



BLACK CAT

ANNUAL REVIEW 2025



**Celebrating
10 years of
Black Cat!**





Friends of Black Cat

A very Merry Christmas from all of us!

We've always loved giving our pals a little something at Christmas, and this year in no different. We really hope that this Christmas bundle will be enjoyed over the festive period and that you have the chance to have a fantastic break with loved ones in the coming weeks.

In years gone by we would have been unwrapping next years Beano or Dandy annual about now... as they have lost favour and been replaced by digital replicas... we thought we would bring the tradition back and do something this year in print!



In 2025 we celebrated reaching 10 years old; its been our biggest year yet and there has been great progress around the business:

- ▶ We've opened new offices in Belfast and Dublin to take us to 8 regional locations.
- ▶ Welcomed 20 of the industries top people into the business.
- ▶ Launched a new website & podcast series.
- ▶ Established Rating and M&E specialisms.
- ▶ We have delivered over 1,000 jobs for clients.
- ▶ And we've still had time to laugh (and celebrate Burnley's promotion back to the PL).

We tried to show our thanks and gratitude to the team at our away days in Devon in September... unfortunately, our unplanned words coincided with it being a tequila tasting night and it was the inevitable car crash that those that have tasted the refined tones of Jose Cuervo will understand. To all the Black Cats also receiving this box, thank you for all being brilliant.

The business continues to grow organically by word of mouth and referral. We are so grateful for your loyalty to our team and for giving us the opportunity to help you achieve your business goals.

When I look across our industry, I see opportunities to make significant improvements and to make a real difference. We're just getting started...

Here's to 2026!

Ben Golby
Director & Founder

10 years, already?

How'd that happen??

This, our tenth Christmas, we are humbled by the support the business has received – thank you! We are immensely grateful for the opportunities that have been provided to us by many of you.

Our colleagues are the best in the business; they have helped us to demonstrate that the traditional business model can be reinvented. With their support we have managed to be people-first, whilst trusting them to self manage. We have also done away with process, as we love getting sh*t done quickly for our clients – whilst enjoying ourselves. We are humbled to have been allowed to develop a business for grown-ups that is unique in what is otherwise a very traditional industry.

We have come a long way in ten years; we've managed to recreate aspects of the businesses that we left behind, whilst preserving our core values. It's great to see eight offices (more on the way), and, along with the core commercial building surveying teams, we're delighted to see the specialist complimentary teams in Façades, Rating, Cost Consultancy, Defence, Education, Healthcare, and Workplace Strategy, doing so well.

We've never had a business plan, instead we meet people, we chat and we see where the journey takes us. Every new office has simply been the result of a conversation and great people wanting to come along with us on this journey.

As to where the journey may take us, I recall a discussion with Diego Alves from our Façades team, where he shared his wisdom of 78 years. Diego explained that when you are from the UK and you love the UK, it's hard to look beyond this great country. He explained that there are huge markets beyond the UK, markets that are moving so quickly there is real excitement on continents that are just a flight away. We already have our first European office but it's hard to ignore the markets in Asia, Africa and the Middle East!

Enjoy your seasonal breaks with your families. Take some time to appreciate life and we look forward to catching up in January to see what we can achieve together.

Stephen Barnes
Director & Founder



**Founders Stephen Barnes & Ben Golby
taking care of business by manning
the bar at our annual team away week**

20 new faces in 2025!

Expanding our expertise across the UK & Ireland

It's been an unprecedented and exciting year of growth at Black Cat. We've welcomed twenty new team members across all departments, strengthening every area of our business and adding fresh energy, ideas and expertise.

This expansion reflects the growing demand for our services and the continued trust of our clients. It also marks the introduction of several new service lines, including our in-house M&E Consultancy and Rating Consultancy – further enhancing our ability to provide complete, joined-up advice across the property lifecycle.

Our newest colleagues include experienced surveyors, project managers, ESG specialists, cost consultants and designers – all sharing the same Black Cat ethos of practical, results-driven solutions delivered by people who care.

"Our growth is built on great people," says Stephen Barnes. "Bringing in such a diverse range of expertise allows us to keep evolving while staying true to what makes us different – director-level involvement, strong relationships and exceptional service."

