

Defence and Industry Capability

More than a service provider, we are your trusted advisor.

Prominence is a boutique management consultancy delivering human-centred solutions across government, defence and private sectors. DISP-accredited and founded in 2003, we have been consulting directly to Defence and Defence Industry since 2009. Combining innovative thinking with practical expertise, we pride ourselves on integrity, transparency and quality delivery.

Our agile teams of security-cleared consultants combine proven methodologies with deep expertise in strategy and governance, people and culture, and project and commercial advisory. We are not a labour-hire provider or a generalist firm. We are a trusted partner focused on complex Defence and Industry challenges, working alongside clients to deliver practical, specialist support.

Prominence delivers tailored, independent and pragmatic advice with a sharp focus on Defence capability and industry requirements, helping Defence organisations, prime contractors and SMEs make informed strategic decisions, successfully deliver programs of work and optimise their organisations.

Why Prominence?

Clients trust our delivery – world-class client advocacy (NPS ~80) and over 85% repeat engagements demonstrate low delivery risk in high-assurance environments.

Our work in action

PROGRAM DELIVERY, ASSURANCE AND EMBEDDED SUPPORT

We provide independent assurance over complex programs, complemented by governance, PMO services and embedded senior expertise to maintain delivery during surge, transition or workforce constraints.

STRATEGY, GOVERNANCE AND TRANSFORMATION

We partner with public and private sector leaders to shape strategy, strengthen governance, manage risk and guide transformation initiatives aligned with enterprise priorities.

SAFETY, CAPABILITY AND WORKFORCE UPLIFT

Prominence builds sustainable capability through safety system assurance review and implementation, workforce and leadership technical uplift, and strengthening internal teams experiencing change.

PROCUREMENT AND COMMERCIAL ADVISORY

We support defensible, value for money procurement outcomes through business cases, procurement strategies, tender documentation, evaluation support and other commercial advisory services.

MORE THAN A SERVICE PROVIDER; A TRUSTED ADVISOR

- ✓ DISP Accredited
- ✓ ISO9001 Certified (BSI FS523145)
- ✓ Founded 2003, Defence consulting from 2009
- ✓ Women-owned and led SME
- ✓ Veteran Supportive

GET IN TOUCH

Contact us to discuss how we can help your organisation transform.



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Why Prominence

Experience you can trust

Prominence is a principles-driven organisation. Our values are unshakable and ingrained throughout our operations. Where large consultancies compete on scale and niche advisors compete on relationships, Prominence differentiates through practical Defence-market fluency, security-cleared senior practitioners and hands-on specialised advisory support, without bureaucratic overhead.

Our clients gain a trusted partner that is responsive, transparent and disciplined – reducing workload on the client team and enabling focus on assurance requirements and informed decision-making.

Our differentiators



INDEPENDENT AND BOUTIQUE

Senior practitioners, none of the large-firm overhead.



DISP ACCREDITED

Security-cleared professionals accustomed to operating in high-assurance environments.



DEFENCE-MARKET FLUENCY

Deep knowledge of procurement, capability development, policy and sovereign industry.



HUMAN-CENTRED APPROACH

Solutions built around people, culture and lasting outcomes.



ECOSYSTEM CONNECTOR

Linking SMEs, primes, technology firms and government to enhance sovereign capability and de-risk supply chains.



AGILE AND RESPONSIVE

Short-duration, outcome focused engagements that deliver measurable value.



DISCIPLINED DELIVERY, NOT JUST ADVICE

Structured governance and proactive engagement; no surprises.

Our identity



WOMEN-LED BUSINESS

Prominence is a women-owned and led enterprise exemplifying the industry's commitment to supplier diversity and gender equality. Engaging Prominence supports Commonwealth and State procurement policies that advance equitable participation in government supply chains and contribute to broader social and economic outcomes, whilst gaining a unique perspective on challenging problems.

SMALL TO MEDIUM ENTERPRISE (SME)

Prominence understands first-hand the value SMEs and Indigenous-owned businesses bring to Defence supply chains — and government's imperative to grow them, particularly in our regions. We navigate both sides of that equation, delivering agile solutions that meet government needs while building lasting economic benefit, sovereign capability and supply-chain resilience.



