

# Steven C Evans

BSc(Hons) LLB(Hons) FCIArb FAMINZ (Arb) FRICS FCInstCES FCIQB FICE PRI

Construction Contract & Collaboration Expert • Dispute Resolver • Trainer • Author



Steven is a globally recognised expert in construction contracts and dispute resolution with over 35 years of industry experience. Originally trained as a quantity surveyor, he specialises in commercial and contract advisory, training delivery, dispute resolution, and collaborative contracting. He is known for resolving complex disputes and delivering strategies that enhance performance and build high-trust project environments.

## Career Summary

2015 – Present, Director, Concordia Resolution

2012 – 2025, Director, Steven C Evans Limited

2020 – Present, Director, Construction DRB

2003 – 2011, Senior Commercial Manager, Various

Pre-2003, Quantity Surveyor, Various

Steven combines deep construction and legal expertise to deliver cost-effective, practical solutions. He has built a career helping organisations achieve better project outcomes through collaboration and effective dispute resolution.

As a Director in leading consultancies, he has worked alongside contractors, clients and consultants to resolve high-stakes commercial challenges on complex, multi-million-dollar projects.

He delivers targeted training, improves internal processes, and provides strategic advisory support to unlock contractual deadlocks and reduce project risk. He is particularly recognised for his leadership in collaborative contract models such as NEC4, where his guidance helps teams align behaviours, manage risk collectively and drive performance.

Known for his structured, pragmatic approach, Steven excels at breaking down complex issues and communicating solutions in a clear and actionable way. His work is grounded in both legal and commercial realities, with a strong understanding of the emotional and behavioural dynamics that influence project success.

## Publications and Appointments

- Author, Contractor's NEC3 ECC Handbook
- NEC Advisor – FastDraft Contract Management Platform
- Accredited NEC Contracts Tutor and Drafter
- RICS Tutor and APC Counsellor
- Chair, Annual RICS Commercial Management Conference

## Skills

- Construction Contract Advisory
- Adjudication, Arbitration and Mediation
- Dispute Resolution Strategy and Facilitation
- Quantum and Delay Claims
- Expert Witness Reports and Testimony
- Contract Drafting, Vetting and Negotiation
- Procurement Strategy and Commercial Structuring
- Capability Building and Targeted Training
- Collaborative Contracting and Stakeholder Management

## Credentials

- BSc (Hons), Construction
- LLB (Hons), Law
- Fellow, Chartered Institute of Arbitrators (FCIArb)
- Fellow, Arbitrators' and Mediators' Institute of New Zealand (FAMINZ) (Arbitration)
- Fellow, Royal Institution of Chartered Surveyors (FRICS)
- Fellow, Chartered Institution of Civil Engineering Surveyors (FCInstCES)
- Fellow, Chartered Institute of Building (FCIOB)
- Fellow, Institution of Civil Engineers (FICE)
- Professional Member of the Resolution Institute (PRI)



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# Executive Roles

## Director – Concordia Resolution

### Role/responsibilities

As Co-Principal of this boutique consultancy, Steven works with clients, contractors, consultants, and delivery partners to resolve disputes, improve commercial systems, and deliver targeted training that enhances capability and prevents issues before they arise. His role combines early-stage advisory, process improvement, and hands-on dispute resolution to support better project outcomes through collaboration and clarity.

Concordia's approach reflects Steven's belief that industry success is built on doing the fundamentals well, thinking proactively, and fostering strong, fair relationships across all project stakeholders.

- Provides commercial management, contract support, and dispute resolution across the construction supply chain.
- Delivers targeted training, capability development, and process improvement for client teams.
- Advises on procurement strategies, contract drafting, and collaborative contracting models.
- Manages and resolves disputes via adjudication, arbitration, mediation, and facilitation.
- Oversees expert witness services, project health checks, and project management reviews.

### Recent achievements

- Developed and implemented commercial processes and procedures for a water infrastructure company, supported by targeted training and capability development.
- Partnered with a major renewable energy client to design procurement and contract procedures and successfully deliver a tailored training program.
- Facilitated structured dispute resolution workshops for a leading oil and gas gathering business, strengthening internal resolution capability.
- Led the resolution of a multi-million-dollar dispute for a major contractor on a complex international infrastructure project
- Resolved a high-value subcontract dispute on a landmark infrastructure project, minimising cost and disruption.
- Delivered collaboration training and capability development for client and contractor teams on a major water program, improving project outcomes.
- Advised a leading oil and gas producer on transitioning to collaborative contracting models to better support future capital project delivery.
- Developed a bespoke collaborative contract framework and delivered associated training for a city council.
- Drafted country-specific 'Y' clauses to enable the successful implementation of NEC4 contracts in the New Zealand market.

