Table of Contents

1 Netstrata Research Summary

Research Methodology: This summary synthesizes 292 blog posts from Netstrata's website (2009-2025), comprehensive conversation notes from November 4, 2025 meeting, and technical analysis of NSW regulatory requirements. All claims are cross-referenced with source materials.

1.1 Part 1: Company Context & Industry Position

1.1.1 Market Position

Industry: NSW strata management (body corporate administration for multi-unit residential and commercial properties)

Scale: 2,000+ strata schemes under management, making Netstrata the largest organically-grown strata management company in NSW

Key Differentiator: Organic growth (not acquisition-based consolidation like many competitors)

1.1.2 Business Model - Multiple Divisions

Netstrata operates as an integrated service provider across multiple revenue streams:

1. **Strata Management** (core business): Body corporate administration, AGM coordination, levy collection, compliance management
2. **Insurance**: Broker services for building insurance, public liability, office bearers insurance
3. **Law Firm**: In-house legal services (defect claims, dispute resolution, by-law enforcement)
4. **Accounting**: Financial services including tax preparation
5. **Trade Services**: Building maintenance and repairs (coordinated through 3Reach)
6. **Valuations**: Property valuation services
7. **Offshore Operations**: Separate company handling non-client-facing operational work

This vertical integration creates operational efficiencies and revenue diversification that pure strata managers lack.

1.1.3 Recent Industry Context & Challenges

Insurance Crisis (2022-2025):

- 20%+ annual premium increases industry-wide
- Complex building defect claims driving underwriter exits
- Fire safety compliance reforms adding cost pressure
- Netstrata's broker expertise helps clients navigate market

NSW Regulatory Reforms (2024-2025):

- Electronic record-keeping mandated from June 11, 2024
- Fire safety compliance (AS1851-2012 standard)
- NSW Strata Hub annual reporting requirements (within 3 months of AGM)
- Penalties up to $110,000 for non-compliance

1.1.4 Leadership Structure

Executive Leadership:

- **Ted Middleton**: Founder and Chairman of the Board
- **Stephen Brell**: Managing Director (oversees all business divisions)

- Also President of Strata Community Australia (NSW) - industry leadership role
- **Andrew Tunks**: Chief Operating Officer (promoted 2025)
  - Previously Training & Development
  - Mandate: “operational efficiency, continuous improvement, innovation”
  - Manages strata management, valuations, and trade services divisions
- **Helen**: Chief Financial Officer (3rd most senior executive)

IT/Software Leadership:

- **Tom Bakani**: Head of Software Operations
  - Manages proprietary software development team
- **Epitacio Neto**: Head of IT Infrastructure
  - Manages hardware, cloud systems, office migration

HR Contact:

- **Cheryl Williams**: HR Manager (primary contact for employment discussions)

1.1.5 Awards & Industry Recognition

- **5 consecutive wins**: Strata Management Business of the Year (Strata Community Australia NSW)
- **SCA NSW President**: Stephen Brell holds industry leadership position
- **UDIA Awards Partnership**: Netstrata sponsors awards for excellence in development
- **Regional presence**: Finalist in 2023 Illawarra Business Awards

1.1.6 Company Culture Indicators

From 292 blog posts analyzed:

- Strong community involvement (charity events, sponsorships)
- Long-tenured staff (30+ year industry veterans)
- Regular team events and celebration culture
- Transparent communication during crisis (McGrathNicol review)
- Research-based approach to fire safety (sprinklers + smoke alarms advocacy)

1.2 Part 2: Software Strategy & Three-Phase Roadmap

1.2.1 The Proprietary Software Investment

Investment: $12-14 million over approximately 10 years (2006-2025)

Development Timeline:

- **2006-2011**: External contractor development (ran out of money)
- **2011**: Hostile takeover - acquired the failing software company
- **2015-2016**: Decision to completely rebuild (cloud-based architecture)
- **2024**: Major milestone - "very expensive and very disruptive" change, began capitalizing costs
- **2025**: Fully functional, running in tandem with legacy system
- **2026**: Expected completion (end of year target)

Current Operational Status:

- Fully functional for internal use across 2,000+ schemes
- Running parallel to legacy system during transition
- Not yet ready for external customers

1.2.2 Competitive Advantage Philosophy

Why the Software Matters (Ted's words):

> "One of our most valuable assets… will be our software"
>
> "The only software that's been written by people who do the work… All the other software is stuff that's been written for us by our suppliers."

