

HADRON GROUP

Capability Statement

Clarity drives better decisions.
Insight today. Impact tomorrow.



Our people



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About us



Hadron Group takes a new approach to consulting and advisory services.

Our team is passionate about creating a better quality of life in our cities and regions.

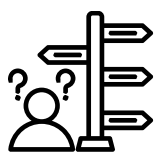
With an emphasis on innovation and collaboration, we partner with our clients to deliver high-quality outcomes with a positive and lasting impact.

We provide comprehensive investment advice with expertise in strategy, economics, sustainability, digital transformation and data.

We bring strong technical knowledge and hands-on experience to find simple and effective solutions for our clients and support them through implementation.

Our core values of collaboration, embracing challenges, and impacting positively, are embedded in every project we do.

Helping clients navigate challenges



Complex decisions

Implement robust decision-making frameworks

Design effective governance and assurance processes

Create an evidence-base, automate its collection, and communicate easy to understand insights



Ensuring real benefits

Develop an accurate understanding of the baseline, or current state

Quantify benefits, drawing on benchmarks and industry standards, and embed targets and measures in the project early

Clear reporting, highlighting emerging risks and issues



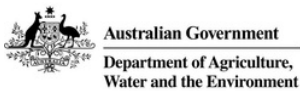
Realising change

Root cause analysis and stakeholder engagement to understand underlying issues and identify opportunities

Process automation to reduce likelihood of errors and time taken

Develop tools, guidance, and training, to support changes long-term

Our clients



Our Services

Strategy & Implementation

Strategy and prioritisation

- Strategy development
- Project prioritisation
- Framework development
- Feasibility studies
- Roadmap development
- Social procurement advisory

Business case delivery and assurance

- Investment logic mapping
- Strategic alignment
- Options analysis
- Stakeholder engagement
- Project management
- Assurance and review

Program development and coordination

- Program planning
- Stakeholder engagement
- Monitoring and evaluation
- Program reporting
- Benefits management
- Program management
- Governance and approvals

Operational improvement

- Organisational and workforce design
- Internal process development and implementation

Economics

Economic and financial evaluation

- Cost-benefit analysis
- Financial appraisals
- Financial impact statements
- Distributional analysis

Industry and impact analysis

- Financial modelling
- Economic impact assessment
- Social impact assessment

Demand modelling

- Workforce modelling

Demographic analysis

- Demographic analysis and insights

Peer review and expert witness

- Assurance
- Business case evaluations
- Process review

Digital Solutions

Data strategy

- Data strategy
- Stakeholder engagement and communication

Analytics and insights

- Data analysis
- Spatial analysis
- Reporting dashboards

Process automation

- Process automation
- Reporting automation
- Machine learning

Data wrangling

- Data collection
- Data management

Data upskilling

- Team training
- Process documentation



Strategy & Implementation

Our Strategy & Implementation team bring an in-depth understanding of infrastructure, digital transformation and project development and delivery.

This unique combination of skills allows us to bridge a range of complementary but often separate disciplines and provide effective, meaningful guidance to clients across all phases of the infrastructure lifecycle to implement lasting change.

Our experience

Social Housing Boost Program Business Case

Hadron Group was engaged by Homes NSW to develop and manage the Final Business Case for the NSW Government's \$4 billion investment to deliver 5,400 new social homes under the 2024–25 Budget. We led the strategic development and implementation planning for the program, defining delivery strategies and optimising program options with Homes NSW and economic and financial advisors. We coordinated the Infrastructure NSW Gateway 2 assurance process and Cabinet submission, including gap analysis, stakeholder engagement and Gateway interviews, securing approval in early 2025 and establishing a clear delivery pathway for the program.



Strategy & prioritisation

Fast Rail Program Framework & Regional Development Framework

Hadron Group developed two complementary frameworks for Fast Rail. The Program Framework articulates the impact Fast Rail aspires to have on the lives of customers and communities of NSW, establishing a foundation that guides planning, prioritisation and delivery. It sets cultural direction, informs decision-making, and tracks outcomes and benefits realisation. The Regional Development Framework then identifies and integrates regional growth, economic development and land use opportunities associated with fast rail delivery, maximising long-term benefits for regional communities.



Strategy & prioritisation

Program development & coordination

AI in NSW Planning

The project aimed to streamline the development application process for councils through the use of Artificial Intelligence and digital solutions by establishing a panel of products and the launch of a grant program. Our work included developing the project strategy, stakeholder collaboration across local and state government and with industry peak bodies, workshop facilitation, procurement strategy and materials development for the panel, grant strategy and materials development, procurement and grant evaluation, facilitation of contracting framework training for councils, and presenting at industry briefings.