With new talent joining every region, from Manchester and London to Dublin and Belfast, we're in a stronger position than ever to support clients across the UK and Ireland – delivering the high-quality, integrated advice that defines Black Cat.



Dominic Earley
Director

Joined: 14 January 2025

Dom joined our expanding Southampton team, bringing first-class expertise in Building Surveying across commercial, residential, education and defence sectors.



Tim Cornford
Director & London Lead

Joined: 20 March 2025

Tim joined Black Cat as London Office Lead, bringing over 20 years of asset management experience across public and private sector property portfolios.



Paddy Kane
Director

Joined: 30 January 2025

Paddy joined our team in Liverpool, bringing over a decade of experience in Building Surveying, Project Management and Technical Due Diligence.



Alan Down
Design Director

Joined: 17 February 2025

With more than two decades of design expertise and MCIAT chartership, Alan strengthens the team with proven technical insight and creativity.



Elle Owen
Team Administrator

Joined: 17 February 2025

With a background in project coordination, Elle strengthens our Southampton team with her organisational skills and enthusiasm for teamwork.



Ruth Moorhouse
Director & Head of Impact

Joined: 20 March 2025

As our new Head of Impact, Ruth brings extensive experience to drive governance, sustainability and purpose across Black Cat.



Alessia De Vita
Team Administrator

Joined: 24 March 2025

Alessia joined our Bristol team, bringing strong administrative experience, a collaborative spirit, and a passion for keeping projects running smoothly.



Alan Wales
Director

Joined: 21 April 2025

Alan joined Black Cat with over a decade of experience in Building Consultancy, Project Management and Technical Due Diligence.



Samuel Jennings
Director & M&E Surveyor

Joined: 28 April 2025

Sam joined us to lead a new in-house M&E Consultancy service – with over 17 years of building services experience across all sectors.



Jess Hand
Director & Head of Rating

Joined: 1 May 2025

Jess joined us as Director & Head of Rating, bringing over 15 years of Business Rates expertise to lead our new Rating service and help clients strategically manage liabilities and unlock value across their portfolios.



Chris Lister
Director

Joined: 21 May 2025

Chris joined us as a Chartered Building Surveyor, bringing over 12 years of experience across the commercial and public sectors, with expertise in project management, contract administration, dilapidations and technical due diligence.



Nichola Fawcett
Director & M&E QS

Joined: 2 June 2025

Nicky joined us as a Chartered Mechanical & Electrical Quantity Surveyor, bringing over 30 years of experience across multiple sectors and deep expertise in cost modelling, Net Zero strategies and renewable technologies.



Annie Gardiner
Marketing Designer

Joined: 23 June 2025

Annie joined as our Marketing Designer, bringing a Master's in Graphic Design and experience across ESG, asset management and advertising.



Oliver Turner
Director

Joined: 8 July 2025

Oli brings over 13 years of experience across commercial, retail and residential sectors – with expertise in project management, contract administration, dilapidations and fire safety.



Sean Doherty
Director & Dublin Lead

Joined: 1 September 2025

Sean leads our new Dublin office, bringing 14 years of Building Surveying experience across Ireland, the UK and Europe – delivering a full range of professional services across multiple sectors.



Eamonn Cregan
Director & Belfast Lead

Joined: 1 September 2025

Eamonn leads our new Belfast office, bringing over a decade of Building Surveying experience across the UK, Ireland and Europe, with specialist expertise in Technical Due Diligence, Dilapidations and Project Management.



Adnan Ijaz
Director & M&E Surveyor

Joined: 1 September 2025

Adnan brings over a decade of building services experience to our in-house M&E team, with expertise in surveys, planned maintenance, technical due diligence and performance specifications.



Ben Pountney
Associate Director

Joined: 8 September 2025

Ben joins us as Chartered Building Surveyor, bringing a proven track record in project management and traditional surveying – delivering everything from small repair schemes to large-scale mixed-use regeneration projects.



Ginny Ashcroft
Senior Surveyor

Joined: 13 October 2025

Ginny joins the team as a Chartered Commercial Surveyor with over 7 years' experience in property and asset management, specialising in town centre retail with institutional and public sector clients nationwide.



