alex Marshall Senior Quantity Surveyor

I started with Southbase in August 2016 as a Graduate/Junior Quantity Surveyor. I worked within a great team on The Crossing project until the end of 2017, at which point I was offered the opportunity to relocate to Wellington to run my own smaller project. During my two years in Wellington I had the chance to complete four different projects. I then returned to Christchurch and worked on the Linwood College project. Originally this was under a SQS (Geraint), however by the end of the project I was in charge of the day-to-days. Since completing Linwood College I have been involved in close to ten different projects (tenders or live projects). I am now a Senior QS within the company and oversee a number of projects/teams.



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## Andrew McMillan Project Manager

I started with Southbase as a Site Manager on Linwood College, working alongside Jim Western to complete the main structural elements including concrete foundations, slabs, structural steel and level 1 slabs, before starting at Rolleston East School (now known as Te Rohutu Whio), where we completed the project on budget, to a high standard and ahead of programme. Since then, I have worked on numerous projects including in Dunedin on Te Rangihiroa university accommodation and the 18-unit Mosgiel Kainga Ora housing facility. Now I am in Christchurch to project manage for the first time - Ellesmere College. As part of my career progression, I have also completed several internal Southbase competencies which is leading on to a Construction Management Diploma. I have also completed the New Zealand Certificate in Workplace Health and Safety Practice with Site Safe.



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## Kat Nelson Design Manager

I started working for Southbase in May 2017 taking up a Site Engineer role; this was pivotal in my progression, learning and understanding compliance and quality assurance as I moved quickly into a Site Manager role. From here I developed skills like communicating across all levels, and safety and risk management. After having our first child, I reviewed my career progression with the Southbase team, utilising my background in architecture and progressed into a Design Management role. My past experience has helped accelerated my career as a Design Manager. My speciality is compliance, buildability and pre-construction due to over 8 years being in various site roles.



# Growth stories cont.



**Anton Oosterbaan**  
Quantity Surveyor

Southbase helped me by enabling me to work part time with them as a Junior QS whilst I was studying, joining the business in 2018. I spent a few years on smaller school jobs and then moved on to work as a Quantity Surveyor and have been doing that for four years on One NZ Stadium.



**Benny Huang**  
Construction Technology Director

I joined Southbase as a BIM Technician, leveraging my structural design and modelling background. Over eight years, I have progressed to BIM Manager, Innovation Manager, and now I am Director of Construction Technology. Starting as a one-person team, I now lead the whole Performance team, driving BIM processes, technology adoption, and project productivity for large-scale projects. My journey reflects continuous growth, innovation, and leadership in advancing construction technology and performance.



**Daniel Foster**  
Project Manager

I joined Southbase in January 2018 as a Site Engineer. After two projects, in 2019 I was offered the role of a Senior Site Engineer. This allowed me to work closely with project managers to gain the skills needed to progress further. Upon completing the sub-structure of the Massey University Innovation Complex as the on-site lead, I was promoted to Project Manager in 2021. Since taking this role, I have completed - Oceania Football Confederation - New Head Office (\$5.5M | FIFA), Beachlands School roll growth extension (\$6.5M | MoE), Maraetai Beach School roll growth extension, and Project Fern Data Centre (\$125M).



**David Barillaro**  
Senior Site Manager

I began my journey with Southbase Construction in 2015 as a Carpenter, contributing to various anchor projects across Christchurch during the post-2011 earthquake rebuild. Progressing to a Leading Hand role, I eventually became a Foreman, leading a carpentry team on the new Christchurch library project. My career then advanced to a Site Manager position, where I embraced new challenges, technologies, and management styles, including travelling for projects in the Otago region. Now back in Christchurch, I have taken on the role of Senior Site Manager, recently completing a heritage restoration on the Christchurch Boys High School main block.



**Harley Campbell**  
Project Commercial Manager

I started with Southbase in 2015 as a Junior QS working part time on The Crossing in Christchurch whilst I was completing my degree in Construction Management (Quantity Surveying). After completing my studies in 2016, I relocated to Auckland as an Intermediate Quantity Surveyor to work on the PPP3 schools project where I was the project QS at Kumeu Primary. In early 2019, I moved to Australia to work in roads and rail where I became a Chartered Quantity Surveyor before returning to Southbase as Senior Quantity Surveyor in 2023 to close out the Project Fern Data Centre. At the back end of 2024, I committed to staying in New Zealand with Southbase as a Commercial Manager as we continue to grow in the North Island region.

# Growth stories cont.



## Jennifer Stuart Commercial Manager

When I first started with Southbase I had just moved out from Scotland. I was initially employed as a Junior Quantity Surveyor to be working with a team. However, this quickly progressed and five months later I was out on site running my first project for Southbase. Running this project successfully was the catalyst for my ongoing career development. I went on to become an Intermediate QS then Senior QS running multiple projects with JQS support. Finally, after completing the University of Canterbury student accommodation I was promoted to my current role as Commercial Manager. I have now been in this role for nearly three years where I lead procurement of key projects and oversee the teams running the day-to-days on the project.