Strategic Protection:

- **Not commercializing in NSW**: "We don't want to share with our competitors" - protects competitive advantage
- **No advertising**: Despite $12-14M investment, software capabilities kept quiet
- **Internal moat**: Portfolio-scale NSW compliance automation competitors "can't do"

1.2.3 Key "Impossible" Capabilities Research

Analysis of Ted's comment about competitors wondering "how the hell are they doing that?" **suggests** the following capabilities (inferred, not confirmed features):

1. **Portfolio-Scale NSW Strata Hub Automation**: Automated bulk upload of 2,000+ schemes with schema-accurate mapping within regulatory deadlines (AGM + ≤3 months)
2. **Real-Time Trust Accounting**: End-to-end control with per-scheme subledgers, daily reconciliations, automated levy cycles, arrears escalations under NSW audit rules
3. **Rules-Based Document Automation**: One-click generation of AGM packs, Section 184 certificates, by-law inserts using NSW-specific data models with 7-year retention compliance

4. **Electronic Voting with NSW Compliance**: Pre-meeting + in-meeting voting engine encoding Regulation 2016 constraints (election exclusions, weighted voting, motion dependencies)
5. **Portfolio-Wide Fire Safety Automation**: AS1851-2012 service tracking, AFSS deadline calculation, evidence vault integration across 2,000+ buildings

Why Competitors Can't Replicate:

- Designed by practicing strata managers (not generic PM software vendors)
- Decade of encoded NSW regulatory knowledge
- Immutable audit logs and event-sourcing architecture
- Government API integrations (Strata Hub, council portals)

1.2.4 Three-Phase External Rollout Strategy

Phase 1 (Priority through 2026): Complete the Software

- Hit end-2026 completion milestone
- Tom Bakani's software team finalizing development
- Support Andrew Tunks' operational efficiency mandate
- Get to "ready for external customers" state

Phase 2 (Current Blocker): Western Australia Migration Readiness

- **WA Customer Context**: Former user of old Netstrata software "hell-bent" to migrate to new platform
- **Current Blocker**: "We're not ready for them yet"
- **Readiness Requirements**:
  - Migration infrastructure (data conversion, validation, rollback)
  - Training materials and documentation
  - Support systems for external customers
  - Onboarding workflows

Phase 3 (Post-2026): Broader External Offering

- **Geographic Strategy**: Offer to non-NSW markets only (protect competitive advantage)
  - Western Australia (first test case)
  - Potentially other states/countries
  - **NOT NSW**: "We don't want to share with our competitors"
- **Business Model - Freemium "Give It Away"**:
  - No license fees for cut-down version
  - **"Strings Attached"**: Users must engage with another Netstrata company service
  - Training and support would have fees
  - **Not SaaS commercialization**: This is strategic market expansion, not software-as-a-service business

- **Strategic Intent**: Expand influence to non-competing markets while protecting NSW competitive moat

1.2.5 Why This Strategy Makes Sense

Industry Sophistication Reality (Ted's observation):

> "You're reading too much sophistication into the industry… It's not a very sophisticated industry."

Translation: Strata management is fundamentally about compliance, administration, and operational efficiency - not about cutting-edge SaaS features. The software's value comes from encoding NSW regulatory knowledge and automating repetitive compliance work at portfolio scale.

Competitive Moat Value: Portfolio-level compliance data provides negotiating leverage for insurance premiums (critical during 20%+ annual increase crisis).

1.2.6 AI-Augmented Development as Competitive Advantage

Current State of Strata Software Market:

The strata management software landscape is dominated by generic property management systems built by external vendors without domain expertise. Competitors like Strata Master, :Different, and others face the same challenge: software built "for them" rather than "by them."

Netstrata's Existing Advantage: Software written by practicing strata managers who understand NSW compliance deeply. This is already a significant moat.

Additional Leverage Opportunity: Modern AI-augmented development practices.

Why This Matters Now:

1. **Acceleration Toward End-2026 Completion**: AI coding agents can significantly accelerate development velocity on remaining features, testing, and documentation. Tasks that historically took days can be completed in hours with systematic AI-augmented workflows.
2. **Code Quality Protection for $12-14M Investment**: AI-assisted code review, test generation, and refactoring help maintain consistency across Tom Bakani's team. As the codebase approaches completion, quality assurance becomes critical—AI tools excel at catching edge cases and maintaining architectural consistency.
3. **Documentation and Knowledge Transfer**: AI-assisted documentation generation ensures the decade of encoded NSW regulatory knowledge is systematically captured. This protects institutional knowledge and facilitates team scaling.
4. **Competitive Timing Advantage**: Strata software competitors are unlikely to be using cutting-edge AI development practices. By adopting these methodologies now (2025-2026), Netstrata gains 12-24 months of velocity advantage while competitors catch up to tools that are still emerging.

5. **WA Migration Readiness Acceleration**: Phase 2 migration infrastructure (validation scripts, documentation, training materials) benefits significantly from AI-augmented workflows. Tasks like migration guide generation, edge case testing, and support documentation creation are ideal AI tool applications.

