

Position Description

Position	Design Manager	Reporting Manager	Engineering Director
Location	Melbourne or Sydney, Australia	Department	Design & Technology

Our Company

Zerra DC (Zerra) develops and operates hyperscale data centre campuses across Australia, Japan and India, delivering capacity at scale into markets driven by the growth of cloud and AI. Our flexible campus developments support hyperscale and neocloud organisations, enabling some of the world's fastest-scaling technology businesses to grow with certainty and ambition.

At Zerra, we empower exceptional people to challenge convention, drive innovation and make a real impact in digital infrastructure. Our culture fuses entrepreneurial agility with global expertise, enabling our teams to deliver results that matter.

We believe that diverse perspectives, inclusive leadership and equitable opportunities are essential to building stronger teams and better outcomes. We are committed to fostering a workplace where everyone feels respected, supported and empowered to thrive.

Zerra is part of AGP, an independently owned investor and asset manager that develops and operates real assets across the energy, digital and real estate sectors.

Job Description

The Design Manager will lead design management and quality assurance across Zerra DC's hyperscale data centre projects in Australia, acting as the technical authority who conceptualises, reviews and drives designs through to the desired outcome. This role audits design deliverables for compliance with Zerra DC standards and Australian codes, chairs knowledge-share and Design Engineering Guideline (DEG) forums, and provides leadership across the Design, Engineering & Construction (DE&C) organisation in Australia. The Design Manager will also engage external Consultants to drive best-in-class design practices across CSA and MEPH disciplines, resolving quality and latent-defect issues while balancing product improvement with cost efficiency.

Responsibilities

- Design management as a core skill set, with the technical ability to conceptualise and drive design to the desired outcome.
- Review and QA/QC all design project deliverables within Australia to ensure projects comply with the defined baseline and Zerra DC design standards.
- Audit designs to identify inconsistencies, discrepancies and missing information, and track close-out of all observations.
- Serve as Subject Matter Expert in Design Reviews and respond to design escalations from the Australia project teams.
- Chair regularly scheduled Australia Design Team knowledge-share meetings, technical discussions and Design Engineering Guideline (DEG) revisions.

- Attend all Australia Gating Presentation calls.
- Provide leadership and guidance to the Design, Engineering & Construction (DE&C) organisation in Australia.
- Participate in the selection and annual business-performance review of Consultants operating within Australia.
- Enforce the use of Zerra DC standards and templates for the creation and presentation of all design-related documentation, adapted where required to Australian codes and standards (NCC/BCA, AS/NZS series, AER/AEMO requirements, EPBC Act and state planning/environmental approvals).
- Actively engage with external Consultants to monitor and implement best-in-class processes to improve design management and delivery across both CSA and MEPH disciplines.
- Identify quality and latent-defect issues and manage design development to provide suitable resolution, with particular attention to bushfire, cyclone (northern regions), flood and grid-connection conditions specific to Australia.
- Offer potential product (Vendor and Digital) improvements to the team and follow up as needed; undertake design initiatives to compare designs, improve product and lower cost.

Experience, Skills and Competencies

- Bachelor's degree in one of the CSA or MEPH engineering disciplines, or equivalent experience. An electrical engineering background is preferred but not essential. Chartered status with Engineers Australia (CPEng) and registration on the National Engineering Register (NER), or equivalent, is preferred.
- 10+ years of design or design-management experience, with meaningful exposure to data centre, mission-critical or large-scale industrial projects in India.
- Working knowledge of Australian codes and standards — NCC/BCA, relevant AS/NZS standards, AER/AEMO and state DNSP connection requirements, fire & life safety (AS 1670/AS 2118 etc.), and state planning and environmental approval processes (including EPBC Act).
- Adept at problem solving — breaks problems into smaller components, understands underlying issues and can simplify and process complex matters.
- Understands the difference between critical details and unimportant facts.
- Adapts to change, open to new ideas and takes on new responsibilities in a high-pressure environment to meet ever-changing needs.
- Strong commercial awareness — understands Australian construction-market dynamics, vendor landscape and typical cost drivers.
- Excellent communication and stakeholder-management skills; comfortable presenting to senior leadership, investors and statutory authorities.
- Willingness to travel domestically across project sites (Sydney, Melbourne, Canberra, Brisbane, Perth and other emerging Australian DC hubs).