## Jeremy Earle Construction Manager

I joined Southbase in January of 2014, within the first year of the company's inception when we were a small team of under 20 people. I joined the St Margarets College project initially as Site Manager but was immediately given the responsibility of Project Manager and had great training from many people, but specifically Richard Jack. After the successful completion of this project I was given the opportunity to be the Lead Project Manager for The Crossing project where I would further develop my management skills and construction knowledge. Having delivered this highly complex multi-building project, I was then asked to move into construction management and oversee multiple projects and teams, a real change for me. But again with Richard Jack's support and training I was able to excel in this role. The opportunity then came up to lead the Queenstown Lakes District business and I relocated my family for three years to establish a Southbase team there and deliver some great projects, one being a PPP expansion which was very complex but ultimately very successful. I relocated back to Christchurch in 2023 and now remain Construction Manager but oversee all projects in Queenstown and Christchurch from an operational point of view. I continue to have ability to challenge myself and take on more responsibility. In 2024 I won the NZIOB \$50+ project for my work on Wakatipu High School. I thank Southbase for the opportunities and career progression I've had over the last 11+ years.



## Jeremy Inwood Quantity Surveyor

I started at Southbase in 2019 as a Quantity Surveyor. Since then, I have had the opportunity to work on a wide range of projects including schools, university accommodation, a hospital, and retirement village. Being based on site for these projects has provided me with a solid foundation of practical knowledge and experience while working alongside great teams within which there is a strong culture.



## Katie Weekes Design Technician

I started working at Southbase in 2020 as a Quality Coordinator. I requested to be involved onsite for an introduction for experience. Coming from a Bachelor of Architecture and a Graduate Diploma in Construction Management, my manager introduced me into the Design Engineering Team, which felt like blend of my qualifications. In my new role as Design Coordinator, I was able to develop a lead in the process and learn from a wide range of knowledge from consultants. Managing a team through design phases gave me more confidence in my practice. Since early 2024 the design team has formed its own entity called 'Preformance' incorporating inhouse design, which involves my current role as Design Technician continuing to upskill towards becoming an Architect.



## Marcus Beddis North Island Regional Manager

In August 2019 I relocated from Dubai to Auckland to join Southbase as a Senior QS working on the Massey University Innovation Complex. The following year I was promoted to North Island Commercial Manager leading the commercials for all projects in region. This involved negotiation of project Fern, the first D&C data centre in NZ. Then in 2024 I was promoted again, this time to North Island Regional Manager, overall responsibility for the business' performance in the North Island. That October I was also offered (and accepted) shareholding in Southbase! Over this time the regional team has expanded from 20 to 55 people (and still growing); and I progressed from joining the Regional Leadership Team to the Executive Leadership Team.



# Growth stories cont.



**Matthew Taylor**  
Site Manager

I started with Southbase Construction in January 2019 as a Construction Management Cadet in Auckland. After taking on greater responsibility on the project I was working on, I was quickly promoted to Site Engineer in July 2019. I continued in this role until February 2020 when I was promoted again to Site Manager. I remained in this role through to the end of my time in Auckland in June 2022. I then transferred to Christchurch and started a seconded role as a Project Engineer on the One NZ Stadium/Te Kaha. In August 2024 I was promoted to Area Manager, which is a project manager for a particular part of the project, in this case, civils, facade and bowl structure.



**Peter Osulivan**  
Site Manager

I began with Southbase as a leading hand carpenter in 2015, working on the structure of a couple of Christchurch's large anchor projects. In 2020 I was asked to join the site management team where I quickly learnt the art of managing multiple different trades along with new systems and processes, I have been able to work in a variety of locations throughout NZ, recently heading to Auckland to assist the wider Southbase team on a complex healthcare project. I have been enjoying the consistent growth and development encouraged here at Southbase.



**Tom Jack**  
Quantity Surveyor

I started my time at Southbase as a Quantity Surveyor Cadet where I did one day a week learning the basics and figuring out the building industry while completing my study at Ara. After completing my study I was taken on as a Junior QS and placed onto the Christchurch Boys High School project to work on the heritage main block. During my time there I learnt the core everyday role of being a QS and was promoted from Junior to a QS and am now learning how to run a project on my own.



**Tom Quin**  
Project Manager

My journey at Southbase began over a decade ago. I started as a Site Manager and have progressed to a Project Manager now, which is probably not the traditional pathway of progressing to Senior Site Manager then a Project Manager. I took on a couple of different roles along the way - becoming a Site Engineer then Compliance Manager/Regional Compliance Manager after my stint as a Site Manager. I believe these roles helped shape me to the Project Manager I am today.



**Will Mattison**  
Site Engineer

During a summer university break, I joined Southbase as a Construction Management Intern, gaining experience in both the office and on site across numerous Auckland projects. After the break, I was offered a part-time position as a Construction Management Cadet, which I completed while finishing my bachelor's degree. Upon graduation, I was fortunate to be offered a full-time position as a Graduate Engineer through Southbase's Graduate Programme. Recently, I have advanced to a Site Engineer role where I am involved from the initial tender phase right to executing the project on site.



 **SOUTHBASE**