Sam Scarborough
Ratings Surveyor

Joined: 20 October 2025

Sam joins our Rating team, bringing valuable experience supporting local authorities with rating list accuracy. He is now applying that insight to help ratepayers with appeals and rateable value advice.

Growing together

Investing in our people & evolving to meet the changing needs of clients

As well as welcoming new faces to the business, we're equally proud of those who have grown with us. 2025 has been a year of significant internal progression at Black Cat, with promotions across all levels – from junior surveyors taking the next step in their professional journey, to directors advancing into department head roles.

These successes are not just milestones for the individuals involved, but for the business as a whole. They reflect our commitment to creating an environment where talented people can develop, lead and thrive. At Black Cat, career progression isn't a reward for time served – it's about recognising potential, performance and the positive impact our people make on their teams, clients, and the business every day.

We've always believed that our strength lies in our people. The expertise, initiative and integrity they bring to every project are what define our reputation and set us apart in the industry. As the property and construction landscape continues to evolve, our clients need partners who can adapt quickly, think strategically, and anticipate what's coming next. That's why investing in our people – and giving them room to grow – is so important.

Our sector is changing faster than ever. From the increasing focus on sustainability and net-zero strategies to new legislation around building safety and energy performance, we're supporting clients through complex transitions that often reshape the way they own, operate and invest in property. By developing our team internally, and promoting from within, we ensure our collective knowledge grows with these challenges.

"Our business evolves because our clients' needs evolve," says Stephen Barnes. "The key is to stay ahead – to anticipate those needs, sometimes before clients even know they have them. That's only possible with a team that's empowered, trusted and continuously learning."

Through structured development plans, mentoring, and opportunities to lead multidisciplinary projects, we're building a culture where progression is part of everyday life. Whether that's supporting surveyors through chartership, expanding leadership responsibilities, or encouraging cross-discipline collaboration, our goal is the same – to nurture talent that keeps us dynamic, responsive and relevant.

The result is a business that never stands still. As our people grow, so do the services we offer, the ideas we generate, and the value we deliver. Our recent expansions in M&E Consultancy, ESG & Sustainability, and Rating, are clear examples of this evolution – driven by insight, experience and a desire to keep improving.

At Black Cat, we're not just growing in size. We're growing in capability, confidence and creativity – ensuring that we continue to deliver the forward-thinking, director-led service our clients rely on, both today and tomorrow.



**Rob
Green**

Promoted to:
Birmingham Lead



**Jonathan
Stirzaker-Philips**

Promoted to:
Workplace Strategy Lead



**Amie
McGagh**

Promoted to:
Public Sector Lead



**Stuart
Hill**

Promoted to:
Defence Lead



**Richard
Bailey**

Promoted to:
Director



**Sam
Sims**

Promoted to:
Director



**Ben
Pountney**

Promoted to:
Associate Director



**Will
Spriggs**

Promoted to:
Senior Surveyor



**Joe
Merrett**

Promoted to:
Building Surveyor



**James
Green**

Promoted to:
Design Technician



**Penny
Martin**

Promoted to:
Marketing Executive



**Joe
Golby**

Promoted to:
Energy Assessor



Creating our new Manchester HQ

A space that reflects who we are & what we deliver for clients

Our Manchester team is on the move. After a decade of rapid growth, we've outgrown our current space and are preparing to move into a new loft-style office that better represents the scale, culture and ambition of Black Cat.

Over the past ten years, we've built something special – a genuine USP that works for our clients, our people and everyone we collaborate with. That success has brought a new set of needs. While we've always championed a flexible, remote-first way of working, we also recognise the importance of having a shared space where our teams can come together to collaborate, innovate and connect.

"We've hit a golden nugget," says **Workplace Strategy Lead, Jonathan Stirzaker-Philips**. "We found a USP that clearly works – not only for our clients but also for our colleagues and partners. The growth that's followed has been incredible."

Our existing office has served us well, but it no longer reflects who we are. The new space – right in the heart of Manchester – does.

It's bright, open, and designed around the way we work today – with flexible areas for teamwork, dedicated Teams rooms for virtual collaboration, as well as spaces to meet, focus and host clients. There's even a roof terrace for when we want to take our conversations outside.

