

Rebecca Speirs

+61 (0) 4 785 388 14
rebecca@adaptandimprove.com.au

Perth, Western Australia
linkedin.com/in/rebeccaspeirs

Digital Business Partner Driving Tech-Enabled Business Change

Strategy | Agile Delivery | Digital Transformation | Cyber Security | Integration | Energetic Problem Solving

I excel at guiding organisations through complex IT & business transformation initiatives. As a Chartered IT Professional with over 25 years experience, I specialise in fostering clarity and building alignment among stakeholders for effective decisions. My experience includes Mining, Banking, FinTech, SaaS, and Government. My unique value lies in bridging the gap between complexity and clarity. I translate intricate challenges, in often ambiguous contexts, into pragmatic strategies and actionable plans, to ensure everyone is aligned on purpose, priorities and what success looks like. I leverage visualisation and Agile delivery expertise to simplify complex information, bridge the gap between strategic vision and tangible results, and drive successful change adoption.

Qualifications & Professional Development

- Cyber Security | [CompTIA Security+](#) & [Network+](#) certified, currently studying [CompTIA PenTest+](#)
- [Leadership Program 2024](#) | McCarthy Mentoring/Surf Lifesaving Australia
- From Hidden Talent to Visible Leader | [Elevate Group](#)
- Business Networking | [Powersuit](#)
- Governance | [Swimming WA](#)
- Chartered IT Professional | [BCS - the Chartered Institute for IT \(UK\)](#)
- Business Analysis, Systems Analysis, Rapid Application Development | [BCS Diplomas](#)
- AI certifications | [Google AI Essentials](#) & [Prompting Engineering](#), Pendo [AI for Product Management](#)
- Facilitation | [ICAgile Agile Team Facilitator](#) certified
- Project Management | [ISEB IS Project Management](#) certified
- Product | Co Lab [Equitable Product](#) & Pendo [Product-led](#) certified, [Product Rebels](#) 12-week bootcamp
- Agile Delivery | Certified [Scrum Product Owner](#), [Scaled Agilist \(SAFE\)](#), & [DSDM Agile Practitioner](#)
- Enterprise Architecture | [Solution Architecture Fundamentals](#)
- Data | [Power BI Essentials](#) certificate
- UX/UI | [Mobile UX](#), [Gamification](#), [Information Visualisation](#), [Dashboard Design](#)
- Geographical Information Systems | [Introduction to Arc GIS](#) & [Essential Arc GIS Workflows](#)
- Degree | [BSc \(Hons\) in Geography](#) | Durham University (UK)

Core Skills & Experience

Strategic Planning, Leadership, Digital Transformation, Agile Methodologies, Business Analysis, Product Management, Project Management, Stakeholder Management, Change Management, Solution Design, Cyber Security, Artificial Intelligence (AI), Process Optimisation, Risk Management, Feasibility Analysis, Business Cases, Benefits Realisation Planning, Scoping, Systems Analysis, Systems Integration, Migrations, Cloud Solutions, Workshop Facilitation, Microsoft Power BI, Mining, Banking, FinTech, Government, SaaS, Enterprise Architecture, Lean Six Sigma, User Experience (UX), API Development.

Experience

Adapt & Improve Consulting

Perth, AU

Director & Principal Consultant

2023-present

Clients:

Woodside Energy

Digital

Jan-May 2025

- Leading programme of digital initiatives from scoping to production
- In first 90 days:
 - delivered two projects with successful handover to BAU
 - scoped and presented another project to a decision gate, achieving approval to proceed to build
 - streamlined monthly reporting for an enterprise dashboard programme, reducing time input by 50%

Cyient Consulting

Project Manager

Jan-May 2025

- Project managing asset management coaching programmes for two projects in copper mines in the Democratic Republic of the Congo:

"Rebecca played a pivotal role in shaping the program's early success. She managed the Master Project, designed and facilitated a well-structured project scoping workshop that aligned our internal team around key objectives, clarified deliverables, and set the tone for a disciplined execution approach. Throughout the program, she brought consistency, organisation, and clarity to a dynamic and challenging engagement. Her ability to manage stakeholders, track progress, and communicate effectively — all while working from home across multiple time zones — was a testament to her professionalism and capability.

Rebecca is a sharp, reliable, and solutions-focused project leader. I'd be glad to work with her again."

Michael Fioravanti, Program Lead

Health Support Services

Cyber Security Analysis & Solution Design

Feb'24-Jan'25

- Western Australia's largest network security programme involving critical upgrades to hospitals and health service sites across the state. My role involved:
 - Solution designs for the facilities upgrade workstream
 - Vulnerable asset discovery and network traffic analysis for the security workstream
- Project manager commended visual workflow solution I initiated "your contribution to the project and team have been invaluable" - [view case study](#)
- During this assignment I evolved my security skills with the following certifications: ISC2 Certified in Security, CompTIA Security+

Core Lithium

Investment Decisioning

Integration Lead

Oct'23-Jan'24

- Led collaboration across studies/explorations teams - [view case study](#)
- Led workshop to decide mine sequencing across a province. Elicited 'directionally correct' assumptions on ore bodies, timelines, and infrastructure requirements and co-created a visual 'mud map' for rapid understanding of constraints. This enabled us to calculate lead times, mine lifecycles and create a sequencing plan
- Led two-day strategy workshop resulting in team alignment:

"You did a great job facilitating under difficult circumstances where we had to take the team through the change process at the same time. We achieved the desired outcomes – to align the team and pivot thinking towards large discoveries and prioritised study focus."