Business case delivery & assurance

Program development & coordination

Prioritisation Framework

Infrastructure WA is the state's independent infrastructure advisor and Hadron Group were engaged to develop a prioritisation framework to strengthen, streamline and align how it prioritises infrastructure needs across its strategies, plans and assessments. Hadron Group developed the Prioritisation Framework, supported consultation with other WA Government agencies and undertook piloting on the framework. The framework includes an Outcomes Framework for monitoring, bespoke modules for different Infrastructure WA functions and a suite of templates and guides.



Strategy & prioritisation

Program development & coordination

Strategy & Implementation

Our experience

New Zealand Infrastructure Assessment Framework



Hadron Group developed an Assessment Framework for Te Waihangā's (the New Zealand Infrastructure Commission) Infrastructure Priority List in partnership with Sense Partners. Hadron Group leveraged its deep experience with I-Bodies and assurance processes to provide advice on stages, processes and methodologies for the Assessment Framework, including key risks and opportunities for Te Waihangā.

Strategy & prioritisation

Bradfield City Centre Business Cases



Hadron Group supported the delivery of six major business cases underpinning the development of the Bradfield City Centre, helping shape the vision, investment narrative and delivery pathway for Australia's newest city. Working collaboratively across the Bradfield Development Authority and multiple service providers, we coordinated complex technical workstreams, aligned strategic narratives across the program, and guided the development of robust, investment-ready business cases that supported the city's long-term economic, innovation and placemaking objectives.

Business case delivery & assurance

Program development & coordination

E-Micromobility



Hadron Group developed an Evaluation Plan and a Benefits Framework for Transport for NSW to support the strategic integration and regulation of e-micromobility within the transport network. We established a data-driven, evidence-based approach to assess the impacts of regulatory reforms for shared e-bikes and e-scooters, identify and quantify transport, safety, community, economic and environmental outcomes associated with e-micromobility. Drawing on international best practice, the Plan and Framework enable more informed policy, regulatory, appraisal and investment decisions for emerging mobility solutions.

Strategy & prioritisation

Regulatory Review



Hadron Group led a multi-phase review of regulatory functions across the Conservation Programs, Heritage and Regulation Group, culminating in the design of a new Conservation and Heritage Regulator (CHR). The review included an assessment of functional alignment to legislative and operational responsibilities, review of regulatory maturity and operational challenges, and comprehensive stakeholder engagement, together informing the design of the new CHR's operating model. We also provided detailed implementation planning, including transition roadmaps, governance and engagement frameworks, and Day One readiness plans to support effective implementation, continuity and organisational reform.

Strategy & prioritisation

Organisation design & reform

Program development & coordination

Post Completion Evaluation Framework & Dashboard



Hadron Group led the development of Infrastructure Australia's Post Completion Evaluation (PCE) Framework, establishing a nationally consistent approach to assessing the long-term performance and benefits of government-funded infrastructure projects. We oversaw the development of the supporting data architecture, interactive dashboard and implementation materials, and prepared the framework for future jurisdiction engagement and long-term application.

Program development & coordination

Business case assurance

Economics

Our Economics team enjoy problem solving and providing insights for clients using a range of economic techniques.

Our models project economic and financial performance using evidence-based and rigorous analysis, taking into account key drivers and risks, and provide clients with clear, actionable insights to inform strategic decision making. We have worked with all levels of government and with the private sector on transport, digital transformation, land use, water, energy, construction, and social infrastructure projects.

Our experience

Central Orana REZ Enabling Infrastructure Feasibility Assessment

Hadron Group led the economics, feasibility and coordination workstream for the Central-West Orana Renewable Energy Zone (REZ) Enabling Infrastructure Strategic Options Assessment and Feasibility Studies. We delivered economic analysis and a holistic assessment framework to prioritise water, waste and housing enabling infrastructure for NSW's first REZ and associated workforce demands. We coordinated technical inputs from multidisciplinary workstreams and collaboration with key stakeholders across the NSW Government to support timely delivery of energy projects in the REZ.