This move isn't just about desks and décor. It's about creating a workspace that reflects our expertise and the quality we bring to every project. From Project Management and Building Consultancy to ESG, Design, and Cost Consultancy, every element of our new home showcases what we do best.

"We're now competing and winning work against the big global firms," adds Jonathan. "Our new office gives us a space that lets us stand proudly alongside them – a place where clients can see exactly who we are and what we deliver."

It's more than a move. It's a statement – and a living example of how we help our clients align their own spaces with strategy, culture and future growth.

We've got Ireland covered

Introducing **Sean Doherty** & **Eamonn Cregan**

Even more exciting news as we continue to grow our footprint across the UK and Ireland, with the launch of two new offices in Dublin and Belfast. This expansion marks another major milestone in our tenth year, reflecting both the scale of our ambition and the strength of our relationships with clients operating across these regions.

With an expanding portfolio of projects in Ireland, establishing a permanent base was a natural next step. The new offices enable our teams to deliver the same director-led, client-focused service that defines Black Cat – now with a local presence to better support both new and existing clients.

Led by **Eamonn Cregan** (right) in Belfast and **Sean Doherty** (left) in Dublin, our Ireland team brings extensive experience across all core areas of building consultancy, including Technical Due Diligence, Dilapidations, Project Management, and ESG advisory. Their understanding of local markets and building legislation, combined with Black Cat's multidisciplinary expertise, offers clients joined-up, practical support on complex assets and portfolios.

"Our growth has always been driven by people – by talented teams who deliver great work and by clients who trust us to add real value," says Ben Golby. "Ireland offers huge opportunity, but what makes this expansion special is the calibre of the new team leading it."

From building surveys and cost consultancy to design, sustainability, and strategic advice, our new offices are fully equipped to serve clients across the Irish market – combining local knowledge with UK-wide capability.

As we continue to grow, our focus remains the same – to provide expert, pragmatic advice that helps clients invest in, maintain and develop property with confidence. The expansion into Ireland isn't just about new offices – it's about strengthening connections, opening opportunities, and reinforcing our position as a trusted partner across every stage of the property lifecycle.



Why I joined Black Cat

by **Tim Cornford, Director & London Lead**

At 12:36 on 3 of December 2024, I received a message from Ben Golby asking if I'd ever be interested in running Black Cat's London office. A minute later came a follow-up: "If it sounded like a crazy idea but might be worth a beer to discuss, let's chat." Within the same minute, I replied on WhatsApp: "Sure! I'll do it."

Normally, when someone approaches you about a new role, there's a period of deliberation – weighing up the pros and cons, thinking about what the job might entail and whether it's the right move. But this wasn't a typical conversation. I've known and worked with Ben for well over a decade, long before Black Cat was founded. Over that time, we've built a strong friendship and a mutual trust grounded in simply getting things done.

Before joining Black Cat, I'd been with a company that was acquired by a larger listed business. As the culture shifted, it became clear that the new environment wasn't the right fit for me.

Ben, aware that I was looking for something different, reached out at exactly the right moment with an opportunity that felt instinctively right.

So why was my response so quick? In a word: culture. Black Cat has built something genuinely special – a company that people are drawn to. It's full of smart, hard-working and fun individuals who take pride in what they do while keeping a sense of humour and humility intact.

Taking on the role of London Lead was, admittedly, a little daunting. I'd never worked in building consultancy before. But I knew straight away that this was a team and a business whose values aligned perfectly with my own. Joining Black Cat wasn't just a career move – it was a cultural fit, and an opportunity to help grow something I truly believe in.

Spotlight on:

Business Rates

What the 2026 Business Rates revaluation means for you

As we move towards 2026, another national Business Rates revaluation is on the horizon – and with it, significant change for property owners and occupiers across the UK. The Valuation Office Agency (VOA) will reassess the rateable value of all non-domestic properties based on open-market rental values as of 1 April 2024, with new figures taking effect from 1 April 2026.

While this might feel distant, preparation now is key. Market conditions have shifted dramatically in recent years: energy costs, inflation, supply-chain pressures, changing workspace habits, and sustainability demands, have all influenced rental values. For many businesses, these changes could mean higher rates bills – particularly in sectors or locations where demand and rents have rebounded strongly. Others may see a reduction, but only if their evidence and submissions to the VOA accurately reflect current realities.

