

Position Description

Position	Director, Construction Delivery, India	Reporting Manager	Head of Construction, India
Location	Mumbai, India	Department	Construction

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

As Director, Construction Delivery – India, you will be responsible for overall on-site delivery of all Civil, Mechanical, Electrical, Plumbing, OSE install at ZerraDC's data centre campus in Airoli, Mumbai.

Reporting to the Head of Construction, India, you will serve as the primary lead on the ground ensuring project delivery to predefined performance parameters of safety, quality, programme, and cost.

You will ensure execution is fully aligned with design intent and master programme milestones. This includes driving an 'Injury and Incident Free' safety culture across all trades, enforcing ZerraDC's quality assurance standards through active inspection and controlling programme progress against the master schedule. You will be expected to remain flexible and responsive to evolving customer requirements — integrating fitout scopes, technical changes, and customer milestones into the construction programme.

Based at the Kalwa site office, you will drive execution discipline on the ground — owning project risk identification and mitigation, subcontractor performance, and the technical quality of all installations from mobilisation through commissioning and handover to operations.

Responsibilities

Safety Leadership (Injury & Incident Free)

- Maintain a consistent, visible safety presence across all work fronts — personally conducting regular site walks and enforcing ZerraDC's safety standards across all trades and subcontractors.

- Drive a safety culture within the Construction team where hazards are raised early, near-misses are reported without blame, and every team member feels accountable for those around them.
- Ensure full compliance with Indian Labour Law and ZerraDC critical safety requirements across all project works — mandatory inductions, permits-to-work, LOTO procedures, and HV safety protocols enforced consistently.
- Accountable for incident investigations and corrective action closeout; escalate findings and systemic issues to the Regional Safety Manager and Head of Construction promptly.
- Conduct trade specific toolbox talks and trade-level risk observations; use findings to educate and inform subcontractor supervisors, not just correct individuals. Ensuring corrective actions and lessons learnt flows to the broader project personnel for awareness and future prevention.
- Lead initiatives to enhance offsite manufacturing, prefabrication, and containerisation as safety levers — reducing on-site labour density, minimising high-risk activities, and lowering overall site risk exposure.

Construction Delivery & Programme Management

- Own the on-site delivery of all trades — civil and MEPF including HVAC systems (chillers, CRAH/CRAC, liquid cooling), MV/LV electrical distribution, UPS, diesel generators, switchgear, busducts, fire detection and suppression (VESDA, gas suppression), plumbing, water management, HSD, ELV, and ICT — across the campus.
- Maintain a detailed construction programme integrated into the master construction schedule; identify critical path activities, float, and dependencies, and flag variances to the Head of Construction immediately with recovery proposals and future mitigation measures.
- Define and implement the construction sequencing and staging of all civil and MEPF, OSE arrival and install works throughout the build — coordinating interfaces with design teams, testing and commissioning, and operations to ensure a structured, conflict-free path to building handover.
- Define, promote, and implement prefabrication, modularisation, and containerisation strategies to maximise offsite construction, create parallel work and install opportunities, and fast-track delivery without compromising quality or safety.
- Coordinate MEP installation sequences with civil, structural, and OSE works to eliminate clashes, rework, and programme disruption.
- Manage subcontractor performance, scope interfaces, and site productivity — holding trades to clear delivery expectations through visibility, accountability, and structured progress reviews.
- Lead the onboarding of contractors and OEM vendors; manage day-to-day performance, productivity, and adherence to ZerraDC's safety, quality, and programme standards.
- Manage interfaces between multiple vendors and OEMs to ensure seamless system integration across all disciplines.
- Oversee material procurement schedules, on-site logistics, and equipment staging in coordination with the Commercial Manager and MEP Manager.
- Implement standardised design and delivery templates defined at a regional level, ensuring India delivery is consistent with ZerraDC's broader APAC product and execution standards.
- Drive lessons learned capture at key project milestones; feed findings back into delivery governance and future project planning.

High Voltage & Utility Delivery

- Work closely with the MEP Manager and HV delivery lead to ensure HV substation installation, testing, and commissioning activities on-site, ensuring alignment with the HV delivery programme.
- Partner with the MEP Manager and HV delivery lead in the coordination with HV subcontractors, local utility representatives to ensure HV works are sequenced correctly and energisation milestones are met.

