

CASE STUDY

One Sydney Harbour R1 Tower



**CULTURE IN
CONSTRUCTION**
Time for Life. Wellbeing. Diversity.

Delivery

Practical Completion 2024

Project Owner

Lendlease Millers Point

Main Contractor

Lendlease Building Pty Ltd

Contract Value

\$670 million AUD

Contract/Delivery Model

Design and Construct

Project Overview

The One Sydney Harbour R1 Tower is the tallest of the Renzo Piano designed Residential Towers at Barangaroo, and consists of apartments across 72 floors of premium grade residential housing and urban regeneration works.

The tower shares a common basement with the R2 & R3 towers and the podium consists of common facilities to be constructed, including a swimming pool.

Project Initiative

The One Sydney Harbour R1 Tower project trialled a diversity program aimed at enabling alternate pathways into roles within Lendlease.

The program facilitated the opportunity for one of the project's long term construction team assistants to move into an Assistant Design Manager (ADM) role in the team.



This initially started with a transition from shared responsibility between the team assistant role and ADM role to the candidate moving full time into the ADM role. The candidate is also completing an external Project Management Course, which Lendlease is supporting.

This initiative is a new strategy for Lendlease, as typically ADM candidates have been sourced from tertiary qualified candidates. This initiative provides an alternate career pathway for our high potential female construction team assistants who are looking for a more challenging career pathway and who are already very familiar with a large part of the role having supported design & project management teams on many projects.

This initiative has been a success on the One Sydney harbour project with the candidate now 12 months into the new role on a full time basis. Our ultimate success measure will be seeing this person progress through the new career pathway to more senior roles within the organisation.

The Approach

Pathways into the construction industry are often not clear or well understood and can be inaccessible to female team members or those joining the industry later in their lives. To remedy these structural barriers and support people who want careers in construction, initiatives such as the one trialled on this project are required.

The approach to this initiative has followed a structured pathway:

1. Identify appropriate high potential female team assistants looking for an alternate and challenging career pathway.
2. Place the team assistant on an appropriate project where an initial shared transition between both roles can be facilitated.
3. Support the candidate with appropriate mentoring and advice from a nominated sponsor from within the Design or Project Management team of the project.
4. Support the exploration of an external, recognised Project Management Course to assist in upskilling the candidate and provide educational assistance through company learning and development policies.

Outcomes and Achievements



The candidate has successfully transitioned into the full time assistant design manager role, and has worked successfully in this role for 12 months while undertaking external education to support her skill development.



Due to the success of this initiative, Lendlease has expanded this to our Victoria Cross Metro Project where the candidate is in the early transition phase between both roles.



A key benefit of this initiative is the growth in the capability of our female team members, with corresponding positive impacts to retention, attraction and skills development within the organisation.

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The ultimate benefit is the creation of a career pathway that will provide ongoing challenging career opportunities for the candidates whilst ensuring we retain high calibre staff that may have sought alternate roles elsewhere.

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Contact us

For more information or to get involved in shaping the Culture Standard, please contact us: