

Working at Birdsall



A Family Company

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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-Servel 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 CHPC 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

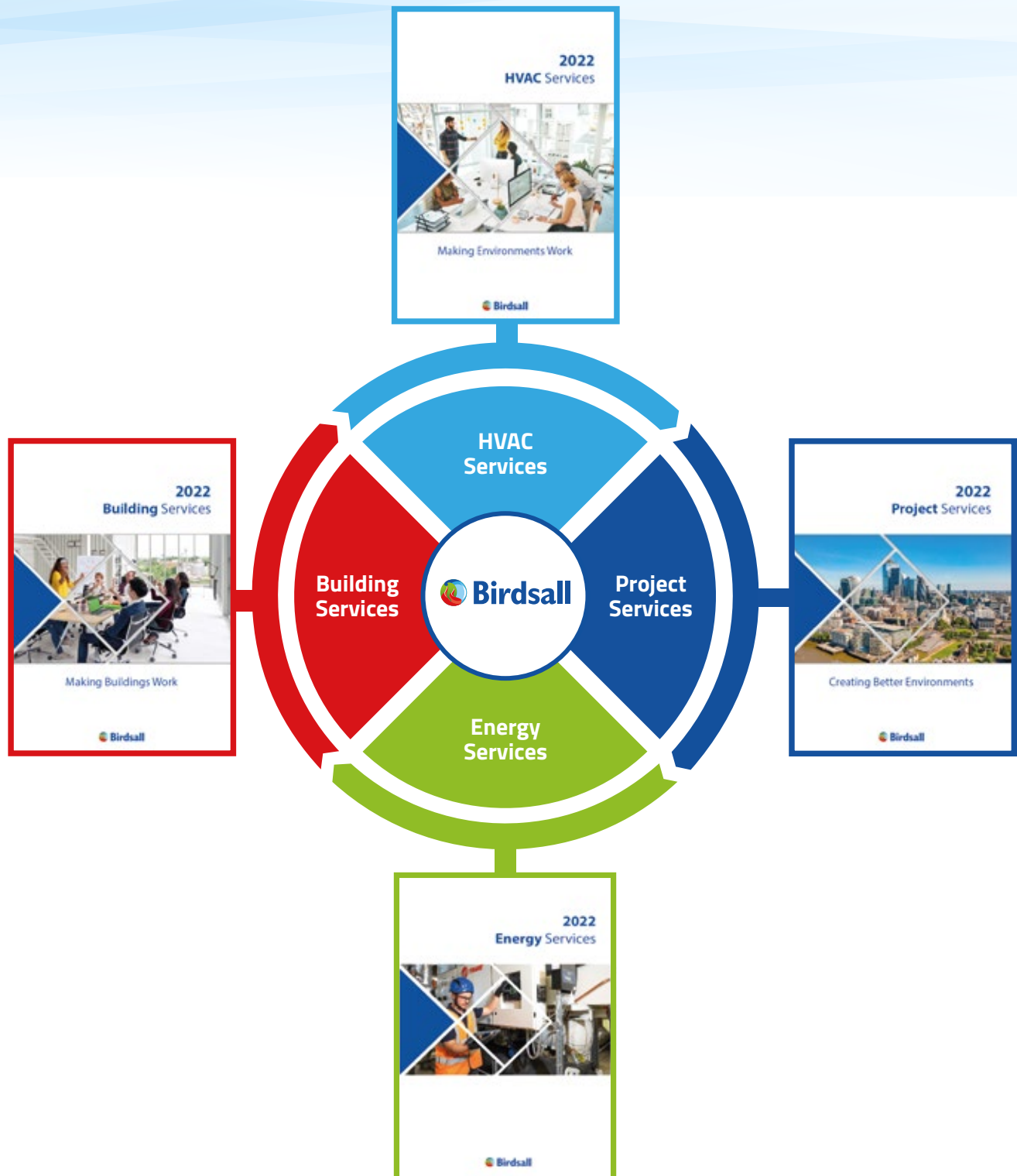
2022 Birdsall formally launched the Birdsall Academy to deliver training for every employee.

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



Our Business

Four business units make up the Birdsall company.



Offices: We operate from three offices located in Hemel Hempstead, Romford and East Grinstead.

Our Services



HVAC Services

Heating, Ventilation,
Air Conditioning &
Chiller Maintenance,
Repair and Callout
Services



Project Services

Heating, Ventilation,
Air Conditioning,
Mechanical & Electrical
Project Services



Building Services

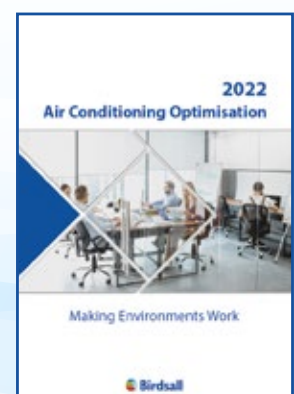
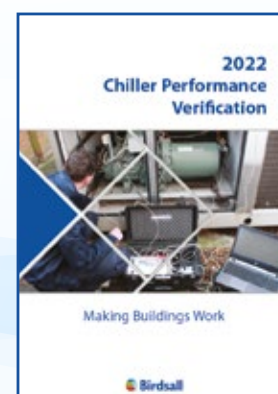
Operate & maintain all
aspects of commercial
& public buildings



Energy Services






Operate & maintain
Heat Networks &
Energy Centres

Our Optimisation Services



Our Values & Culture

Our values and culture are important to all members of the Company.
Birdsall are very much a family business where everyone is a valued member.

