

Position Description

Position	Design Manager	Reporting Manager	Engineering Director
Location	Japan	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 leads design management and technical assurance across Zerra DC's hyperscale data centre projects in Japan, ensuring designs conceptualised by consultants are driven to the desired outcome and comply with Zerra DC's baseline design standards. This role audits design deliverables, chairs Design Team knowledge-share and Design Engineering Guideline (DEG) sessions, and acts as the Subject Matter Expert responding to design escalations from Japan project teams. The Design Manager provides leadership to the Design, Engineering & Construction (DE&C) organisation in Japan, engages with external Consultants on best-in-class processes, and ensures all design documentation is adapted to Japanese codes and standards, including seismic, typhoon, flood and grid-interconnection considerations specific to Japan.

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 Japan 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 Japan project teams.
- Chair regularly scheduled Japan Design Team knowledge-share meetings, technical discussions and Design Engineering Guideline (DEG) revisions.

- Attend all Japan Gating Presentation calls.
- Provide leadership and guidance to the Design, Engineering & Construction (DE&C) organisation in Japan.
- Participate in the selection and annual business-performance review of Consultants operating within Japan.
- Enforce the use of Zerra DC standards and templates for the creation and presentation of all design-related documentation, adapted where required to Japanese codes and standards (Building Standards Act / Kenchiku Kijun Hō, JIS series, Fire Service Act, METI and OCCTO/TSO grid-interconnection requirements, and prefectural/municipal planning and environmental assessment processes).
- 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 seismic design, typhoon loading, flood and liquefaction risk, and grid-interconnection conditions specific to Japan.

Experience, Skills and Competencies

- Bachelor's degree in one of the CSA or MEPH engineering disciplines, or equivalent experience. A mechanical engineering background is preferred but not essential. Japanese Professional Engineer (Gijutsushi / 技術士), First-Class Registered Architect (一級建築士) or First-Class Electrical Chief Engineer (第一種電気主任技術者), or equivalent international chartered status, is preferred.
- 10+ years of design or design-management experience, with meaningful exposure to data centre, mission-critical or large-scale industrial projects in Japan.
- Working knowledge of Japanese codes and standards — Building Standards Act (Kenchiku Kijun Hō) and its Enforcement Order, relevant JIS and JEC/JEM standards, Fire Service Act and related Fire Defence Agency notifications, METI Electricity Business Act and OCCTO/TSO (TEPCO, KEPCO, Chubu, etc.) grid-interconnection requirements, and prefectural/municipal planning and environmental assessment processes.
- 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 Japanese construction-market dynamics, the general contractor (zenecon) and sub-contractor landscape, vendor ecosystem and typical cost drivers.
- Excellent communication and stakeholder-management skills; comfortable presenting to senior leadership, investors and statutory authorities. Business-level Japanese (spoken and written) is strongly preferred given the need to engage with local consultants, contractors and authorities; working English is required for engagement with the regional team.
- Willingness to travel domestically across project sites (Greater Tokyo / Inzai, Osaka / Keihanna, Nagoya / Chubu, and other emerging Japanese DC hubs).