

Working at Birdsall



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About Birdsall



Birdsall are a group of innovative companies with a 50 year track record of delivering environmental & energy solutions to our clients.

Innovation is at the heart of our culture, and it is crucial to our continued development & success.

The current climate provides the opportunities to fuse innovation and technology into our services making this an extremely exciting time.

We are incredibly proud of our heritage, track record and success, which has seen the business continue to grow and evolve annually delivering ever greater value to our clients.

Birdsall History

Our History



1970's

Birdsall Air Conditioning was formed in May 1975 by refrigeration engineer Barry Birdsall. Initially, the company provided air conditioning services, then expanded into providing design and new installations. Within five years the company had grown into a team of ten people.



1980's

Our first major innovation was the establishment of a market for CFC-free air conditioning as a genuine green alternative to conventional a/c using harmful CFC's as their refrigerant. We utilised an American product called Arkla-Serve and became the UK distributor. It was a struggle at first but in time became a great success.

We established the gas air conditioning market as an alternative to electric powered air conditioning. In Milton Keynes we set up the UK's first Gas Air Conditioning Centre in partnership with British Gas to provide training and product demonstrations.



1990's

Our next big innovation was to play a key part in establishing the CHP-Absorption market, today known as tri-generation (Combined Heat & Power & Cooling). This concept enabled customers to significantly reduce their carbon footprint as well as reduce their energy and operating costs.



1995

In 1995 we played a leading role at the BBC Television Centre in designing, installing and maintaining what was then the largest CHP system in the UK. The system provided 6MW of power, 2MW of cooling. Our particular speciality was the absorption cooling.

We also found time in the 90's to establish our own heating team which completed our HVAC credentials.

2017

In 2017 Birdsall launched its Energy Services team, serving a niche but growing market in District Energy Networks. Our optimisation model had proven an instant success in this market where efficiencies were key to a successful energy centre operation. Within this first year, we were operating and maintaining 15 energy centres.



2010's

Following the 2008 recession, this decade was very much about efficiency and cost-cutting, a trend that became the norm.

To address this situation Birdsall researched all the actual owning costs of a building and devised a strategy to help customers improve efficiency and reduce owning costs both in the short term and in the long term. We invested in performance and monitoring technology to enable us to develop our Building Optimisation Maintenance Model.

This period saw significant growth in the companies sales and personnel.



2000's

Many of our customers required more than just HVAC services which led us to establish our mechanical and electrical services credentials which became known as our Building Services team.

Our next innovation was to establish a proactive maintenance model as a more advanced and intelligent design to the standard reactive and planned maintenance model. It was a success with many large clients such as the British Film Institute and Southampton Solent University investing in it.

This period saw significant growth in the companies sales and personnel.



2019

In 2019 Birdsall formally launched its R&D Programme named 'Smarter Buildings' with a healthy budget.

2020's

Birdsall commenced the 20's as one of the most innovative and profitable businesses in our industry. Investments made in the previous decade have paved the way for an exciting period of growth and opportunity.

We plan to be at the forefront of innovation to deliver smarter buildings utilising technology, analytics and data management.



2022

2022 Birdsall formally launched the Birdsall Academy to deliver training for every employee.

Our apprenticeship training programme is also operated through the Birdsall Academy.



2024

In 2024 Birdsall reached 100 employees and launched Birdsall Decarbonisation Ltd at the EMEX Exhibition.



2025

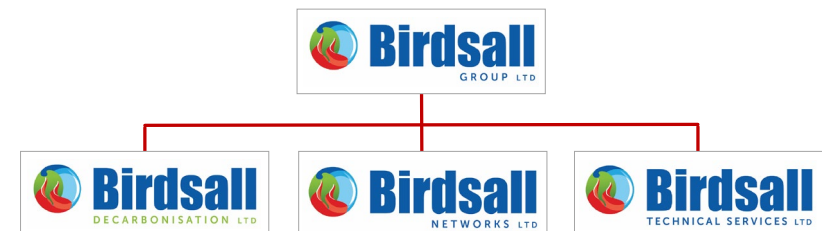
Birdsall celebrated 50 years in business by launching a third business, Birdsall Technical Services and rebranding BSL into Birdsall Networks Ltd.

Birdsall Companies

Birdsall Group Ltd incorporates three specialist engineering companies.