Pierre Malan, General Manager, Exploration & Development

Lotterywest

Senior Product Manager

May-Sep'23

- Led the web product team for the play online roadmap
- Served on the digital strategy leadership team
- Identified opportunities to improve the efficiency and effectiveness of the web team. Results: within a few weeks delivery velocity doubled and the team fast-tracked maturity, becoming largely self-managing.
- These outcomes facilitated progressing additional strategic initiatives for the Digital leadership team - [view case study](#)
- Digital team feedback:

"Strong planning skills and ability to align deliverables to strategic pillars."

"Strong analysis skills and ability to utilise data to inform business decisions."

"Ability to identify opportunities to improve efficiency/effectiveness in Agile teams."

WK Digital

Product Discovery

April-May'23

- Discovery and scoping contract for two client projects in mining and healthcare. Client feedback:

"Rebecca has a depth of experience in the analysis of software development that was extremely helpful for us with two very high profile clients. The high quality of her work is matched only by her excellent engagement and communication with the client."

Amanda Rogers, Managing Director, WK Digital

Lendi Group

AU/NZ Remote

Senior Product Manager

2022-2023

- End-to-end ownership of strategic roadmap for [aussie.com.au](#) & [lendi.com.au](#). Scoped delivery pipeline and led product team to deliver continuous improvement - [view case study](#)
- In pressured timeframes, led a successful website migration, including complex systems integration, as part of a post-merger

transformation for aussie.com.au to consolidate platforms. Results post-launch included 140% increase in new customer enquiries

- Initiated a user research program to better understand and prioritise customer needs for the post-transformation product roadmap
- Initiated a cross-functional dashboard across several product areas
- Evolved the product roadmap

Nomos One

NZ Remote

Product Manager

2021- 2022

- Nomos One is a B2B SasS startup with a vision to provide effortless lease accounting
- Led the lease management workstream, webinar presenter
- Defined a 'minimum lovable product' on a new platform, enabling the company to scale - [view case study](#). The company was subsequently acquired by *Global Leader EXA capital*

Zespri International

Tauranga, NZ

Digital Business Analyst

2020-2021

- Led visioning and strategy definition for the new Grower & Innovation team (kiwifruit)
- Interviewed growers for a service design initiative
- Leading decisioning on reporting product pivot - [view case study](#)

Craigs Investment Partners

Tauranga, NZ

Digital Business Analyst

2018-2020

- Led strategic review of Digital Onboarding and future state vision
- Scoped a transformation to enable self-service portfolio trading online, including scoping the required APIs to integrate an external trading platform - [view case study](#)
- End-to-end ownership of strategic roadmap for digital portal launching on time, to scope, and \$300k under budget - the executive sponsor noted my expertise fundamental to success:

"This was the best Agile project I have seen at Craigs"

Independent Consultant

Wellington, NZ

Consulting Business Analyst

2013-2018

Clients:

Bank of New Zealand

- Designed/delivered lending decisioning solution
- Defined complex business lending scenario across entities, enabling delivery of 60% auto-decisioning, up from 1%
- Commended for collaboration by stakeholders - [view case study](#)

Kiwibank

- Designed solution integrating Xero & Kiwibank payment services

- Commended by Xero for proactive scenario analysis of token states across systems, enabling Xero to identify solution gaps early on, preventing costly delays - [view case study](#)

Financial Markets Authority

- Designed the licensing application and case management web solutions for financial service providers such as derivatives issuers - commended for my facilitation skills

Ministry of Business, Innovation & Employment (MBIE)

- Defined product roadmaps for the Science & Technology investment process redesign, and Immigration NZ for a CRM service and to assist high value investors

Tenzing

Wellington, NZ

Management Consulting 2010-2013

Client: **Inland revenue**

- Co-led a work stream to deliver a Lean 'Deep Dive' on individual income tax processing, which identified levers for improvement - commended for my collaboration skills, enabling the team to deliver key reports on time

Client: **Bank of New Zealand**

- Led an analysis stream to deliver process improvements for a major lending project

Kiwibank

Wellington, NZ

Senior Business Analyst 2007-2010

- Business banking process improvements and change management - 'Ka Pai' award and 'Business Banking Champion' for improvements to lending and account control reports.
- Leadership, public speaking, and Six Sigma Green belt training
- Migrated lending portfolio from HSBC
- Sole analyst for the 'Free Up' product launch, an everyday account

Pre 2007

Business/Market Analyst in financial services & mobile telecoms

London, UK

Volunteering & Interests

Sports & Outdoor Adventures

Triathlon - NZ rep for age group [world champs](#), ride leader for [South Perth Rouleurs](#) cycling club, gravel/mountain biking and ocean swimming

Surf Lifesaving

Volunteer Surf lifeguard at Fremantle SLC, Inflatable Rescue Boat driver

Fremantle Triathlon Club

Designed/built club's new [website](#)

ProductTank Tauranga (NZ)

Founder and event director, events streamed to [Mind the Product YouTube](#)

Property Investing

Working with a strategist to build an interstate asset base

References upon request

See also recommendations on [LinkedIn](#) and client reviews on my website: adaptandimprove.com.au/reviews