



Capability Statement

Focusing on Solutions.



INTEGRATED SOLUTIONS • BESPOKE CONSTRUCTIONS

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01 About DevCon

DevCon NSW Pty Ltd was established with a clear vision: to be the preferred partner for commercial fitout and construction, known for our ability to lead solutions and foster strong relationships built on trust, transparency and mutual respect.

We believe in a proactive approach to problem-solving, avoiding wasted time and effort for all stakeholders. Our goal is to be recognised as the most trusted and reliable commercial construction partner in the market, with a reputation for excellence that stands the test of time.

Our focus is on building and maintaining our reputation in the marketplace, not just on turnover. We aim to exceed our clients' expectations by delivering exceptional work that is completed on time without compromising quality. If a mistake is made, we take responsibility and correct it promptly while learning from the experience.

Our Vision Statement

"Our unique value proposition is our ability to LISTEN, UNDERSTAND and RESPECT all parties involved in the project, ensuring that we deliver customised solutions that meet their specific needs."

40+

YEARS EXPERIENCE

\$300M+

PROJECTS DELIVERED

25+

ENTERPRISE CLIENTS



02

The Team

Experience you can rely on.



Raymond Glavinovic

MANAGING DIRECTOR AND COMPANY FOUNDER

Ray has a Diploma in Civil Engineering, is a Member of the Australian Institute of Building, a Green Star Accredited Professional and licensed Real Estate Agent with over 40 years of experience in the construction and property industry leading numerous projects to successful outcomes. Ray has previously worked with recognised industry leaders such as Built, Lipman, Mainbrace and Taylor Construction Group holding senior positions of Director, General Manager, Business Unit Manager, Construction Manager, Project Director, Design and Development Manager and Senior Project Manager gaining valuable experience at all levels of construction and development management. This experience has been gained on projects in most market sectors including high-rise construction from small scale to over \$170m.

Diploma in Civil Engineering

Member, Australian Institute of Building

Green Star Accredited Professional

Licensed Real Estate Agent



Nick Vardakos

SENIOR SITE MANAGER

Nick has worked in construction for over 25 years and has extensive knowledge and experience in all markets on projects up to \$20m. Nick was a carpenter and joiner by trade and is results driven delivering high-quality projects on time and within budget. Nick is a key member of DevCon's safety committee and always places safety first in all his projects leading by example on a day-to-day basis. Nick also has a passion for quality and works hard to achieve a defects free hand over on every project. His logistics management on difficult and complex sites always proves to be an asset ensuring not only end client satisfaction but landlord satisfaction in the process.

25+ years construction experience

Carpenter & Joiner by trade

DevCon Safety Committee Lead

03

What We Do

DevCon provides comprehensive construction and project management services across all phases of the project lifecycle. Our breadth of capability means a single trusted partner can manage your project from initial concept through to long-term maintenance — from a small consulting role to a full design and construct.

01 Hard Dollar Construction

Fixed-price contracts with complete cost certainty from day one, without compromising workmanship or delivery.

02 Test Fit

Early-stage space planning to test the feasibility, spatial efficiency and headcount capacity of a tenancy before commitment.

03 Cost Plan & Budget Preparation

Detailed cost planning and budget preparation across every phase, keeping stakeholders fully informed and decisions confident.

04 Design & Construct

Fully integrated design and construction as Lump Sum or GMP. One team, one point of responsibility, from brief to keys in hand.

05 Construction & Project Management

Independent construction and project management — programming, procurement, site management, coordination and quality assurance.

06 Cost, Value & Contract Management

Contract administration, variation management, superintendent services and transparent financial reporting throughout.

07 Property Maintenance

An aftercare package with every project — ongoing maintenance and defects management long after handover.

08 Consulting & Advisory

Senior expertise on feasibility, procurement strategy and programme planning for clients who need advice without a full mandate.

04

Where We Specialise

Specialist services across Fitout, Refurbishment and Construction, delivering quality outcomes on time and within budget.



Premium Corporate Fitout

High-end front-of-house and workplace fitout for corporate, legal and financial clients, delivered while tenants remain in occupation.

Complex Refurbishment

Live-environment upgrades, heritage works and base-building integration on constrained, occupied and CBD sites.

Commercial Construction

Multi-level commercial, hotel, educational and institutional construction to over \$170M.