- ✓ Birdsall Decarbonisation Ltd
- ✓ Birdsall Networks Ltd
- ✓ Birdsall Technical Services Ltd

Each company has established a reputation for engineering excellence and experience.



Birdsall Decarbonisation Ltd



Birdsall Decarbonisation Ltd specialises in commercial heat pump technology; air source, water source, ground source and waste heat recovery.

Our specialist services enable heat networks and buildings transition to low-carbon heating & cooling solutions.

Birdsall Decarbonisation Ltd focusses on:

- ✓ Heat Network Decarbonisation projects
- ✓ Public and Commercial Decarbonisation Projects
- ✓ Low Density Network Heat Pump projects

With a clear growth and financial strategy and specialist expertise and experience, Birdsall Decarbonisation Ltd is on the path to long-term success and profitability.

Birdsall Networks Ltd

Birdsall Networks Ltd is a leading Heat Network O&M in London and is a leader in the growing Heat Network industry, leveraging technologies, innovative service models and strong industry relationships.

Birdsall Networks Ltd incorporates four business units:

- ✓ Heat Network Services
- ✓ Heat Interface Services
- ✓ Optimise Services
- ✓ Commissioning Services

With a clear growth and financial strategy and technological advancements, Birdsall Networks Ltd is on the path to long-term success and profitability.



Birdsall Technical Services Ltd

Birdsall Technical Services Ltd (BTS) specialises in technical services solutions.

Our strategy is to drive operational efficiency, expand market reach, and pioneer new service models by integrating remote monitoring, analytics and AI to deliver predictive maintenance.

Our technical services include:

- ✓ Air Conditioning
- ✓ Air Quality
- ✓ Heating
- ✓ M&E
- ✓ Managed Services
- ✓ Optimisation
- ✓ Commissioning
- ✓ Projects

BTS aims to redefine Building Services and HVAC and is primed for accelerated growth.



Birdsall Values

FAMILY	EMPOWERMENT	ENVIRONMENT	INNOVATION	PROFESSIONALISM
We operate our business through teamwork, incorporating family values of loyalty, trust, respect and support.	We encourage initiative from all staff to improve and develop our services and relationships.	We continue to put sustainability at the core of our services and behaviours to ensure our future.	We put innovation at the centre of our business, crucial to our continued development and success.	We strive to achieve the highest standards, through training and development, delivered by proud and professional people.
We consistently show our appreciation and consideration to our colleagues and customers.	We trust our colleagues to make decisions within agreed parameters.	We will regularly challenge our activities to help reduce our carbon footprint.	We encourage and embrace new ideas and innovations.	We support each other to improve and develop our abilities and potential.
We listen to and value the contributions of our colleagues.	We encourage active contribution to the performance, development and engagement of our colleagues.	We will be proactive in helping our customers reduce energy consumption and improve sustainability.	We collaborate with each other and the industry to achieve the very best results.	We value development and improvement and the creation of opportunities and progression.
Safety at work is paramount, for our colleagues, partners and customers.	We encourage decisions to be made by those closest to the data as a trusted advisor to our customers.	We will be early adopters and promoters of sustainable alternatives.	We invest in R&D and creative thinking to achieve new solutions.	We consider engineers as trusted advisors to our customers and they behave accordingly.
Loyalty is paramount to our organisation and something we hold dear.	Pride & satisfaction in a valued contribution to a successful business.	We will invest in, develop and deliver more sustainable services.	We invest in quality tools and technology to deliver innovative and valued services.	We embrace change through new ideas and improvements, obtaining the buy-in from our colleagues.
We help and support each other creating a positive environment.	Being empowered and empowering others to make decisions within agreed parameters.	We will challenge our customers, partners and suppliers to be more sustainable.	We consider value through innovation.	Delivering value to our customers is our constant objective.

Our values and culture have remained consistent for over 50 years.

Birdsall strive to exceed expectations, drive and embrace positive change and nurture a culture where passion, purpose and loyalty combine to create extraordinary value.

Birdsall People



People are the heart of our organisation and the services and value we deliver to our clients.

Birdsall today employ approximately 100 people who are the heart of Birdsall and all the services we deliver.

Our engineers, managers and administrators are all essential in our mission to deliver value to our clients.

Your Health & Safety

Your health and safety and wellbeing aren't just priorities, they're integral to Birdsall's culture.

