



**KELLIE PAYNE**  
B Arch (Hons1)  
**DIRECTOR**

### **EDUCATION**

/ University of Technology, Sydney,  
Bachelor of Architecture (Hons 1), 1997

### **LICENCES**

/ Registered Architect, NSW

### **PROFESSIONAL EXPERIENCE**

#### **Prior to joining Bates Smart:**

/ Office of Public Works (Govt. Architect),  
Dublin 2002-2007

/ Axis Architects, Dublin 2001

/ Jahn Associates Architects, Sydney  
1998-2001

/ SOBO (Sydney Olympic Broadcasting  
Organisation) 1997

Kellie joined Bates Smart in 2007, became  
an Associate in 2009, an Associate Director  
in 2010, a Studio Director in 2016 and  
Director in 2018.

### **SYNOPSIS**

Kellie Payne leads Bates Smart's Workplace  
Strategy team, overseeing the design and  
development of innovative large scale fit-out  
designs. She is a master of stakeholder  
engagement and believes that by engaging  
early, it is possible to build scalable  
engagement strategies that prevent ad hoc  
chain reactions and yield better, faster and  
correct design outcomes.

Kellie has developed a unique team  
and customised, data driven process to  
review commercial developments from a  
tenant's perspective. This scope includes  
placemaking, base building briefs, base  
building review, analysis and due diligence.  
Her extensive experience across a wide  
range of workplace sectors and clients  
brings a depth of insight to what tenants  
want from a commercial building.

Kellie also drives Bates Smart's R&D and  
Whitepaper publications, leading a team that  
utilises design outcomes to analyse, track  
and forecast the changing nature of work  
and its influence on workplace design.

She has applied these findings in business  
cases, highest and best use analyses,  
and adaptive reuse and new builds for  
a prestigious roster of education, legal,  
fintech and commercial brands. Her clients  
include Corrs Chambers Westgarth, The  
Australian Stock Exchange, The department  
of Education, ING, Channel 9, the University  
of New South Wales and the University  
of Sydney, as well as many other top tier  
Australian and international organisations.

### **PROJECT EXPERIENCE**

#### **EDUCATION**

/ UNSW The Lounge, Sydney

/ University of Technology Sydney,  
Brewery Yard, Sydney (feasibility)

/ Navitas, Sydney

/ University of New South Wales,  
Workplace Transformation

/ University of Sydney, Faculty of Arts  
and Social Sciences

/ Charles Darwin University, School of  
Business

/ Charles Darwin University, Teaching and  
Learning Spaces Brief

/ University of Sunshine Coast, Queensland  
Mind and Neuroscience Institute

/ UNSW, Faculty of Built Environment  
Strategy

/ University of New South Wales, City  
Futures

/ University of Sydney, Nursing, Medicine  
and Physics

#### **GOVERNMENT WORKPLACE**

/ Department of Education, 105 Phillip Street,  
Parramatta, Sydney

/ Constitution Place Workplace, Canberra

/ Parramatta City Council

/ State Library of NSW, Sydney

#### **LEGAL WORKPLACE**

/ MinterEllison, Canberra

/ Gadens, Sydney

/ Henry Davis York, Sydney

/ Dibbs Barker, Sydney  
/ Bell Gully, Auckland  
/ McCullough Robertson, Sydney  
/ Sparke Helmore, Sydney

**TECHNOLOGY WORKPLACE**

/ Quantum, Australian Technology Park, Sydney  
/ Campaign Monitor, Sydney  
/ ASX Australian Liquidity Centre, Artarmon  
/ OzForex, Sydney  
/ Amadeus, Sydney

**MEDIA WORKPLACE**

/ Publicis Group – Workshop, 21 Harris Street, Pyrmont, Sydney  
/ A Nine Entertainment Company, 1 Denison Street, North Sydney  
/ ABC, Ultimo  
/ News Corp Headquarters, Sydney

**FINANCIAL WORKPLACE**

/ ING, Sydney  
/ Perpetual, Sydney and Perth

**COMMERCIAL BUILDING CONSULTATION**

/ Bourke and Bowden, Alexandria, Sydney  
/ 435 Bourke Street, Melbourne  
/ 105 Phillip Street, Parramatta, Sydney  
/ 140 George Street, Parramatta, Sydney  
/ Macquarie Park Commercial (Macquarie Exchange), Sydney  
/ 60 Martin Place, Sydney – on behalf of HDY  
/ 1 Denison Street, North Sydney – on behalf of Nine Entertainment

**COMMERCIAL WORKPLACE**

/ Cushman & Wakefield, Sydney and Melbourne

**WORKPLACE**

/ Hub Australia (co-working), Melbourne  
/ Munich RE, Sydney  
/ Brookfield, Sydney  
/ Primary Health Care, St Leonards  
/ Salvation Army, Sydney

/ Rothschild, Sydney  
/ Urban Growth, Parramatta, Sydney  
/ Goodman, Sydney  
/ Plenary, Sydney  
/ L.E.K Consulting, Sydney

**MIXED USE**

/ Boheme, Bondi, Sydney

**RESIDENTIAL – STUDENT ACCOMODATION**

/ Urbanest, 81 Quay Street, Haymarket, Sydney

**PUBLICATIONS**

/ White Paper, Oct 2014, Vol 01: 'The New Legal Workplace'  
/ White Paper, Mar 2016, Vol 02: 'The Technology Workplace'  
/ White Paper, Nov 2016, Vol 03: 'The Legal Workplace 2020'  
/ White Paper, Mar 2018: 'The Wellbeing Design Index – A Cross Sector Tool'  
/ Mar 2018 - ongoing: 'The Bates Smart Livability Index'