- Treat HV connection readiness as a critical path dependency — flag any risks to the Head of Construction immediately and without ambiguity.
- Manage Civil and MEP utility interface works (power, water, fibre terminations) ensuring compliance, sequencing, and coordination with external providers.

Design Coordination & Value Engineering

- Collaborate actively with design consultants to validate constructability, identify value engineering opportunities, and ensure designs are optimised for efficient on-site execution.
- Review IFC drawings, technical submittals, and shop drawings — ensuring full alignment with design intent, ZerraDC standards, and site conditions before works proceed.
- Identify and resolve design coordination issues and clashes early through structured BIM coordination and multi-discipline design reviews, preventing rework and programme disruption on site.
- Partner with the Design Manager and regional team to ensure India-specific site conditions, local code requirements, and constructability constraints are captured and resolved at design stage.

Quality Assurance & Commissioning

- Develop and implement a quality assurance programme covering ITPs, hold points, inspection records, and subcontractor compliance with ZerraDC standards and design intent.
- Enforce quality standards through active on-site inspection — not desk review — ensuring non-conformances are identified early, documented, and closed out before works proceed.
- Support the T&C Manager throughout pre-commissioning, commissioning, and integrated systems testing (IST) of all MEPF systems — ensuring MEP works are sequenced, resourced, and technically ready to support the commissioning programme.
- Coordinate white space readiness and critical environment commissioning, ensuring the facility meets ZerraDC's and the customer's operational requirements prior to handover.
- Ensure customer MEP performance and reliability requirements are fully incorporated into testing protocols and verified through IST outcomes.
- Drive a zero-defect handover standard — ensuring all MEP systems are fully tested, documented, and signed off before handover to operations or the customer, with no open items that could affect operational readiness.
- Capture and implement lessons learned to continuously improve project delivery and quality across future ZerraDC projects.

In-Construction Approvals & Regulatory Compliance

- Coordinate and close out all statutory inspections required for occupancy and energisation, ensuring findings are actioned without delay.
- Support on-site statutory inspections as required by the Zerra Approvals and Compliance manager.
- Ensure all works comply with India-specific regulatory requirements including NBC, ECBC, and relevant codes.
- Maintain a project approvals tracker; ensure all statutory sign-offs are sequenced into the programme.

Stakeholder & Vendor Management

- Own OSE delivery readiness from a programme perspective — coordinating with the design team on manufacturing clearance, and with OSE vendors and the MEP contractor from clearance through arrival on site to final positioning, including FWT testing, transport protection, on-site storage, and lifting/shifting sequencing.
- Serve as the primary project point of contact from a governance and accountability perspective — overseeing day-to-day subcontractor and vendor performance across resourcing, plant and machinery,

quality and safety standards, and progress against plan, with structured workfront and interface management between trades.

- Coordinate interfaces between Contractors, OSE vendors, Design Manager, Technology team, and customer representatives to maintain construction sequencing and commissioning readiness.
- Remain flexible and responsive to evolving customer requirements — integrating fitout scopes, technical changes, and customer milestones into the live project programme minimising disruption to the delivery program.
- Provide the Head of Construction with transparent, structured progress reporting — programme status, quality performance, risk exposure, and cost inputs communicated proactively and without ambiguity.

Risk Management

- Maintain a specific project risk register covering technical, procurement, programme, and installation risks across all trades.
- Highlight project risks early — escalate to the Head of Construction promptly for risk that could impact safety of personnel, program, quality or long-term operational functionality of the building; issues should never reach formal review without prior visibility.
- Embed risk review into weekly governance and subcontractor management; ensure mitigation actions are owned, tracked, and closed out.
- Resolve technical clashes and design coordination issues proactively before they impact site progress.

Development & Capital Integration

- Provide the Capital Project Controls team with accurate, timely cost inputs — committed costs, procurement status, change events, and cost-to-complete — to support capital forecasting and project reporting.
- Own early identification of cost or programme risk exposure, escalating directly to the Head of Construction well ahead of formal review cycles. Ensure procurement strategies and subcontractor award recommendations are structured in alignment with project financial governance frameworks.