Delivered collaboration training and capability development for client and contractor teams on a major water program, improving project outcomes.



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# Executive Roles

## Director – Construction DRB

### Role/responsibilities

Steven is the co-founder of Construction DRB, New Zealand's newest Authorised Nominating Authority (ANA) under the Construction Contracts Act 2002. In partnership with his co-founder, Steven has designed, developed, and implemented a robust adjudication framework that gives parties to construction contracts rapid and cost-effective access to binding dispute resolution.

Driven by a commitment to fairness, accessibility, and professional rigour, Construction DRB is built on a model that prioritises both procedural efficiency and quality outcomes. Steven has played a central role in shaping not only the operational systems and governance structures of the ANA, but also its professional standards — including peer review of determinations, performance oversight, and ongoing adjudicator development.

Although still in its early stages, Construction DRB has ambitious plans to become a trusted adjudication body for New Zealand's construction sector. Its core mission is to provide parties with access to some of the country's most capable and independent adjudicators, while fostering confidence in the enforceability, consistency, and quality of decisions delivered under the Act.

### Recent achievements

- Developed a complete adjudication process aligned with the Construction Contracts Act 2002, with a focus on speed, transparency, and cost-efficiency.
- Designed and implemented intake, appointment, and case management systems for adjudications lodged with Construction DRB.
- Established rigorous adjudicator selection criteria, focusing on independence, subject-matter expertise, and proven track records in dispute resolution.
- Introduced a peer review framework to support quality assurance and continual improvement of written determinations.
- Created guidance materials and process documentation to assist claimants, respondents, and adjudicators in navigating adjudication procedures.
- Successfully appointed adjudicators, through the Registrar, to several initial matters.

Created a Registrar-led firewall system to manage conflict of interest risks where a Director is proposed as adjudicator



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# Executive Roles

## Accredited Tutor – Thomas Telford Limited

### Role/responsibilities

Steven is an accredited NEC4 Tutor with Thomas Telford, the commercial publishing arm of the Institution of Civil Engineers and the official publisher of the NEC suite of contracts. In this role, he delivers expert training to industry professionals across a wide range of sectors, helping organisations understand, implement, and apply the NEC4 contract family in real-world project settings.

Steven is one of the few internationally accredited NEC trainers and the only one currently based in Australia. He brings a unique blend of legal, commercial, and practical expertise to his training delivery, combining deep contract knowledge with decades of hands-on industry experience in commercial management and dispute resolution.

His training sessions are highly regarded for their clarity, structure, and practical relevance, equipping attendees with both technical understanding and implementation strategies. Steven also contributes to course development, tailoring material to reflect sector-specific challenges, regional applications (including in Australia and New Zealand), and emerging best practices.

### Recent achievements

- Delivered NEC4-accredited training courses globally on behalf of Thomas Telford, including ECC, PSC, ALC, and associated options.
- Provides in-house training for public and private sector clients, aligning NEC principles with organisational needs and project realities.
- Advises clients on the practical implementation of NEC4 contracts, secondary options, and Z clause development.
- Supports Thomas Telford's mission to promote best practice in collaborative contracting through high-quality education.
- Helps develop training content relevant to local markets, including Australian and New Zealand applications of NEC4.
- Former Australia Representative for NEC Contracts.
- Acts as a subject matter expert on NEC4 interpretation, supporting attendees in understanding both the letter and spirit of the contract.
- Facilitate knowledge transfer that improves contract management, reduces disputes, and strengthens collaborative delivery.

Supports Thomas Telford's mission to promote best practice in collaborative contracting through high-quality education.



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# Executive Roles

## Consultant – Built Intelligence

### Role/responsibilities

Steven works with Built Intelligence, a leading provider of contract management software and online training, as a consultant specialising in the application and compliance of major construction contract forms.

He advises on the contractual design and functionality of the FastDraft Contract Management platform, ensuring it supports effective administration and compliance across a wide range of standard and bespoke contracts. In addition, Steven authors and contributes to online training modules covering contract management, commercial practice, and dispute avoidance, helping industry professionals build practical capability in managing contractual obligations.

