

JAMES KERRIGAN

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PROFESSIONAL SUMMARY

Global Director, Design and Strategies

Workplace strategy and real estate executive with a track record of building programs that treat the workplace as a strategic business asset. Operates at the intersection of design, data, and organizational change, translating business objectives into portfolio decisions, hybrid work models, and physical environments that improve performance, reduce cost, and strengthen culture. People and real estate are the two largest expenses for most organizations. A career spent connecting both: leading multi-continent programs for Fortune 100 clients across APAC, EMEA, and the Americas that deliver measurable outcomes at scale. Partners with C-suite leaders, People Operations, Finance, and cross-functional teams to design and deliver programs grounded in data, shaped by design thinking, and built to enable culture and performance.

CORE EXPERTISE

- Workplace Strategy and Hybrid Work Enablement
- Portfolio Optimization and Governance
- Capital Program Leadership (\$100M+)
- Space Planning, Forecasting and Utilization Analytics
- Change Enablement and Stakeholder Alignment
- Team Building and Cross-Functional Leadership
- BIM and Data-Strategy Integration and Analytics Platforms
- Sustainability: LEED AP, ESG Integration

SELECTED IMPACT

- Strategized, designed, and delivered workplace transformation across 40+ sites, enabling a Fortune 100 client to release surplus portfolio and capture \$38M in annual savings, redeploying capital toward core business priorities with a 30% improvement in utilization.
- Designed and delivered a global New Ways of Working program across 10+ locations, enabling flexible work models that released surplus real estate back to the business, capturing long-term balance sheet value while improving employee experience and reducing operational overhead.
- Developed Locus and Census, proprietary analytics platforms integrating multi-source data to create holistic portfolio views, lease scenario modeling, and utilization insights, establishing a single source of truth for C-suite real estate decisions.
- Built and scaled global delivery teams of 25 to 50+ across APAC, EMEA, and the Americas, achieving 90% repeat client engagement by consistently connecting workplace outcomes to client business objectives.

- Authored the Jacobs Cities and Places Digital Folio, the flagship strategic communications platform for a global practice, coordinating contributions across architecture, workplace, sustainability, and engineering.

PROFESSIONAL EXPERIENCE

Director, Design and Strategies

Jacobs, Dallas | 10/2011 to Current

Directs global workplace and real estate programs exceeding \$100M across EMEA, APAC, and the Americas, integrating design, data, and strategy to optimize portfolios, enable hybrid work, and deliver high-performance environments for Fortune 100 clients.

- Developed Data and Design: People and Place, a data-strategy framework and toolset including Locus (building and campus-scale space analytics) and Census (portfolio-scale intelligence covering facility analysis, lease assessment scenarios, and talent drive-time by zip code), as well as Data and Design: Giga, applied to large-scale and mission-critical programs, establishing a single source of truth connecting real estate decisions to business objectives.
- Authored and led production of the Jacobs Cities and Places Digital Folio, the flagship communications platform for a global practice spanning workplace, master planning, sustainability, and engineering. Coordinated contributions across multiple discipline owners, shaping a unified strategic narrative for C-suite and client audiences.
- Designed, piloted, and scaled a global New Ways of Working program across 10+ locations, enabling flexible work models that released surplus real estate back to the business, capturing long-term balance sheet value while improving employee experience and reducing operational overhead.
- Strategized, designed, and delivered workplace transformation across 40+ sites for a Fortune 100 client, releasing surplus portfolio to capture \$38M in annual savings, improving utilization by 30%, scaling to 50,000+ users globally, and delivering a 20% uplift in employee satisfaction.
- Directed large-scale campus redevelopments (300k to 5M SF) and hybrid work transitions, embedding change management and stakeholder engagement programs to drive adoption and sustain performance outcomes.
- Partnered with C-suite, HR, Finance, and operational leaders to align workplace strategy with evolving business priorities, translating organizational dynamics into physical space programs that support culture, collaboration, and long-term performance.
- Built and led cross-disciplinary teams of up to 35+ across APAC, EMEA, and the Americas, achieving 90% repeat engagement through integrated delivery and consistent alignment to client business objectives.
- Directed high-compliance facility strategies for regulated-industry clients, aligning design, operations, and physical security to protect mission-critical business functions while maintaining delivery timelines and governance standards.

Associate, Interior Design

Perkins and Will, Los Angeles | 01/2008 to 09/2011

- Led workplace, education, and research projects including the \$40M Charles E. Young Research Library multi-year phased interior renovation, transitioning 50% of space to collaborative commons while integrating \$2M of advanced AV technology.
- Directed delivery of \$50M+ corporate workplace programs, accelerating timelines to align with client business cycles while maintaining design integrity and compliance standards.

Design Lead, Workplace and Education

Woodhead, Perth | 2003 to 11/2007

- Designed, led, and delivered large-scale workplace and aviation projects in Perth, building a reputation for commercially grounded design and winning long-term strategic accounts.
- Developed and sustained repeat-client relationships that elevated Woodhead's market presence and established the foundations of a long-term client partnership model.

Early Career

Various, Dublin, London, Perth | 1994 to 2003

Lewis Hickey, Senior Associate (Dublin, 1999 to 2003) | Morey Smith, Designer (London, 1998 to 1999) | Buchan Group (Perth, 1995 to 1998) | Smith Madden (Perth, 1994 to 1995)

- Contributed to design and delivery of projects across corporate, retail, and healthcare markets, building foundations in user-focused design, technical execution, and client engagement.

EDUCATION

Curtin University, Perth. Bachelor of Applied Science, Interior Design.

CERTIFICATIONS

NCIDQ Certificate No. 02352 | LEED AP

AFFILIATIONS

Fellow (FIIDA) and Past President, International Interior Design Association (IIDA).

SKILLS

- Workplace strategy and hybrid model design
- Portfolio governance and utilization analytics
- Capital program leadership and budget ownership
- BIM and data-strategy integration and analytics platforms
- Change management and executive stakeholder engagement
- Cross-functional team leadership (global)
- LEED AP, ESG integration
- Design leadership and creative direction

VOLUNTEER WORK

Dallas Animal Services DAS 90. Organizing and managing external-facing dog adoption events in the DFW area to secure forever and foster homes.

INTERESTS

Motorbikes, guitar, dog rescue.