



TIM BRADLEY

BE(Environmental)(UNSW 2002)
MBA (Executive)(UNSW 2023)
MIEAust CPEng NER RPEV RPEQ
MAGS MIA SP MAIPM AAICD

CAREER SUMMARY

MBA-qualified engineer and senior leader with 20+ years' experience in Australia and the UK. Proven track record in P&L management, business transformation, and successful turnarounds. Skilled in strategy, operational leadership, and building trusted client relationships, I seek a role where I can create lasting impact beyond the transactional.

I lead with clarity, empathy, and a focus on results—aligning work to strengths and growth opportunities to maximise both performance and engagement. My engineering background provides a disciplined approach to risk, enabling confident, informed decision-making in complex situations.

Committed to fairness, integrity, and diversity, I foster cultures where every voice is valued, driving accountability and high performance.

EXPERIENCE

Strand Engineering & Advisory, Melbourne, Victoria

August 2025 to date

Managing Director and Founder

- With extensive experience within the geotechnical consulting space, decided that it was time that I strike out on my own.
- Currently implementing the initial launch of Strand in the Victorian market.

ADE Consulting Group Pty Ltd, Melbourne, VIC

May 2023 – April 2025

National Geotechnical Discipline Lead / Senior Principal Geotechnical Engineer

- Led a discipline spanning Victoria, New South Wales, and Queensland through a difficult period of operation which necessitated careful team and budgetary management.
- Full P&L responsibility for the discipline.
- Oversaw the turnaround of the NSW Geotechnical operation, taking it from a consistently underperforming and dysfunctional group to the only group within the business that was exceeding revenue and profit budget targets in FY2024-25.
- Full accountability for discipline performance and personnel management. Final responsibility for strategic hires within the geotechnical discipline. Determined the need for and executed several redundancies within the Victorian and Queensland businesses to reduce costs to align with projected revenues.
- Heavily engaged in business development activities with both warm and cold prospects. Developed a delivery sales line based on geotechnical design optimisation to target 'low-hanging fruit' in the mid-tier developer market.
- Directly involved in technical delivery on projects across transport infrastructure, commercial-industrial development, extractives remediation, and expert witness services.
- Took a leadership role in the preparation of the organisations first company-wide strategy in an effort to align the business in the face of contracting economic conditions within our core markets.

Tonkin & Taylor Pty Ltd, Melbourne, VIC

June 2021 – December 2022

Principal Geotechnical Engineer / Market Sector Lead – Transport & Water

- Directed Transport and Water Market Sectors, responsible for developing and driving go-to-market strategies in these two sectors, collectively forming about 40% of total revenue
- Aided discipline management in recruiting efforts, evaluating and interviewing in excess of 5 candidates per month and engaging with universities to develop graduate recruitment pipelines
- Led delivery of detailed geotechnical design for a 7.2km stretch of road upgrade, including carriageway duplication, two new bridges and multiple crossings, roundabouts and intersections
- Acted as key client point of contact for evaluating, costing and delegating work packages on major project delivery with capital values of over \$100M.



GHD Pty Ltd, Australia

Service Line Leader - Geotechnics, Asia Pacific

STRAND
Engineering & Advisory
Grounded Solutions. Elevated Thinking.

February 2007 - May 2021

February 2021 - May 2021

- Reviewed geotechnical delivery process within GHD to find key opportunities to improve, whilst maintaining level of quality clients demand on a global scale
- Led commencement of GHD's geotechnical digital transformation initiative, working with colleagues across Australia, New Zealand and North America

Business Group Leader - Geotechnical Engineering & Geosciences – Victoria January 2018 - May 2021