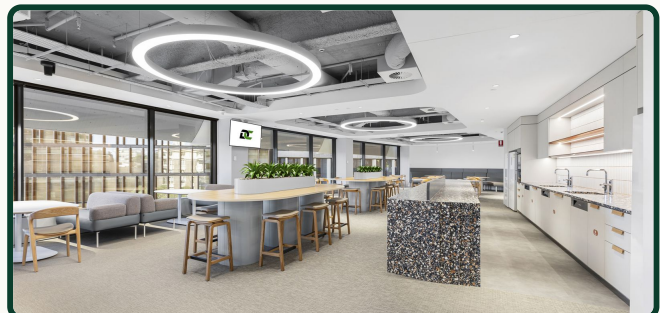
Base Building Integration

Coordinated fitout and base-building programs delivered across multiple stakeholders and trades.

05 Our **Work** — selected projects, newest to oldest

CORPORATE FITOUT

Snowy Hydro — Head Office



VALUE

\$6.5M

YEAR

2025

AREA

1,850m²

LEVELS

L5

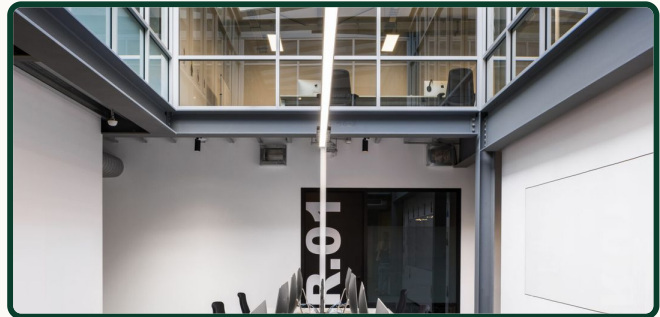
LOCATION

Grosvenor Place, Sydney

DevCon delivered Snowy Hydro's new head office corporate floor at Grosvenor Place, beginning with a full base-building strip-out before constructing a detailed front-of-house reception, a large boardroom and an all-hands town hall equipped with state-of-the-art audio-visual services. The fitout balances high-end finishes with the acoustic and technical performance a national energy operator requires, and was completed on time and within budget despite current market pressures. The finished floor is a professional, contemporary and welcoming workplace that reflects the Snowy Hydro brand and the way its people work today.

CORPORATE FITOUT

EndemolShine Australia



VALUE

\$4.9M

YEAR

2024

AREA

2,577m²

LEVELS

Ground Floor, L1 & L2

LOCATION

5 Holt Street, McMahon's Point

A very dense, technically demanding fitout for one of Australia's leading production houses, spanning three floors of post-production film suites alongside new corporate services and generous breakout spaces. Works included breaking through to existing adjacent premises to connect the tenancy, all completed while EndemolShine remained in full occupation. Careful staging, acoustic isolation and detailed services coordination allowed sensitive editing and recording environments to be delivered without disrupting the client's day-to-day production operations.

CORPORATE FITOUT & ROOF ENTERTAINMENT

Rokt — Asia Pacific HQ



VALUE
\$6M

YEAR
2023

AREA
2,600m²

LEVELS
L13, L16 & Roof
Entertainment

LOCATION

Centennial Place, Surry Hills

ROKT's new Asia Pacific Head Office was delivered across two commercial floors plus a rooftop entertainment area featuring new pergola structures for staff and client events. The project was staged in two phases so that ROKT could remain in continuous occupation throughout, with reception, kitchens and breakout spaces forming the heart of a vibrant, brand-led workplace. Complex structural and services works to the roof level were coordinated around a live, occupied building and a tight delivery program.

CORPORATE FITOUT

HarperCollins



VALUE

\$2.6M

YEAR

2022

AREA

1,100m²

LEVELS

L19

LOCATION

201 Elizabeth Street, Sydney

Following Covid and the shift to hybrid working, HarperCollins consolidated two floors onto a single new 1,100m² floor. The high-end fitout includes a flexible Town Hall space for company-wide gatherings and a purpose-built Film Recording Studio shared with fellow tenant Sky News, requiring specialist acoustic treatment and integrated audio-visual services. The result supports a modern publishing business with a considered mix of collaborative, focus and event spaces under one roof.