Sustainability & ESG

- Integrate sustainability requirements into project construction delivery — supporting waste management, energy-efficient solutions, and water stewardship on-site.
- Lead offsite manufacturing, prefabrication, and containerisation initiatives as a means of reducing waste, lowering carbon emissions, and improving on-site safety — embedding these approaches as standard practice across delivery.
- Ensure systems and installation practices support alignment with relevant certification pathways (IGBC, LEED, GRIHA) and customer ESG commitments.
- Track and report sustainability benchmarks to the Head of Construction and ESG team.

AI, Digital & Productivity Enablement

- Operate within ZerraDC's digital delivery frameworks — ensuring programme, quality, and risk data is accurate, timely, and structured to project standards.
- Use BIM coordination, digital QA/QC tools, and digital commissioning platforms to improve accuracy, reduce rework, and maintain clear as-built records.
- Promote a data-driven delivery culture within the construction team: decisions backed by live information, not lagging reports.

Experience, Skills and Competencies

Experience

- 15+ years in construction delivery on large-scale infrastructure or mission-critical projects, with significant on-site experience in India.
- Minimum of 5 years proven end-to-end data center delivery from mobilisation through commissioning and handover on complex, multi-discipline projects.
- Direct experience managing contractors, subcontractors and OEM vendors under formal contract structures in the Indian market.
- Deep technical expertise across civil, HVAC (chillers, CRAH/CRAC, liquid cooling), MV/LV electrical distribution, UPS, diesel generators, switchgear, busducts, fire detection and suppression (VESDA, gas suppression), plumbing, water management, HSD, ELV, and ICT.
- Demonstrated experience managing HV substation installation, testing, and energisation, including coordination with Indian DISCOMs and utility authorities.
- Hands-on commissioning and IST experience on data centre, pharmaceutical or equivalent mission-critical facilities.
- Strong QA track record: ITP development, hold-point management, non-conformance resolution, and zero-defect handover.
- Working knowledge of India-specific regulatory requirements: NBC, ECBC, fire NOC, CEA, and relevant state-level construction compliance.
- Experience implementing prefabrication, modularisation, and offsite construction strategies to improve programme, safety, and quality outcomes.
- Fluency in English and Hindi (or relevant regional language) — able to operate across ZerraDC's international leadership environment and on-the-ground contractor, vendor, and authority engagement in India.
- Experience working alongside international delivery standards within an Indian market context is an advantage.

Skills

- Deep technical knowledge of MEP systems in mission-critical environments — commands credibility with subcontractors and OEM vendors through systems expertise, not just management authority.
- Programme management: detailed scheduling, critical path analysis, float management, and recovery planning integrated into the master programme.
- Design coordination: BIM coordination, IFC drawing review, shop drawing and submittal assessment, and constructability review across all trade disciplines.
- Quality management: development and enforcement of ITPs, hold points, and inspection protocols across all packages.
- Commissioning management: structured approach to pre-commissioning, commissioning, and IST across complex, interdependent MEP systems.
- Risk identification: maintain a live project risk register and translates technical risks into clear programme and cost exposure reporting.
- Communication and stakeholder management translates project complexity into structured reporting for leadership; confident managing subcontractor and vendor relationships directly; coordinates effectively across civil, technology, and operations interfaces without escalating every issue upward.
- Digital literacy: BIM platforms, digital QA/QC tools, digital commissioning systems, and ZerraDC's project reporting frameworks.

Competencies

- **Solutions and Delivery Execution Mindset** — Drives programme certainty, discipline, and follow-through across project execution and portfolio governance; takes ownership, closes loops, escalates early, and brings structured options rather than problems alone.

- **Analytical Thinking** — Converts multi-project, multi-market programme, permitting, risk, and financial data into clear, decision-ready insights and actionable recommendations.
- **Collaboration** — Coordinates effectively across Design, Finance, Legal, Capital Controls, PMO, Operations, consultants, and authorities on behalf of the Development team; builds trust through reliability and consistency.
- **Integrity & Ethics** — Maintains accurate and honest reporting, communicates risks and trade-offs early, and surfaces difficult issues directly and professionally in governance forums.
- **Adaptability** — Absorbs live customer scope changes and fitout requirements into the construction programme without losing delivery discipline.
- **ESG Awareness** — Embeds prefabrication, waste reduction, and certification-pathway compliance into standard site practice.

Qualifications

- Bachelor's degree in Civil, Structural, Mechanical, or Electrical Engineering.
- Certification in Project Management is advantageous.
- Professional membership with CIOB, PMI, or a comparable recognised body is desirable.