### Recent achievements

- Provides specialist contract advice across all major forms, supporting platform development and contractual compliance.
- Review workflows and processes within the FastDraft platform to ensure alignment with contractual requirements and best practice.
- Author and co-author of online training content covering contract management principles and practical application.
- Advises on risk management and contractual workflows to enhance user experience and ensure robust compliance across FastDraft's multi-contract platform.

Contributes to Built Intelligence's mission of improving contract administration and capability through innovative digital tools and education



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# Appointments summary

All appointments are confidential

## Advice

Project Type	Appointment	Year
Contract Management Platform	Contract Advice	2025
Mining	Contract Advice	2025
Contract Organisation	Contract Drafting	2025
Energy Infrastructure	Contract Advice	2025
Water Infrastructure Client	Contract Advice	2024
Contract Management Platform Client	Contract Advice	2024
General Infrastructure Client	Contract Advice	2024
Water Infrastructure Project	Process Development and Training	2024
Mining Client	Contract Drafting	2024
Hydro Energy Project	Contract Advice	2024
Hydro Energy Project	Process Development and Training	2024
Land Remediation Project	Contract Advice	2024
Energy Infrastructure Client	Contract Advice	2024
Contract Management Platform Client	Contract Advice	2023
Construction Client	Contract Drafting	2023
Water Infrastructure Client	Contract Advice	2023
Tier 1 Construction Client	Contract Advice	2023
Airport Refurbishment Project	Contract Advice	2023
Major Hospital Redevelopment	Contract Advice	2023
Mining Client	Contract Advice	2023
Energy Infrastructure Client	Contract Advice	2023
Communications Infrastructure Client	Contract Drafting	2023
Contract Management Platform Client	Contract Advice	2022
Major Hospital Redevelopment	Contract Advice	2022
Energy Infrastructure Client	Contract Advice	2022
Communications Infrastructure Client	Contract Drafting	2022
Contract Management Platform Client	Contract Advice	2021



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Major Hotel Project	Contract Advice	2021
Nuclear Decommissioning Project	Contract Advice	2021
Mining Client	Contract Advice	2021
Energy Infrastructure Client	Contract Advice	2021
Contract Management Platform Client	Contract Advice	2020
Highway Infrastructure Project	Contract Advice	2020
Civil Engineering Client	Contract Advice	2019
Engineering Client	Contract Advice	2019
Pharmaceutical Client	Contract Advice	2019
Airport Refurbishment Project	Contract Advice	2018
Fit Out Client	Contract Advice	2016
Highway Infrastructure Project	Contract Advice	2016
Steel Production Client	Contract Advice	2015
Residential Care Home	Contract Advice	2015
Engineering Client	Contract Advice	2015
Steel Production Client	Contract Advice	2014
Airport Refurbishment Project	Contract Advice	2014
Construction Client	Contract Advice	2014
City Council	Contract Advice	2014
Education Project	Contract Advice	2013
Industrial Facilities Management Client	Contract Advice	2013

## Dispute Resolution

Project Type	Appointment	Year
Major Office Development Project	Dispute Resolution Advocate	2025
Hotel Project	Dispute Resolution Advocate	2025
Highway Infrastructure Project	Dispute Resolution Facilitation	2025
Residential Project	Adjudicator	2025
Office Development Project	Adjudicator	2025
Airport Refurbishment Project	Dispute Resolution Advocate	2024
Major Office Development Project	Dispute Resolution Advocate	2024