CORPORATE FITOUT

Perpetual — Angel Place



VALUE

\$4.5M

YEAR

2021

AREA

1,800m²

LEVELS

L12

LOCATION

123 Pitt Street, Sydney

Our 12th project for repeat client Perpetual, this 1,800m² corporate floor houses the new CEO's office, a suite of meeting rooms, generous breakout spaces and 200 workstations. The design responds directly to hybrid working, pairing numerous acoustically treated meeting rooms and quiet spaces with open, collaborative zones. Delivered to Perpetual's exacting front-of-house standards, the fitout continues a long-standing relationship built on trust and consistent, repeatable delivery.

CORPORATE FITOUT & BASE BUILDING

Public Transport Victoria



VALUE

\$24M

YEAR

2020

AREA

10,200m²

LEVELS

L3, L6, L7, L14 & L15

LOCATION

525 Collins Street, Melbourne

One of DevCon's largest fitout programs: a \$24M, 10,200m² workplace spanning five floors of Rialto Towers for Public Transport Victoria, delivered in conjunction with a \$10.3M integrated base-building upgrade for the Grollo Group. The dual scope demanded critical program coordination across the tenant, landlord, consultants and multiple trades working concurrently. Rigorous staging and stakeholder management saw the entire program delivered on time across the occupied tower without compromising quality or safety.

CORPORATE FITOUT

Perpetual — Rialto Towers



VALUE

\$8.6M

YEAR

2019

AREA

3,500m²

LEVELS

L28 & L29

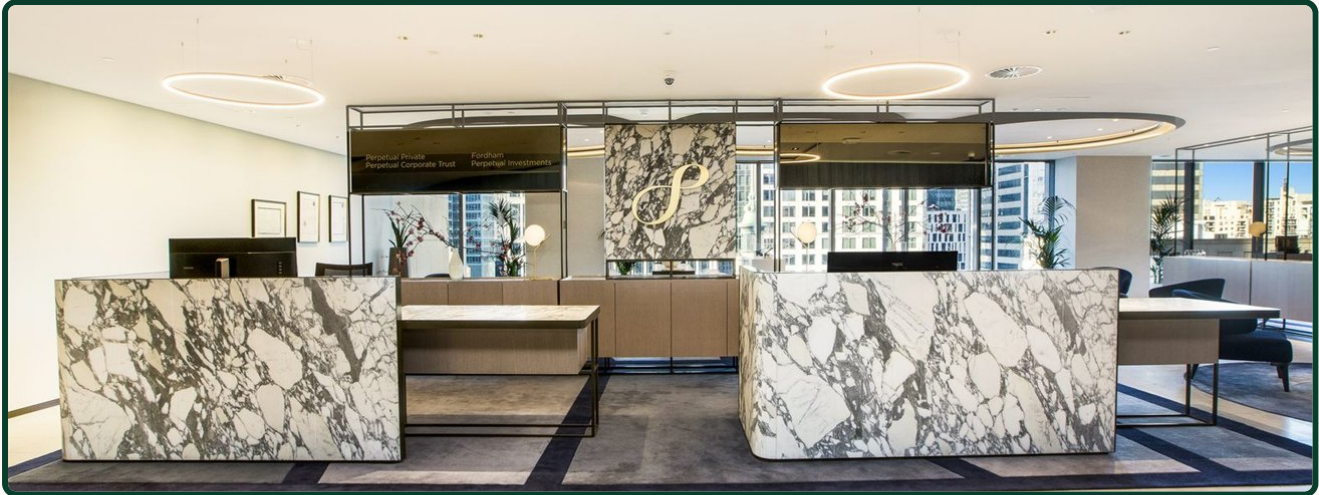
LOCATION

525 Collins Street, Melbourne

A bespoke, two-floor fitout for the Melbourne head office of Perpetual / Fordham to a Bates Smart design. The finish delivers uncompromised acoustic performance with feature ceilings, custom timber veneer and natural stone surfaces throughout, complemented by cutting-edge audio-visual and building automation. Every detail, from joinery to lighting, was executed to premium corporate standards across the two connected upper levels of Rialto Towers.

CORPORATE FITOUT

Perpetual — Angel Place



VALUE

\$9.9M

YEAR

2018

AREA

1,800m²

LEVELS

L18

LOCATION

123 Pitt Street, Sydney

A very high-end front-of-house fitout comprising reception, a Chairman's lounge, town hall, boardroom, client meeting rooms and a full commercial kitchen. Privacy was paramount: acoustic performance across the floor was consultant-designed and independently tested to guarantee confidential client conversations. The result is a refined, hospitality-grade environment befitting Perpetual's flagship Sydney presence at Angel Place.