That's where our Rating Consultancy Team, led by **Jess Hand**, can make a real difference. Business Rates are one of the largest overheads for property occupiers, yet they remain one of the least understood. Our team works with landlords, investors and occupiers to analyse portfolios, review assessments, and identify opportunities for savings or reliefs.

We start by reviewing your existing rateable values, comparing them with market benchmarks and comparable assessments. We prepare and manage challenges through the Check, Challenge, Appeal process, ensuring every claim is supported by robust rental and valuation evidence. For multi-site clients, we provide a portfolio-wide strategy – helping to balance liabilities, secure reliefs, and forecast future costs with clarity.

But our support doesn't stop at appeals. As the next revaluation approaches, Jess and the team are already helping clients prepare for 2026 by gathering rental evidence, monitoring sector trends, and modelling potential outcomes. This early groundwork means clients can plan budgets, negotiate lease terms, and make strategic property decisions with confidence long before new rates come into force.

We also work closely with our Project Management, Building Consultancy, and ESG teams to ensure every aspect of a property's occupation and performance is considered. Whether it's understanding how refurbishments, fit-outs or sustainability upgrades may affect Rateable Values, or identifying opportunities for temporary relief during redevelopment, our joined-up approach delivers practical, commercial solutions.

“Our aim is simple,” says Jess. “To help clients understand their exposure, reduce unnecessary costs, and take control of their business rates before changes take effect.”

At the time of writing, with the Autumn Budget and Draft RVs mere weeks away, engaging with proper advice has never been so important. Follow us on LinkedIn as we assess the impact of the upcoming changes due to be announced by the Chancellor.

Whether you occupy a single asset or manage a national portfolio, our Rating Consultancy Team can guide you through every stage – from today's preparation to tomorrow's opportunities.

Introducing:

Why I joined Black Cat

by **Jess Hand, Director & Head of Rating**

After 16 years in Business Rates, I've learned that the key to great results is relationships – understanding each client's portfolio inside out, spotting opportunities others might miss, and staying one step ahead of change. So, when the chance came to set up **Black Cat Rating**, it felt like the perfect next move and the perfect home for the kind of team I wanted to build.

Black Cat has always been a people-first business – one that really knows its clients and focuses on practical, joined-up advice. Adding a dedicated Rating service builds on that even further, helping us spot savings early, reduce costs during redevelopment, and add real value at every stage.

The next few months are shaping up to be busy and exciting as we head towards the 2026 Revaluation on 1 April. With many businesses likely to see higher rateable values and the introduction of a new multiplier for properties over £500,000 RV, getting ahead now is everything. My focus is on helping clients wrap up their 2023 valuations and plan smartly for what's coming next.

Building my team at Black Cat has been brilliant – mainly because it gives my inner geek free rein. Everyone here is just as obsessed with the detail (and spreadsheets) as I am, which makes it a dangerously good fit. Plus, they're some of the most genuine, sharp, and downright decent people you could hope to work with!



Building more than just spaces

Building better together

At Black Cat, we believe in building more than just great buildings – we believe in building communities. Across the UK and Ireland, our teams are involved in a range of grassroots initiatives, sponsorships and fundraising projects that make a real difference to the people and places around us.

From sponsoring junior cricket, football and rugby teams to supporting nationwide charities, and local fundraising events, we're proud to back the volunteers, coaches and families who give up their time to make communities thrive. We know first-hand how much these organisations and clubs mean – not just for the beneficiaries and players, but for the sense of belonging, teamwork and wellbeing they bring to every town and village.

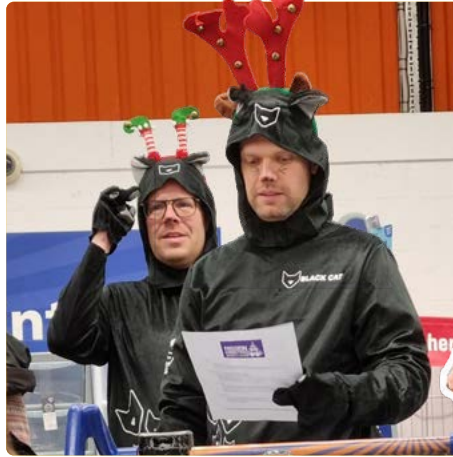
Our involvement isn't about logos on T-shirts. It's about showing up, getting involved, and helping these clubs to thrive. Whether it's new kit for a youth football team, a refurbished clubhouse, or providing facilities for grassroots cricket, we see it as an investment in the next generation.