BUSINESS THAT SUPPORTS VETERANS

Prominence actively supports veterans through employment pathways, partnerships and direct advisory work on state veterans' issues. By choosing Prominence, government secures high-quality services while advancing outcomes that honour service, strengthen community resilience and embed veteran inclusion into lasting policy.

Our services

Prominence delivers a focused range of high-impact advisory services tailored to Defence and Defence Industry needs. Our services are assurance-led, outcome-focused and designed to support delivery certainty, capability uplift and value for money in complex, regulated environments. Services are structured across three primary advisory pillars.



Strategy and Governance

FROM INSIGHT TO ACTION

Independent, expert advisory on strategic direction, governance architecture and Defence industry planning aligned with Defence Capability Policy Framework requirements.

- Strategic plan development and facilitation
- Operating model optimisation and organisational design
- Governance frameworks and board/committee performance
- Defence industry strategic plan development
- ESG and risk management advisory
- Contestability support and capability planning advice
- Independent assurance, program health checks and gate reviews
- Nuclear consulting and AUKUS enterprise advisory
- Financial and economic modelling for Defence investment and industry development decisions
- Workplace health and safety advisory and management systems development



People, Performance and Culture

OPTIMISING YOUR ORGANISATION

Human-centred workforce transformation, leadership development and psychosocial advisory including Prominence's innovative toolsets and methodologies.

- Conductor™ Psychosocial Safety and Workforce well-being: Prominence's proven methodology for managing psychosocial risk in complex, high-pressure organisational environments
- Expertunity™ Technical Expert Development: A structured framework for building specialist workforce capability in highly technical fields
- Organisational reviews and workforce transformation strategies
- Culture improvement program design and implementation
- Leadership development programs, performance coaching and executive advisory
- Psychosocial safety program design and delivery
- Veteran engagement using trauma-aware and culturally informed facilitation
- Learning and development, design and delivery



Project and Commercial Advisory

ASSURANCE LED PROCUREMENT

Hands-on implementation and execution support from procurement strategy through to post-investment appraisal on behalf of Defence organisations, prime contractors and SMEs.

- Independent procurement strategy and advisory support
- Gate assurance reviews and post-investment appraisals
- Economic impact assessments and feasibility studies
- Business case development for Defence programs
- Grant application preparation and submission
- Contract negotiation and commercial advisory
- PMO establishment and operations
- Project lifecycle management and risk management implementation
- Change management execution and post-implementation review
- Domestic sustainment strategy implementation
- Security-cleared project delivery and direct government engagement representation
- Lessons learned reviews and findings implementation

Spotlight on specialist capabilities

Innovation and impact.

Prominence invests in people, processes and technology to ensure our advisory offer remains at the forefront of Defence and industry practice. Our research and development focus areas underpin differentiated, evidence-based solutions that go beyond conventional consulting.

INDEPENDENT DEFENCE ASSURANCE EARNED VALUE MANAGEMENT, GOVERNANCE

Our team delivers independent, evidence-based assurance to support Defence confidence in complex programs and sustainment contracts:

- assessment of EVMS implementation against AS4817 and defence supplements
- validation of progress measurement against performance baselines and integrated schedules
- assurance that reporting is timely, accurate, reliable and auditable
- clear, actionable findings supported by disciplined evidence chains.

This framework supports Defence executives and industry partners with defensible assurance, targeted corrective actions and increased confidence in governance and delivery outcomes.

DEFENCE POLICY AND INDUSTRY DEVELOPMENT STRATEGY, POLICY AND SOVEREIGN CAPABILITY

Strategic Defence priorities translated into practical policy that strengthens sovereign industry capability:

- alignment of policy settings with Defence strategic objectives and national security priorities
- development and refinement of prioritisation frameworks
- consolidation of complex inputs into clear, defensible policy artefacts
- practical pathways to embed industrial priorities into decision-making processes.

This model supports Defence with clear articulation of sovereign capability priorities and improved policy coherence.