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Energy Infrastructure Client	Dispute Resolution Advocate	2024
Major Office Development Project	Dispute Resolution Advocate	2024
Water Infrastructure Project	Adjudicator	2024
Water Infrastructure Client	Dispute Resolution Facilitation	2024
Tunnelling Project	Dispute Resolution Advocate	2023
Major Residential Project	Dispute Resolution Advocate	2023
Residential Project	Dispute Resolution Advocate	2023
Major Hospital Redevelopment	Dispute Resolution Advocate	2023
Major Office Development Project	Dispute Resolution Advocate	2023
Energy Infrastructure Client	Dispute Resolution Advocate	2023
Pipeline Infrastructure Project	Dispute Resolution Facilitation	2023
Government Agency	Dispute Resolution Facilitation	2023
Office Development Project	Arbitrator	2023
Office Development Project	Arbitrator	2023
Mining Project	Dispute Resolution Facilitation	2023
Tunnelling Project	Dispute Resolution Advocate	2022
Residential Project	Dispute Resolution Advocate	2022
Major Hospital Redevelopment	Dispute Resolution Advocate	2022
Community Housing Project	Dispute Resolution Advocate	2022
Communications Infrastructure Client	Mediator	2022
Hospital Project	Adjudicator	2022
Tunnelling Project	Dispute Resolution Advocate	2021
Residential Project	Dispute Resolution Advocate	2021
Steelworks Project	Dispute Resolution Advocate	2021
Residential Project	Dispute Resolution Advocate	2021
Community Housing Project	Dispute Resolution Advocate	2021
Major Residential Project	Dispute Resolution Facilitation	2021
Energy Infrastructure Project	Arbitrator	2021
Highway Infrastructure Project	Mediator	2021
Tunnelling Project	Dispute Resolution Advocate	2020
Land Remediation Project	Dispute Resolution Advocate	2020
Residential Project	Dispute Resolution Advocate	2020
Major Residential Project	Dispute Resolution Advocate	2020



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Residential Project	Dispute Resolution Advocate	2020
Tunnelling Project	Adjudicator	2020
Tunnelling Project	Dispute Resolution Advocate	2019
Office Development Project	Dispute Resolution Advocate	2019
Structural Project	Dispute Resolution Advocate	2019
Heritage Building Refurbishment	Dispute Resolution Advocate	2019
Major Studio Project	Dispute Resolution Advocate	2019
Residential Project	Dispute Resolution Advocate	2019
Pipeline Infrastructure Client	Adjudicator	2019
Tunnelling Project	Dispute Resolution Advocate	2018
Education Project	Dispute Resolution Advocate	2018
Airport Refurbishment Project	Dispute Resolution Advocate	2018
Hospital Project	Dispute Resolution Advocate	2018
Residential Project	Dispute Resolution Advocate	2018
Tunnelling Project	Dispute Resolution Advocate	2017
Airport Refurbishment Project	Dispute Resolution Advocate	2017
Residential Project	Dispute Resolution Advocate	2017
Education Project	Mediator	2017
Major Residential Project	Dispute Resolution Advocate	2016
Effluent Treatment Plant	Dispute Resolution Advocate	2016
Major Residential Project	Dispute Resolution Advocate	2016
Major Residential Project	Dispute Resolution Advocate	2016
Residential Project	Dispute Resolution Advocate	2016
Major Residential Project	Dispute Resolution Advocate	2016
Education Project	Dispute Resolution Advocate	2016
Education Project	Dispute Resolution Advocate	2016
Pharmaceutical Facility	Dispute Resolution Advocate	2016
Education Project	Dispute Resolution Advocate	2016
Residential Project	Dispute Resolution Advocate	2016
Energy Infrastructure Project	Adjudicator	2016
Leisure Project	Dispute Resolution Advocate	2015
Major Residential Project	Dispute Resolution Advocate	2015
Effluent Treatment Plant	Dispute Resolution Advocate	2015



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Major Residential Project	Dispute Resolution Advocate	2015
Major Logistics and Distribution Project	Dispute Resolution Advocate	2015
Leisure Project	Dispute Resolution Advocate	2015
Hospital Project	Dispute Resolution Advocate	2015
Industrial Redevelopment Project	Dispute Resolution Advocate	2015
Residential Project	Adjudicator	2015
Education Project	Dispute Resolution Advocate	2014
Residential Project	Dispute Resolution Advocate	2014
Education Project	Dispute Resolution Advocate	2014
Leisure Project	Dispute Resolution Advocate	2014
Food Processing Facility	Dispute Resolution Advocate	2014
Heritage Building Refurbishment	Dispute Resolution Advocate	2014
Major Office Development Project	Dispute Resolution Advocate	2014
Equestrian Facility	Dispute Resolution Advocate	2014
Manufacturing Facility	Dispute Resolution Advocate	2014
Residential Project	Dispute Resolution Advocate	2014
Emergency Services Facility Refurbishment	Dispute Resolution Advocate	2014
Leisure Project	Dispute Resolution Advocate	2014
Major Office Development Project	Dispute Resolution Advocate	2014
Highway Infrastructure Project	Dispute Resolution Advocate	2014
Residential Project	Dispute Resolution Advocate	2014
Emergency Services Facility Refurbishment	Dispute Resolution Advocate	2014
Leisure Project	Dispute Resolution Advocate	2014
Major Residential Project	Dispute Resolution Advocate	2013
Residential Care Home	Dispute Resolution Advocate	2013
Hotel Project	Dispute Resolution Advocate	2013
Leisure Project	Dispute Resolution Advocate	2013
Education Project	Dispute Resolution Advocate	2013
Residential Project	Dispute Resolution Advocate	2013
Major Residential Project	Dispute Resolution Advocate	2013
Heritage Building Refurbishment	Dispute Resolution Advocate	2013
Highway Infrastructure Project	Dispute Resolution Advocate	2013
Heritage Building Refurbishment	Dispute Resolution Advocate	2013