We also lend our professional expertise where it's needed most. Our surveyors, project managers and consultants regularly provide pro-bono advice to charities and community organisations, helping them make the most of their buildings, improve accessibility, or create spaces that better serve the people who use them.

Fundraising is another part of our culture. From charity runs and cycle challenges to bake sales and team-wide initiatives, we've supported a wide range of causes close to our hearts – including national charities and local organisations making a real impact in their communities.

"As a business that thrives on teamwork, we know how important it is to value the hard work of others" says **Marketing Director, Andy Clow**. "Our community sponsorships and charity fundraising are small ways we can give something back and help those doing incredible things for others."

For us, this work isn't a side project – it's part of who we are. The same collaboration, commitment and care we bring to every client project are what drive our community involvement too. Because whether we're delivering a complex refurbishment or sponsoring an under-11s football team, the goal is the same: to help people achieve their best.



Spotlight on:

Mechanical & Electrical Consultancy

We've brought M&E in-house

We also welcomed our new in-house Mechanical & Electrical (M&E) Consultancy team – a major step forward in how we deliver integrated, efficient and sustainable solutions for our clients.

Led by **Sam Jennings**, Director of M&E Consultancy, alongside Director **Adnan Ijaz**, and the ever-brilliant **Nicky Fawcett**, Director & M&E Quantity Surveyor, the team strengthens our capability across every stage of a project's lifecycle.

"This is a natural progression for us," says Sam. "M&E has always been central to building performance, but too often it's treated as an isolated discipline. By bringing it in-house, we can work seamlessly with our Building Consultancy, Project Management and ESG teams to provide genuinely holistic solutions. It means better communication, smarter design, and more value for our clients."

Our M&E expertise now spans commercial offices, industrial assets, retail environments and complex refurbishments – always with a focus on practicality, performance and sustainability. From early feasibility studies and technical due diligence to detailed design, monitoring and cost advice, our new M&E division ensures that building systems are efficient, resilient and ready for the future.

"We're not just looking at today's challenges," adds Adnan. "We're helping clients anticipate tomorrow's – from improving energy efficiency and achieving net-zero targets to integrating smart technology and renewable systems."

Supporting the team is Nicky Fawcett, whose specialist M&E cost management expertise brings an extra layer of precision and control. Nicky has been instrumental in developing our ESG & sustainability services, combining technical rigour with her trademark positivity and attention to detail.

"Having Nicky involved gives us real strength in depth," says **James Dyson, Director & Founder**. "Our clients trust us to provide complete, joined-up advice – and this move ensures we can deliver exactly that."

By uniting M&E design, cost and consultancy under one roof, we're continuing to build on our reputation for practical, results-driven advice – helping our clients make buildings that perform better, last longer and work harder for the people who use them.



A year of impact

Delivering projects of every scale, sector & scope

2 025 has been another landmark year for Black Cat, with our teams delivering an exceptional range of projects across the UK. From commercial refurbishments and complex redevelopment programmes to sustainability-led upgrades, our work continues to reflect the diversity and depth of expertise within the business.

We've supported clients across every sector – from offices, industrial, and retail, through to healthcare, education and residential – applying the same director-led, collaborative approach that defines the Black Cat way. Whether it's a multi-million-pound refurbishment, a sensitive heritage project or a focused technical survey, our priority is always the same – to deliver practical, commercial solutions that help our clients achieve lasting value.

This year's portfolio showcases projects ranging in value from smaller, fast-turnaround instructions to major, multi-disciplinary schemes that reshape entire assets. Each one demonstrates how we combine technical excellence with genuine client partnership.

Here are just a few examples of the projects that have defined our year – and continue to demonstrate why Black Cat remains the trusted choice for clients seeking clarity, capability and commitment.