COMMUNITY AND VETERAN ENGAGEMENT HIGH TRUST, TRAUMA-AWARE

Strategic priorities are shaped through structured, veteran-centred engagement that turns lived experience into actionable insights for government decision-making. This includes:

- culturally informed and trauma aware facilitation to build trust and encourage meaningful participation
- structured engagement designed to capture diverse perspectives
- integration and verification of qualitative and quantitative data to produce accurate, transparent and evidence-based narratives
- synthesis of complex feedback into clear, policy-ready insights and recommendations.

This enables evidence-based strategies designed to stand up to defence and assurance scrutiny.

NUCLEAR ENTERPRISE AND AUKUS ADVISORY SPECIALIST HIGH-CONSEQUENCE ADVISORY

Prominence provides advisory support for organisations navigating nuclear enterprise planning and AUKUS Pillar II requirements:

- nuclear workforce planning and governance advisory
- AUKUS Pillar I and Pillar II capability development support
- regulatory compliance and safety framework advisory
- community engagement and social license
- strategic planning for organisations entering the nuclear supply chain.

This capability supports Defence and industry as Australia grows its nuclear-powered submarine enterprise and broader AUKUS commitments.

FINANCIAL AND ECONOMIC MODELLING EVIDENCE BASED DECISION SUPPORT

Prominence provides financial and economic modelling support to help Defence and Industry make informed, defensible investment decisions:

- quantitative analysis of Defence investment options and trade-offs
- economic impact assessments for capability, infrastructure and industry development programs
- scenario and sensitivity modelling to test different force design and funding pathways
- cost-benefit and cost-effectiveness analysis to support business cases and approval processes.

This capability helps Defence agencies, State Governments, Primes and SMEs align investment with strategic priorities, demonstrate value for money, and understand the regional and national economic impacts of Defence programs.

ECOSYSTEM CONNECTOR AND CAPABILITY SUPPORT LINKING DEFENCE INDUSTRY FOR SUCCESS

Prominence provides advisory support for organisations navigating nuclear enterprise planning and AUKUS Pillar II requirements:

- linking SMEs, technology firms, manufacturers, primes and specialist partners to improve bid success, program access and supply chain resilience
- supporting new market entrants and dual-use technology firms entering the Australian market
- grant application preparation, contract negotiation and commercial advisory
- project delivery, government engagement representation, feasibility studies and domestic sustainment strategy implementation.

This capability is particularly valuable for mid-market firms that need disciplined external support to scale and compete for major Defence programs.



Who we work with

Prominence serves three primary client segments across the Defence ecosystem. Each engagement is tailored to the specific operating context, strategic priorities and capability requirements of the client.

Defence organisations

Groups, Services and program offices requiring independent advisory, assurance, governance uplift, reform support, workforce development and acquisition advisory — where internal capacity is constrained or independence from internal consulting models matters.

- Capability planning and acquisition support.
- Independent program health checks and assurance.
- Governance and operating model uplift.
- Workforce and culture advisory.
- Psychosocial safety and leadership development.

OPERATING AT THE INTERSECTION OF DEFENCE, INDUSTRY AND GOVERNMENT

Prominence understands how Defence objectives intersect with state priorities for economic development, workforce, infrastructure and industry policy. We help translate Defence requirements into clear, defensible propositions that stand up to government scrutiny and assurance processes.

SMEs and new market entrants

Companies too small to carry complex strategy and workforce functions internally, but large enough to need disciplined external support to scale, win contracts and access Defence programs. Including dual-use technology firms, sovereign manufacturers and international entrants.

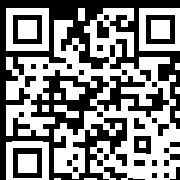
- Capability planning and acquisition support.
- Strategic plan and business development advisory.
- Grant application and contract support.
- Bid maturity and tender preparation.
- Workforce capability uplift.

Prime contractors

Defence primes and major subcontractors needing specialist workforce, supply chain and strategic advisory support — particularly for upcoming tenders, program transitions or sovereign capability scaling.

- Capability planning and acquisition support.
- Workforce strategy and psychosocial risk (Conductor).
- Supply chain risk management and de-risking.
- Technical expert development (Expertunity).
- Governance and ESG advisory.
- Bid strategy and capture support.

PROMINENCE IS ISO9001 QUALITY MANAGEMENT CERTIFIED BY BSI UNDER CERTIFICATE NUMBER FS523145



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