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Heritage Building Refurbishment	Dispute Resolution Advocate	2013
Residential Project	Dispute Resolution Advocate	2012
Education Project	Dispute Resolution Advocate	2012
Hotel Project	Dispute Resolution Advocate	2012
Heritage Building Refurbishment	Dispute Resolution Advocate	2012
Hotel Project	Dispute Resolution Advocate	2012
Residential Project	Dispute Resolution Advocate	2012
Major Office Development Project	Arbitrator	2012

## Expert Opinion

Project Type	Appointment	Year
Correctional Facility	Contract Expert Opinion	2024
Biomedical Facility	Contract Expert Opinion	2021
Water Infrastructure Client	Quantum Expert Opinion	2019
Residential Project	Dilapidations report	2018
Major Hotel Project	Quantum Expert Opinion	2017
Highway Infrastructure Project	Quantum Expert Opinion	2016
Major Residential Project	Quantum Expert Opinion	2015
Residential Project	Dilapidations report	2015
Residential Project	Dilapidations report	2014
Education Project	Delay Expert Opinion	2013
Hotel Project	Quantum Expert Opinion	2012

## Speaking Appointments

Project Type	Appointment	Year
Professional Body	Conference Chair	2025
Professional Body	Conference Chair	2024
Professional Body	Speaking appointment	2023
Professional Body	Conference Chair	2023
Professional Body	Conference Chair	2022



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University	Speaking appointment	2019
Professional Body	Speaking appointment	2019

## Training

Project Type	Appointment	Year
Water Infrastructure Client	Contract and Collaboration Training	2025
Land Remediation Project	Contract and Collaboration Training	2025
Professional Body	Contract and Collaboration Training	2025
Science and Research Project	Contract and Collaboration Training	2025
Energy Infrastructure Project	Contract Training	2025
Water Infrastructure Client	Contract and Collaboration Training	2024
Tier 1 Construction Client	Contract and Collaboration Training	2024
Water Infrastructure Client	Contract and Collaboration Training	2024
Hydro Energy Project	Contract and Collaboration Training	2024
Energy Infrastructure Client	Contract and Collaboration Training	2024
Specialist Engineering Client	Contract and Collaboration Training	2023
Government Agency	Contract and Collaboration Training	2023
Energy Infrastructure Client	Contract and Collaboration Training	2023
Civil Engineering Client	Contract and Collaboration Training	2023
Energy Infrastructure Client	Contract and Collaboration Training	2023
Science and Research Project	Contract and Collaboration Training	2023
Water Infrastructure Client	Contract and Collaboration Training	2023
Complex Infrastructure Client	Contract and Collaboration Training	2022
City Council	Contract and Collaboration Training	2022
Construction Client	Commercial Management Training	2022
Science and Research Project	Contract and Collaboration Training	2022
City Council	Contract and Collaboration Training	2022
Professional Body	Commercial Management Training	2022
Professional Body	Commercial Management Training	2022
Online training provider	Develop and deliver online training	2021
Pipeline Infrastructure Client	Contract and Collaboration Training	2021
Pipeline Infrastructure Client	Contract and Collaboration Training	2021



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Construction Management Client	Contract and Collaboration Training	2021
Pipeline Infrastructure Client	Contract and Collaboration Training	2021
Highway Infrastructure Project	Contract and Collaboration Training	2020
Public training	Contract and Collaboration Training	2020
Engineering Client	Contract and Collaboration Training	2019
Public training	Contract and Collaboration Training	2019
Highway Infrastructure Project	Contract and Collaboration Training	2016
Engineering Client	Contract and Collaboration Training	2014
City Council	Contract and Collaboration Training	2013
Government Agency	Contract and Collaboration Training	2013
City Council	Contract and Collaboration Training	2013
Landscaping Client	Contract Training	2012