Project Management



BRADFORD 2025
UK City of Culture

Client
Bradford City Council

Location
Bradford

Sector
Public

Size
50,000 ft²

Project Monitoring



Roadside.

Client
Roadside Real Estate PLC

Location
Nationwide

Sector
Retail

Size
500,000 ft²

Project Management



**NEW
RIVER**

Client
NewRiver Retail

Location
Milton Keynes

Sector
Multi-Use

Size
134,000 ft²

Project Management



Client
Medway Borough Council

Location
Chatham

Sector
Public

Size
40,000 ft²

Planned-Preventative Maintenance



David Lloyd
— CLUBS —

Client
David Lloyd

Location
Nationwide

Sector
Leisure

Size
1 million ft²

Project Management



CBRE Investment Management

Client
CBRE IM

Location
South Ruislip

Sector
Industrial

Size
42,774 ft²

Project Management



Queensberry

Client
Queensberry Real Estate

Location
Grimsby

Sector

Size
400,000 ft²

What we do

Delivering expertise that adds value at every stage of the property lifecycle

At Black Cat, we bring together a diverse team of specialists who deliver intelligent, practical advice across every stage of the property lifecycle. From initial due diligence to large-scale refurbishment, we provide the technical insight and project leadership our clients need to make confident, informed decisions.

Our work spans the commercial, industrial, residential, retail and public sectors, supporting investors, developers, and occupiers alike. What makes us different is the way we deliver – a director-led, relationship-driven approach that ensures every instruction receives the attention, experience and creativity it deserves.

Project Management is at the core of our service. We oversee schemes from feasibility through to completion, balancing cost, quality and programme to achieve the best outcomes for our clients. Whether it's a refurbishment, a fit-out or a new-build development, our project managers act as trusted custodians of our clients' objectives, delivering clarity and control at every stage.

Our Building Surveyors provide the clear, actionable insight that allows clients to manage risk and protect value. From acquisition surveys and vendor due diligence to condition assessments and planned maintenance advice, we translate technical detail into practical recommendations that support better decision-making and long-term asset performance.

Alongside this, our Contract Administrators manage the commercial and contractual aspects of construction with diligence and precision. Acting as Employer's Agents or Contract Administrators, they ensure every project runs smoothly – maintaining transparency, managing variations, and keeping all parties aligned from start to finish.

At Black Cat, we don't just advise on buildings – we help our clients build confidence in every decision.

As the property landscape evolves, so too does our service offering. We've expanded into complementary areas such as Cost Consultancy, M&E, ESG & Sustainability, Fire Consultancy, and Design & Architecture. These new service lines enable us to provide a more holistic approach – one team covering every technical, commercial and environmental consideration a project demands. Our ESG & Sustainability Specialists help clients decarbonise portfolios and improve building performance, while our Fire and M&E Consultants ensure safety, compliance and efficiency are embedded from the outset.

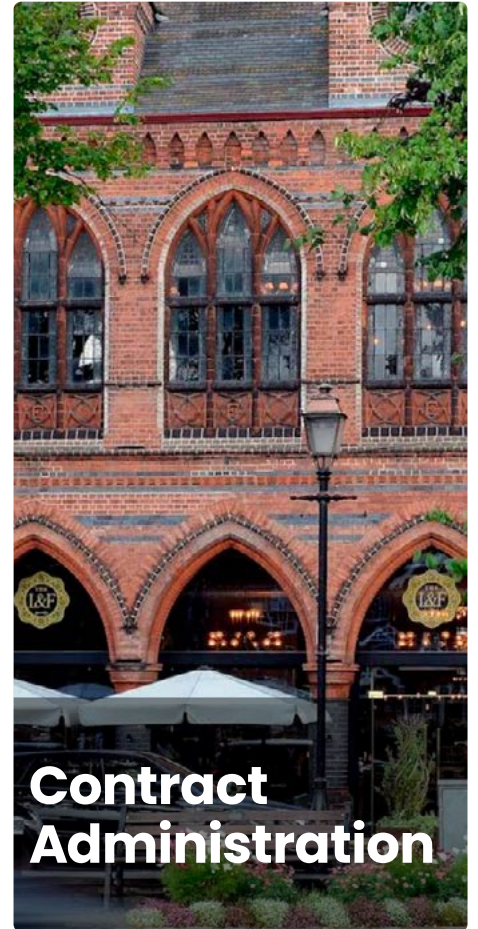
Every project is underpinned by collaboration. We believe great outcomes start with great relationships – with our clients, our colleagues and our partners. Across the UK and Ireland, we remain focused on delivering high-quality consultancy that combines technical excellence with commercial understanding.