<div> Family</div>	<div> Empowerment</div>	<div> Our Planet</div>	<div> Innovation</div>	<div> Professionalism</div>
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 & 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

Your Health & Safety & Wellbeing

Your Health & Safety and Wellbeing is important.

Birdsall invest in the highest standards and support.



Your Training

Your training and development are important.

The Birdsall Academy is the home to all of our training programmes and is managed by our HR Director Lynne Culliton.

Through our Academy, we organise engineer technical training, health & safety training, management training as well as our improver and apprenticeship training programmes.



Engineer IOSH Training



Management Training



**Project Management Training
PRINCE2 6th Edition**



**Essential Leadership &
Management Training (ILM3)**



Engineer Technical Training



Apprentice Training

Your Career

Career as an Engineer

At Birdsall you can build your career as an engineer.

You will be encouraged and supported to continue your training to become a specialist engineer utilising and incorporating new technology into your role.

You can go further with technology by becoming involved in our internal R&D, helping the Company develop and implement new technologies into our service model.

You can continue your training into management and become a supervisor engineer.

Career as an Engineering Manager

At Birdsall you can build your career as an engineering manager.

Initially working as a supervisor engineer you can continue your training and development to become an operations supervisor, then an operations manager or a service manager.

Further training and experience in management will equip you to eventually become a senior operations manager.

Career in Sales or Account Management

We have trained engineers to move into our sales operations before.

With training you can develop your career first as a sales engineer, then as an account manager. The next steps are to move up to the roles of sales manager or senior account manager.

Apprentice

Improver

Engineer

Specialist Engineer

Supervisor Engineer

Operations Supervisor

Operations Manager

Service Manager

Senior Operations Manager

Business Unit Manager

Analyst Engineer

R&D Engineer

Specialist Supervisor

Specialist Operations Manager

Sales Engineer

Sales Manager

Account Manager



Making Environments Work



Your Tools & Tech

Birdsall invest in the latest tools and tech. All tools are listed in a database to ensure calibration dates are never missed.

We encourage the use of new tools and technology to improve our service and value to our customers. The ClimaCheck is a good example of a tool that significantly improves our service and value. Tablets and smartphones are always of a high specification.



Your Vehicle

Birdsall vans are selected with a high specification. We generally provide VW transporters and Caddy vans. Our electric vans include the Nissan e-NV200 and the LEVC VN5.



Your Earnings

Earnings at Birdsall are based upon experience, knowledge, development, endeavour and performance.

Experienced engineers should expect to achieve salary & earnings above market rates.

Salary

Experienced engineers should expect a salary above market rates.

Overtime

All engineers are provided with the opportunity to earn overtime.

We ensure we do not employ excess engineers to allow the opportunity for our engineers to regularly earn overtime. Many of our engineers earn over 25% of their salary in additional earnings.

Earnings

Total earnings including salary and overtime for the majority of our engineers are well above market rates.



Customer Sites

Birdsall work on hundreds of prestigious customer sites across the capital.



Victoria



Wembley Park



Television Centre, Shepherds Bush



Southbank Place, Waterloo



Kings Cross

Managers & Supervisors

Birdsall employ a range of managers and supervisors, including:

- Supervisor Engineer
- Operations Supervisor
- Operations Manager
- Projects Supervisor
- Projects Manager
- Service Manager
- Senior Operations Manager
- Senior Projects Manager



Air Conditioning & Chiller Engineer

Birdsall employ a range of Air Conditioning and Chiller Engineers including:

- Air Conditioning Apprentice
 - Air Conditioning Improver
 - Air Conditioning Engineer
 - Air Conditioning Projects Engineer
 - Air Conditioning Specialist Engineer
 - Air Conditioning Senior Engineer
 - Air Conditioning Supervisor Engineer
-
- Chiller Apprentice
 - Chiller Improver
 - Chiller Engineer
 - Chiller Projects Engineer
 - Chiller Specialist Engineer
 - Chiller Senior Engineer
 - Chiller Supervisor Engineer



Combustion Engineers

Birdsall employ a range of Combustion Engineers including:

- Combustion Apprentice
- Combustion Improver
- Combustion Engineer
- Combustion Projects Engineer
- Combustion Specialist Engineer
- Combustion Senior Engineer
- Combustion Supervisor Engineer



Mechanical & Electrical Engineers

Birdsall employ a range of Mechanical & Electrical Engineers including:

- M&E Apprentice
- M&E Improver
- M&E Static Engineer
- M&E Mobile Engineer
- M&E Projects Engineer
- M&E Specialist Engineer
- M&E Senior Engineer
- M&E Supervisor Engineer



HIU Engineers & Handymen

Birdsall employ a range of HIU Engineers & Handymen including:

- HIU Apprentice
- HIU Improver
- HIU Engineer
- HIU Senior Engineer
- HIU Supervisor Engineer
- Handyman Apprentice
- Handyman Improver
- Handyman
- Senior Handyman



Apprentices

Birdsall employ a range of apprentices including:

- Air Conditioning Apprentice
- Chiller Apprentice
- Combustion Apprentice
- M&E Apprentice
- Electrical Apprentice
- HIU Apprentice
- Handyman Apprentice
- Plumber Apprentice

Trades:

- Air Conditioning
- Combustion
- Electrical
- HIU
- Mechanical
- Plumbing



Join The Team

Come and have a chat to learn more about working at Birdsall

Contact our HR Director Lynne Culliton

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www.birdsall.co.uk

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Hertfordshire HP2 7TA
Tel: 01442 212 501

Romford Office

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Davidson Way, Romford,
Essex RM7 0AZ
Tel: 020 3198 6477

East Grinstead Office

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Felcourt Road, East Grinstead,
West Sussex RH19 2LP
Tel: 01442 899 543