We maintain stringent protocols to ensure you work safely and in a healthy environment.

Your safety is our top priority, and we continually strive to create a supportive environment where you can thrive and return home safely each day.



Your Training



Your training is provided throughout your career through the Birdsall Academy.

This is an important investment by Birdsall that enables you to develop your skills and career.

The Birdsall Academy delivers the following skills training, career development and resources:

- ✓ Apprenticeships
- ✓ Engineer Training
- ✓ Team Leader Training
- ✓ Management Training
- ✓ IOSH Training
- ✓ H&S Training
- ✓ IT & AI Training
- ✓ Birdsall Library

Your Career

Birdsall believe in nurturing talent and empowering our employees to excel in their roles.

Birdsall endeavour to help our employees develop their skills, knowledge and mindset needed to thrive with continuous learning to develop careers.

In appraisals and reviews we help map out career objectives and assist in developing a career plan.

Birdsall are a growing organisation that require more skills & experience in specialist fields. It's a great place to plan, develop and realise a fulfilling career.



Your Tools & Technology



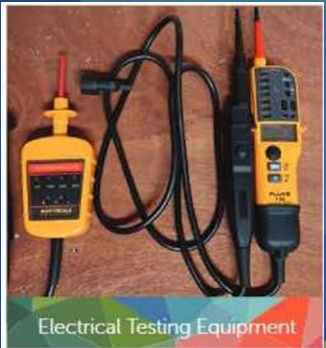
Multi Meter Electrical Tester



Gas Analyser



Climacheck Chiller Optimisation



Electrical Testing Equipment



Tablet & Phone



Flu Gas Analyser

Your tools empower you to excel in delivering your services and driving productivity and performance.

Birdsall invest in the latest tools and technology to enable you to deliver better results and service.

From cutting edge technology to simple but reliable tools, we invest in these important resources that enable you to deliver greater client value.

Your Vehicle

Your vehicle is selected with a high specification enabling you to reach your customers reliably.

Birdsall's fleet includes a range of makes and models with our most common vans being the VW Transporters & Caddy's

Your vehicle will include SatNav, tracker, automatic transmission, air conditioning and comfort seating.

You will be issued with a fuel card for fuel purchase.



Your Earnings

Your earnings will be competitive with the market, reflective of your skills, experience and contributions.

Birdsall wish to attract and retain top talent, so we endeavour to provide competitive earning potential.

Highly skilled, experienced & productive engineers can expect to achieve at Birdsall a salary and total earnings well above the standard market rates.



Managers



Managers are the backbone of our business, guiding engineering teams with their expertise and leadership.

Managers foster a culture of teamwork ensuring each team member works towards common goals efficiently.

With their experience and mentorship, they empower team members to reach their full potential, driving innovation & excellence in all aspects of our operations.

Dedication, empathy and strategic thinking define their approach, making them instrumental to our success.

Team Leaders



Team Leaders operate as the Managers Captain out there in the field. They are working engineers leading their team of engineers with their expertise and leadership.

Team Leaders foster a culture of teamwork ensuring each team member effectively fulfils their role.

With their experience and mentorship, they empower team members to reach their full potential, driving innovation & excellence in their team's service delivery.

The Team Leader role enables an engineer to learn and develop their managerial skills whilst still working as a field engineer. The next step is full time management.

Senior Engineers

Senior Engineers operate as the Team Leaders support out in the field. They are experienced engineers that support the team of engineers with their expertise.

With their experience and knowledge, they support team members to reach their full potential, driving improvement in the team's service delivery.

The Senior Engineer role enables an engineer to learn and develop their managerial skills whilst still working as a field engineer. The next step is Team Leader.



Engineers

Engineers are the life blood of our business, delivering our services and problem solving with their expertise.

Their relentless pursuit of excellence ensures that our services are sought after, delivering value to our clients and exceeding their expectations.

With their creativity, ingenuity and commitment, they are the driving force behind our business.



Apprentices



Apprenticeships have been run by Birdsall for 45 years. In that time, Birdsall we have produced hundreds of successful engineers, most of whom have built and enjoyed a successful career in engineering.

Sharing knowledge and teaching the next generation of engineer is vital to our industry, our apprenticeship programme is something that we are proud of to ensure succession for all of our companies.

Join the Team



To learn more about working at Birdsall please
contact our HR Director Lynne Culliton

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