- Achieved revenue and productivity targets in 2018, 2019, and 2020
- Exceeded productivity target by 3% in 2019, resulting in about a 3% uplift in revenue vs. target
- Grew female representation in group from 5% in 2018 to 28% in 2021
- Received positive feedback on communication, management of poor performance, approachability, and positivity of messaging from both team and management
- Continued to perform projects with end clients within water and transport sectors, working on both client and contractor sides
- Led a team through a difficult transition to Activity Based Working and subsequently through a rapid shift to remote working due to onset of COVID with zero attrition
- Undertook performance management processes for two staff members in collaboration with HR, including managing one individual's departure

Parental Leave

October 2017 - January 2018

- Developed a strong understanding of the importance of balance and flexibility in professional life through three months focused on parental duties. Sought to continue to exemplify and encourage this quality

Service Group Manager (Acting) - Traffic and Transport Planning

June 2017 - October 2017

- Dealt with data security issues, in collaboration with HR, following resignation of a team member
- Took direct responsibility for recruitment of three personnel ranging from undergraduate to senior level
- Drove delivery of projects and tender submissions up to \$600,000 in fee value
- Collaborated with local organisational leadership to improve group financial performance.
- Continued to oversee the Western Sydney Airport portfolio of Geotechnical work, worth over \$5M, whilst undertaking role

Junior, Senior and Principal Geotechnical Engineer

September 2003 - October 2017

- Performed well over 100 geotechnical investigations across NSW and Queensland
- Prepared concise, informative geotechnical investigation and interpretation reports for private, and government clients of all levels
- Acted as GHD's representative on a \$160M CAPEX quarry rehabilitation project in Western Sydney, holding responsibility for quality certification.
- Oversaw resource management for geotechnical team with upwards of 50 staff at it's peak
- Collaborated closely with local management to identify resource needs and recruit personnel at graduate, junior and senior levels
- Developed a business case for purchase of \$250,000 specialist geotechnical laboratory equipment, including financial projections
- Collaborated with team members from New Zealand to manage resource sharing on 3+ occasions
- Operated as Geotechnical Lead on various projects within the Western Sydney Airport portfolio (Total Fee Value >\$5M)
- Operated as Project Manager - Technical Advisor - Western Sydney Airport Rail (Feasibility Stage) (Total Value >\$2.5M)
- Operated as Geotechnical Manager - Abbott Point MCF Offshore Investigations (Total Value >\$10M)



White Young Green Limited, Nottingham, UK
Geotechnical Consultant

March 2005 - December 2006

Golder Associates Pty Ltd, Sydney, NSW
Graduate Geotechnical Engineer

May 2002 - September 2003

EDUCATION

Australian Graduate School of Management (AGSM), Sydney, NSW
Master of Business Administration (Executive)

2016 - 2023

I chose to undertake an MBA due to my desire to expand and formalise my knowledge in the operational side of business. I decided to undertake the course at the Australian Graduate School of Management at UNSW due to its consistently high global ranking and my desire to study and learn with the best possible individuals and academics.

Selected through application to represent UNSW/AGSM at Global Network Week 2019, attending Yale University with eight other MBA students to complete a course on Behavioural Science in Management.

University of NSW, Sydney, NSW
Bachelor of Engineering (Environmental)

1997 - 2001

REFERENCES

References will be provided on request

ADDITIONAL INFORMATION

Courses	Negotiation Essentials (AGSM Short course, July-August 2020)			
	Leading With Resilience (AGSM Short Course, February 2022)			
	AICD Company Directors Course (March 2025)			
Personal Interests	Learning	Cycling	Photography	Music - specifically guitar
	Philosophy	Cooking	Motorsports	Computer programming
Professional Registrations	Chartered Professional Engineer (Leadership, Management and Geotechnical Engineering)			
	Registered Professional Engineer in Victoria (RPEV)			
	Registered Professional Engineer of Queensland (RPEQ)			
Professional Memberships	Member, Engineers Australia			
	Member, Australian Geomechanics Society			
	Member, International Association of Strategy Professionals			
	Affiliate Member, Australian Institute of Company Directors			
	Member, Australian Institute of Project Management			
	Member, Association of Change Management Professionals			