EnergyCo

Business case delivery & assurance

Economic & financial evaluation

Aboriginal Housing and Environmental Health Strategy Business Case Development

The Regional Housing and Environmental Health Program business case put forward a holistic approach to addressing Aboriginal housing needs in the Murdi Paaki region. We developed the business case including a robust cost-benefit analysis for the program. This included a demand and supply assessment of housing in the region, demographic analysis of future tenants, and economic analysis of the different benefits resulting from more stable housing.



Education
School Infrastructure

Business case delivery & assurance

Economic & financial evaluation

Demographic analysis

100 Early Learning Preschools

The 100 Public Preschools Program is the NSW Government's flagship investment in early childhood education. The NSW Department of Education engaged Hadron Group to conduct a cost-benefit analysis (CBA) for the 100 Public Preschools Program, a \$769 million election commitment to double the number of government-run preschools in NSW. Hadron Group worked closely with the Department of Education to develop a robust economic framework and quantify the costs and benefits to the children, parents, carers and the NSW Government.



Education

Business case delivery & assurance

Economic & financial evaluation

Workforce and Industry Supply and Demand Analysis

We completed analysis of Western Sydney demographics, workforce, and industry for a program Strategic Business Case to understand the challenges and opportunities involved in accessing the local workforce and industry to deliver the program successfully. We also provided recommendations to leverage the investment to best provide socio-economic benefits to the local community.



Transport
for NSW

Demand modelling

Demographic analysis

Mooloolah River Interchange Business Case Peer Review

We evaluated the Mooloolah River Interchange business case against the Infrastructure Australia Assessment Framework, reviewing its strategic value, societal impact and deliverability. Focus areas included the integration of the project with the broader road and public transport network, the transport modelling framework, cost-benefit analysis, and comparing full and staged delivery approaches.



Peer review

Economics

Our experience

Homelessness Business Case and Economic Appraisal

Hadron Group developed a business case, economic and financial appraisal to secure homelessness funding for Homes NSW that will help shift from the use of commercial hotels and motels to temporary accommodation models that are delivered by the sector, aligned with the NSW Homelessness Strategy 2025-2035. Our appraisals forecasted demand across a range of scenarios and modelled the client outcomes, system impacts and financial sustainability implications from different interventions, testing these with key stakeholders within Homes NSW and engaging with NSW Treasury.



Business case delivery & assurance

Economic & financial evaluation

WAPOL Electronic School Zone Sign and Children's Crossing Program Evaluation

Hadron Group led the evaluation of the WA Government's School Zones and Children's Crossings Program. The analysis combined vehicle (e.g. volume and speed), road safety, pedestrian and other site-specific data to understand the extent to which the Program achieved its intended outcome. The engagement included robust geospatial analysis and data analytics to reach the findings. A series of recommendations will support the WA Government Transport Cluster to improve safety around children's crossings.



Economic & financial evaluation

Spatial WA Program Benefits Realisation Plan

Hadron Group is developing a Benefits Realisation Plan for Spatial WA – a \$140 million investment in a state-wide digital twin. The role includes working with WA Government agencies to identify how Spatial WA will benefit them and gather data to quantify the benefits. Spatial WA will cover many potential uses which increases the need for robust and evidence based quantification. The benefits realisation also interfaces with the solution development to ensure the right system-level information is captured when it goes live (e.g. number of users, number of collaboration spaces).



Benefits realisation

Economic & financial evaluation

Digital Twin Economic Analysis

Hadron Group undertook rapid-cost benefit analysis of digital twin capability improvements across the City of Melbourne's services, including planning processes, waste management, parking management, and more. The analysis also considered efficiency improvements for council, the community, businesses and other economic benefits.

Subsequently, Hadron Group undertook economic and financial evaluation to support a digital twin business case delivered by the ACT Government.



Economic & financial evaluation

MidCoast State of the Economy Report

Hadron Group led the development of Mid-Coast Council's State of the Economy Report, delivering rigorous economic analysis to benchmark regional performance against NSW and comparable economies. Drawing on domestic and global trend analysis, the work surfaced key opportunities and emerging challenges shaping the Mid-Coast's economic trajectory, equipping Council with the strategic intelligence needed to drive sustainable, evidence-based economic decisions for the region.



Economic & financial analysis

Digital Solutions

Our Digital Solutions team brings together qualifications and experience in data science, network engineering, economics, and agile project management methods with proven data analytics capability.

Our team excels in utilising traditional and modern techniques to manipulate data sources at scale, providing valuable insights to clients' challenges through a combination of technical expertise and industry knowledge.

Our experience

Program Coordination Office Reporting Support

We were engaged by the Department of Planning and Environment to assist the Program Coordination Office in defining and automating reporting and coordination processes.