RETAIL FITOUT

The Incinerator Café



VALUE

\$900K

YEAR

2017

AREA

450m²

LEVELS

Ground Floor & Basement

LOCATION

2 Small Street, Willoughby

A characterful retail fitout of the heritage-listed Willoughby Council incinerator, one of the area's most distinctive buildings. DevCon delivered a full commercial kitchen and cold room together with high-end restaurant finishes across the ground floor and basement, working sensitively within the constraints of a protected heritage structure. The completed café pairs contemporary hospitality functionality with the building's distinctive architectural heritage.

06

Other Project Experience

From \$150K residential builds to a \$170M commercial tower: the breadth of experience our senior team brings to every DevCon project.

77 Kings Street, Sydney 24-level commercial building, CBD	\$170M	The Cross Bayswater 12-level hotel / commercial mixed use	\$47M
149 Castlereagh Street, Sydney 13-level commercial building, CBD	\$88M	115 Pitt Street, Sydney 10-level commercial refurbishment	\$20M
Holiday Inn Darling Harbour 42-room hotel extension	\$18M	L5 UNSW Kensington 13-level commercial & educational building	\$68M
2 Richardson Place, North Ryde 24,000m ² commercial building	\$46M	Mean Fiddler Hotel, Rouse Hill Hotel extension and refurbishment	\$32M
Shore Grammar Library North Sydney	\$20M	Monte Saint Angelo Sports Centre North Sydney	\$18M
New Stream 6 High School Lake Munmorah	\$27M	Perpetual, Angel Place 6-level commercial fitout, Sydney	\$26M
State Electoral Office Fitout Kent Street, Sydney	\$4.5M	Kotara Shopping Centre Extension & refurbishment for AMP	\$64M
Tamworth Court House & Police Station Tamworth NSW	\$20M	Audi Car Showrooms Brookvale & Parramatta	\$1M–\$3.8M
Tamworth Airport Control Tower Tamworth NSW	\$14.3M	QBE Heritage Facade Refurbishment Pitt Street, Sydney	\$2.8M
Gladswood Gardens High-end residential, Double Bay	\$2.5M	Residential Construction 28 homes	\$150K–\$500K

07

Our Commitment

On Time, On Budget

We deliver exceptional work completed on time without compromising quality, protecting your program and your budget at every stage.

Safety First

Work, Health, Safety & Quality is prioritised above all else on every site. ISO 45001 & 9001 Certified.

Collaborative Delivery

We LISTEN, UNDERSTAND and RESPECT all parties, delivering customised solutions with clear, timely communication and reporting.

Accountability

If a mistake is made, we take responsibility and correct it promptly while learning from the experience. Focusing on Solutions.



08

What Clients Say

SPITFIRECONTROL

"You demonstrated a willingness to assist at all times, working with the wider team to resolve the inevitable challenges posed by the building, design, technology, program and procurement. Refreshingly, Devcon professionally dealt with many issues without seeking time or cost variations. Workmanship and quality was high, defects minimal and site safety exemplary. Throughout, communication was solid and reporting clear and timely. Your site and office team were a pleasure to work with and made this project more enjoyable for all concerned. It is easy to dismiss fitout as the poor and simpler cousin of new build construction. However this would be an error. There are subtleties and fine detail in fitout that can defeat construction companies that fail to make this distinction. My faith in Devcon's ability to not only recognise this distinction, but to act accordingly has been paid off in full. Well done and thanks."

Max Thomson • Director • **Spitfire Control**

Perpetual

"During the course of the past three years, Devcon has completed a number of projects for the Perpetual group of companies including, making good obligations, partial refurbishments, new tenancies and the preparation of tenancies for sub-leasing. In each instance, the respective project was completed on time and within the budget previously determined. The Devcon team promote and deliver a collaborative process for all issues encountered during negotiations with their client, adjacent tenant, consultants and statutory authorities. Devcon are true to their mantra of 'Focusing on Solutions' and we would recommend them to any potential client."