Industry Sophistication Reality: Ted's observation that "it's not a very sophisticated industry" actually strengthens this opportunity. Strata management isn't about cutting-edge features—it's about operational efficiency, compliance accuracy, and reliability. AI coding agents excel precisely at these fundamentals: systematic testing, consistent documentation, thorough validation, and rapid iteration on operational workflows.

Risk Mitigation: Unlike speculative AI features for end-users (which would be hype), AI-augmented **development practices** are proven methodologies with measurable productivity gains. This isn't about adding AI capabilities to the software—it's about using AI tools to build better, faster, and more reliably.

Team Capability Building: Knowledge transfer on modern development practices strengthens Tom Bakani's team long-term. Even after software completion, these capabilities accelerate future maintenance, feature additions, and external rollout work.

1.3 Part 3: Where I Could Contribute Across Three Phases

1.3.1 Understanding the Opportunity

This is **employment** to join Tom Bakani's software operations team, not external advisory consulting. The focus is on **capability and business fit**, contributing to existing priorities rather than proposing new directions.

1.3.2 Phase 1 Contribution (2026 Priority): Software Completion

Objective: Help Tom Bakani's team hit end-2026 completion milestone on time

Relevant Expertise:

- **Cloud/Automation**: Modern Python tooling (uv), containers (Colima + Docker), infrastructure-as-code patterns
- **Production Reliability**: launchd/systemd supervision, crash detection, auto-reload (100ms) - enterprise-grade operational patterns
- **Rapid Iteration**: Fast prototyping and deployment (MVPs in days, not months)
- **API Integration**: Experience orchestrating multiple third-party services

Potential Support Areas:

- Accelerate feature development velocity (Tom's team bandwidth)
- Improve deployment automation (cloud migration completed 2024)
- Support Andrew Tunks' operational efficiency mandate with workflow automation
- Modern Python patterns (uv package management, PEP 723 self-contained scripts)

Approach: Team member joining existing efforts, not auditor evaluating work

1.3.3 Phase 2 Contribution (Current Blocker): WA Migration Readiness

Objective: Solve the "we're not ready yet" blocker for WA customer migration

Relevant Experience:

- **Migration Infrastructure**: Built customer migration tools at previous roles
  - Data transformation (legacy formats → modern schemas)
  - Validation systems (automated integrity testing)
  - Rollback mechanisms (safe deployment with recovery)
  - Documentation generation (automated migration guides)

Specific Contribution Areas:

- **WA Data Migration Scripts**: Convert WA customer's legacy data to new platform schema
- **Validation Framework**: Automated testing of migration accuracy (scheme data, financial records, historical minutes)
- **Support Documentation**: Training materials for WA customer onboarding
- **Deployment Automation**: Reproducible rollout procedures

Success Metric: WA customer successfully migrated and operational (test case for Phase 3 expansion)

1.3.4 Phase 3 Contribution (Post-2026 - if still contributing): External Rollout Infrastructure

Objective: Build productization infrastructure for broader non-NSW market offering if still engaged at this phase

Relevant Expertise:

- **Packaging & Distribution**: Deployment automation for external customers
- **Freemium Mechanics**: Usage limits, feature gating, upgrade paths (if needed)
- **Support Infrastructure**: Issue tracking, documentation systems, monitoring
- **Update Management**: Version control, backward compatibility, migration paths

Strategic Alignment:

This is NOT about:

- Building SaaS platform features
- Creating marketplace commercialization
- Sophisticated software business operations

This IS about:

- Making the software deployable to non-NSW markets

- Creating support systems for external users
- Enabling the “give it away with strings” distribution strategy
- Protecting NSW competitive advantage while expanding influence

Timing: Post-2026, after Phase 1 completion and Phase 2 WA validation

1.3.5 Technical Philosophy Match

Business-First Approach:

- Automation should save measurable time (hours → minutes)
- Technology serves operations (not technology for its own sake)
- No AI hype without production evidence
- Focus on reliability and maintainability

Cultural Fit with Andrew Tunks’ COO Mandate:

> “Operational efficiency, continuous improvement, innovation”

Alignment with Ted’s Software Vision:

> “Only software written by people who do the work”

My technical background (production systems, automation, Python/Rust tooling) combined with willingness to join Tom’s team as a **contributor, not auditor** aligns with this practitioner-driven approach.

1.3.6 Team Contribution Indicators

Phase 1 Contribution: Support end-2026 completion milestone achievement

Phase 2 Contribution: Enable WA customer migration to operational status

Phase 3 Contribution: Support cut-down version deployment to non-NSW market with necessary infrastructure

Overall Team Success: Help Netstrata protect its $12-14M software investment and competitive moat while enabling strategic expansion to non-competing markets