This included developing reporting and coordination tools and databases and documenting processes in a comprehensive internal process guide and multiple external facing process guides.



Planning & Environment

Analytics & insights

Process automation

Data upskilling

Residential Data and Employment Forecast Data Collection and Automation

We defined and developed a consistent automated approach to identifying construction status from aerial imagery, using machine learning across the Greater Sydney Region. We also developed and deployed a machine learning solution that delivered significant efficiencies.

We then continued development of the model to provide more granular inputs into the broader jobs supply forecasting models. This enabled regular automated tracking of construction activity across the Greater Sydney Region.



Planning & Environment

Data wrangling

Process automation

HDA Data Improvement Program

Hadron Group automated the Housing Delivery Authority's Expression of Interest submissions process, designing and building an end-to-end technical solution using SharePoint Lists, Power Automate and Power BI. Navigating HDA's internal governance requirements, including securing approval from the Enterprise Architecture Governance Board, our team replaced manual workflows with a centralised tracking system, real-time dashboards and automated monthly reporting, significantly reducing administrative burden, improving data accuracy and equipping the HDA with the program oversight capability needed to drive faster, more informed decision-making.



Department of Planning, Housing and Infrastructure

Digital solutions & implementation

Data analytics & visualisation

Finance One Stop Shop Data Platform

Hadron Group designed and delivered the "One Stop Shop" data platform, consolidating finance, procurement and labour datasets into a centralised Microsoft Dataverse environment to streamline reporting and strengthen data governance. We replaced fragmented manual reporting with an automated, integrated solution using Power Platform Dataflows, interactive dashboards and embedded PowerApps, improving data integrity and enabling reliable executive reporting and decision-making across teams.



Department of Planning, Housing and Infrastructure

Digital solutions & implementation

Data analytics & visualisation

Digital Solutions

Our experience

Speed Simulator

Hadron Group developed a road network speed simulation tool that combines data analytics, modelling and visualisation to assess and communicate travel speed outcomes across the transport network. The tool enabled stakeholders to interactively explore network performance scenarios, supporting evidence-based transport planning, operational analysis and infrastructure decision-making.

Digital solutions & implementation

Data analytics & visualisation

Local Councils Checklist Navigator

Hadron Group designed and delivered a web-based Biodiversity Offsets Scheme (BOS) Navigator for local councils, transforming complex policy requirements into a streamlined digital decision-support tool to improve the assessment of development applications. We used Microsoft Forms with structured branching logic to guide users through tailored decision pathways, and integrated Power Automate workflows to enable automated generation and distribution of BOS outcomes and summary reports.



Digital solutions & implementation

Homes NSW Dashboard

Hadron Group designed automated Power Platform dashboards to improve visibility of the Building Homes for NSW program delivery, KPI performance, and Direct Deals pipeline activity. This provided real-time insights into portfolio performance and project status, while automating reporting and data visualisation to deliver consistent, reliable outputs that strengthen governance, assurance and decision-making across the housing portfolio.



Digital solutions & implementation

Data analytics & visualisation

State of the Regions Reporting Framework

We created a comprehensive reporting framework to enhance the understanding of wellbeing, demands, and challenges in regional New South Wales. We facilitated client workshops to identify KPIs and comprehensively documented coavailable data sources and metrics. We outlined the initial design requirements for the reporting dashboard and we devised a roadmap for implementing an automated, interactive dashboard reporting structure.



Regional
NSW

Analytics & insights

Process automation

GIS Data Audit

Hadron Group led the audit and enhancement of spatial and attribute data to support strategic land management. We designed workflows to clean, correct, and enrich the OSL dataset, comparing it with NSW Planning data (e.g. zoning, cadastre, LEPs) to identify gaps and inconsistencies. Our team integrated unstructured land council records with spatial overlays to identify parcels suitable for disposal. We ensured the solution met operational needs and built analytical capacity by delivering clear, well-documented outputs.



Department of
Planning Housing
and Infrastructure

Analytics & visualisation

Digital solutions & implementation



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We respectfully acknowledge the traditional custodians of the diverse Aboriginal lands on which we operate and where our projects unfold. We pay our respects to their elders past and present, and recognize the enduring connection between Aboriginal and Torres Strait Islander peoples and their ancestral territories. As we work on these lands, we strive to uphold the principles of respect, cooperation, and environmental stewardship, guided by a shared commitment to a harmonious future.