Peter Jervis • Senior Manager, Building Support Services • **Perpetual**



"On behalf of Snowy Hydro, I would like to extend our sincere thanks for the excellent work you and the DevCon team delivered in bringing our new office fit-out at Grosvenor Place to life. It's evident that you took a collaborative approach with Greenbox and Spitfire to ensure the design intent was fully understood and translated into a practical, functional and well-built space. Your attention to detail and steady execution of the build were instrumental in achieving the high-quality outcome we're enjoying today. I'd also like to acknowledge your efforts in completing the fit-out not just on time but also within budget which is impressive, especially given current market pressures. This clearly demonstrates your professionalism, commitment and drive you brought to this project each day. Not surprisingly our new office space has been extremely well received by our people. The quality of the finishes, standard of workmanship and overall cohesiveness of the space have all contributed to an environment that looks and feels professional, contemporary, welcoming and truly fit for purpose. Thank you again for your diligent efficiency and partnership throughout this project. We are extremely pleased with the outcome and grateful for the role you and your team played in constructing a workspace we are proud of — overall a tremendous effort and an outstanding result!"

Dennis Barnes • CEO • **Snowy Hydro**





"In August 2012 we engaged DevCon to completely refurbish our Head Quarter's reception in Rydalmere, Sydney. The facility is some 35 years old with a number of age related issues and the reception project needed to be completed for a VIP visit in early September. From the outset, we were impressed with Ray Glavinovic's professional conduct and responsiveness. Ray was very customer focused and flexible in working with us, ensuring that our requirements were always met. We were particularly impressed by his crisis management ability enabling the successful delivery of our reception project. We have no hesitation in recommending DevCon to anyone with similar project requirements."

Jeremy Needham • Executive Director • **Mitsubishi Electric**

"Ray project managed the construction of our architecturally designed home. His role was crucial to the successful completion of our large and complex project. He has a wealth of commercial building experience that enabled him to provide creative practical solutions to complex building issues. He uses thorough project management and documentation processes. He is extremely flexible and adaptable and able to fill gaps in the building process as required. He has an excellent commercial approach to building contracts and costs. This along with his keen financial attention to detail benefitted us with building sub contracts. His biggest asset is his people management skills which were exceptional. He was able to engage, direct and manage both the builder and ourselves to achieve constructive outcomes. He was professional, calm, responsive, action orientated and logical at all times. There is no doubt that he had a huge positive impact on the cost, quality and time line of our project. We have no hesitation in recommending him."

Peter & Kirsty Gold



09

Clients We Work With

Trusted by leading Australian organisations across corporate, government and institutional sectors.

















Affiliations & Accreditations

Green Star

Green Star Accredited Professional — commitment to sustainable design and construction outcomes.

Australian Institute of Building

Member of the AIB — representing the highest standards of professional practice in construction management.

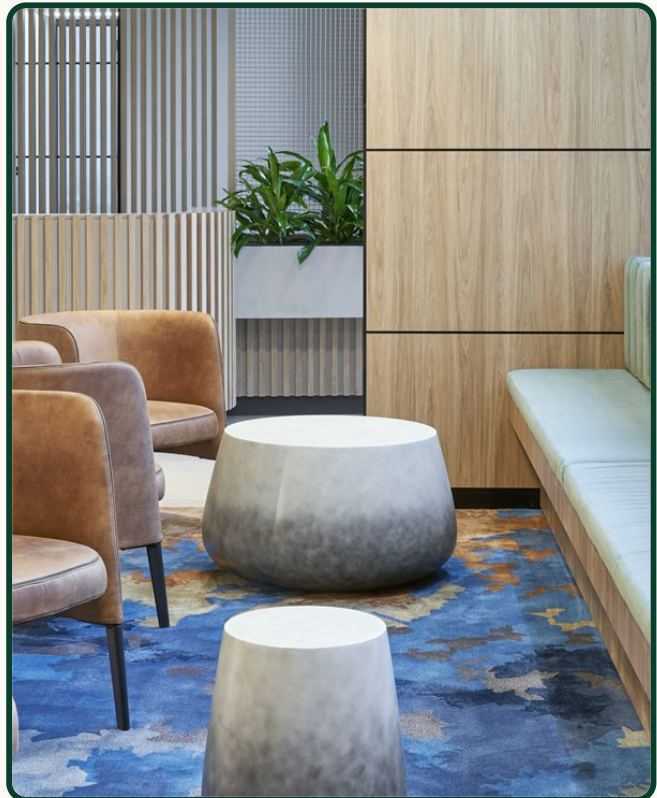


Fully Insured

Comprehensive Contract works, Public Liability and Professional Indemnity Insurance.

Work, Health, Safety & Quality

Rigorous WHS protocols on every site. Safety is placed above all else, with an exemplary record across all projects. ISO 45001 & 9001 Certified.





10 Let's Talk

Ready to start? Get in touch to discuss your next project.

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