**Project
Management**



**Building
Surveys**



**Contract
Administration**



Compliance

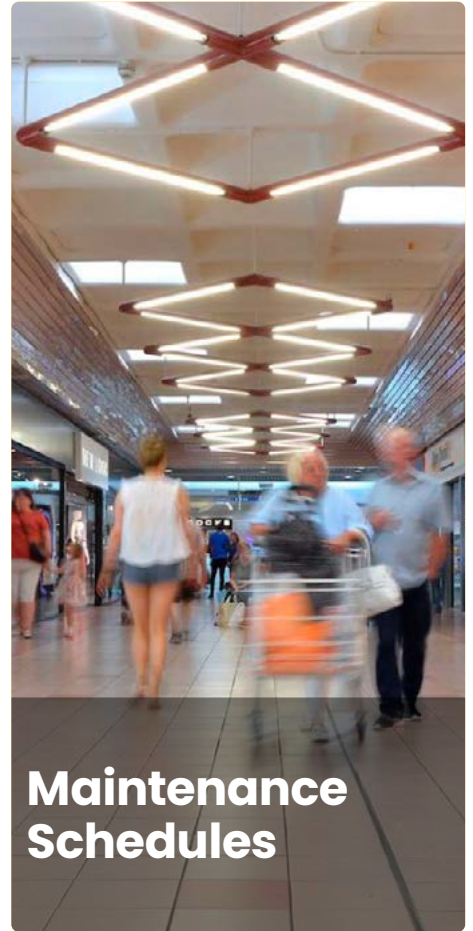


**Façade
Consultancy**



**Business
Rates**







**Mechanical
& Electrical
Surveying**



**Licence for
Alteration**



**Cost
Management**



**Measured
Surveys**



**Reinstatement
Cost Assessments**



**ESG &
Sustainability
Consultancy**

Work, play & partnerships

We've always believed that the best relationships are built on trust, shared experiences, and a little bit of fun along the way. Over the past year we've enjoyed hosting and joining a fantastic line-up of events with our clients, colleagues and friends – from sporting occasions to social gatherings that remind us what makes our industry so unique.

Our calendar has been full of memorable highlights. We kicked things off with our Padel event in Manchester, as well as Cycle Ibiza 2025 challenge in aid of SameYou, raising funds and awareness for a brilliant cause while testing a few muscles we didn't know we had. From there, the summer season saw us courtside, trackside and pitchside – hosting clients at the India Test Match at Edgbaston, the Henley Regatta, and a number of classic golf days up and down the country. Each event gave us the chance to connect beyond the meeting room, strengthening relationships that have grown into genuine friendships.

Autumn brought more sporting moments, including the Twickenham Autumn Internationals, while our Cahoots party in Soho delivered a night of relaxed conversation, great music, and a few questionable dance moves. And, of course, our annual team away week in Devon remains one of the year's most anticipated fixtures – a chance for every member of the business to come together, reflect and recharge.

These occasions mean a great deal to us. They're not just opportunities to entertain – they're a celebration of the people who make what we do possible. Many of our clients have become long-standing partners and friends, and it's a pleasure to spend time with them in settings that reflect the energy, creativity, and camaraderie that define Black Cat.

Looking ahead, next year's calendar is already taking shape, and there's plenty to be excited about – not least our Match Ball Sponsorship at the Burnley vs Manchester United game, which is already causing quite a stir in the office (particularly with Ben Golby, who's counting down the days!).

At Black Cat, we take great pride in delivering exceptional professional service – but we also take pride in the friendships that come from it. Here's to another year of good company, great events, and even better memories.



Our new website is live

Built around our people, designed for our clients

We're proud to announce the launch of our brand-new Black Cat website – a complete rebuild from the ground up that reflects who we are today and where we're heading as a business.

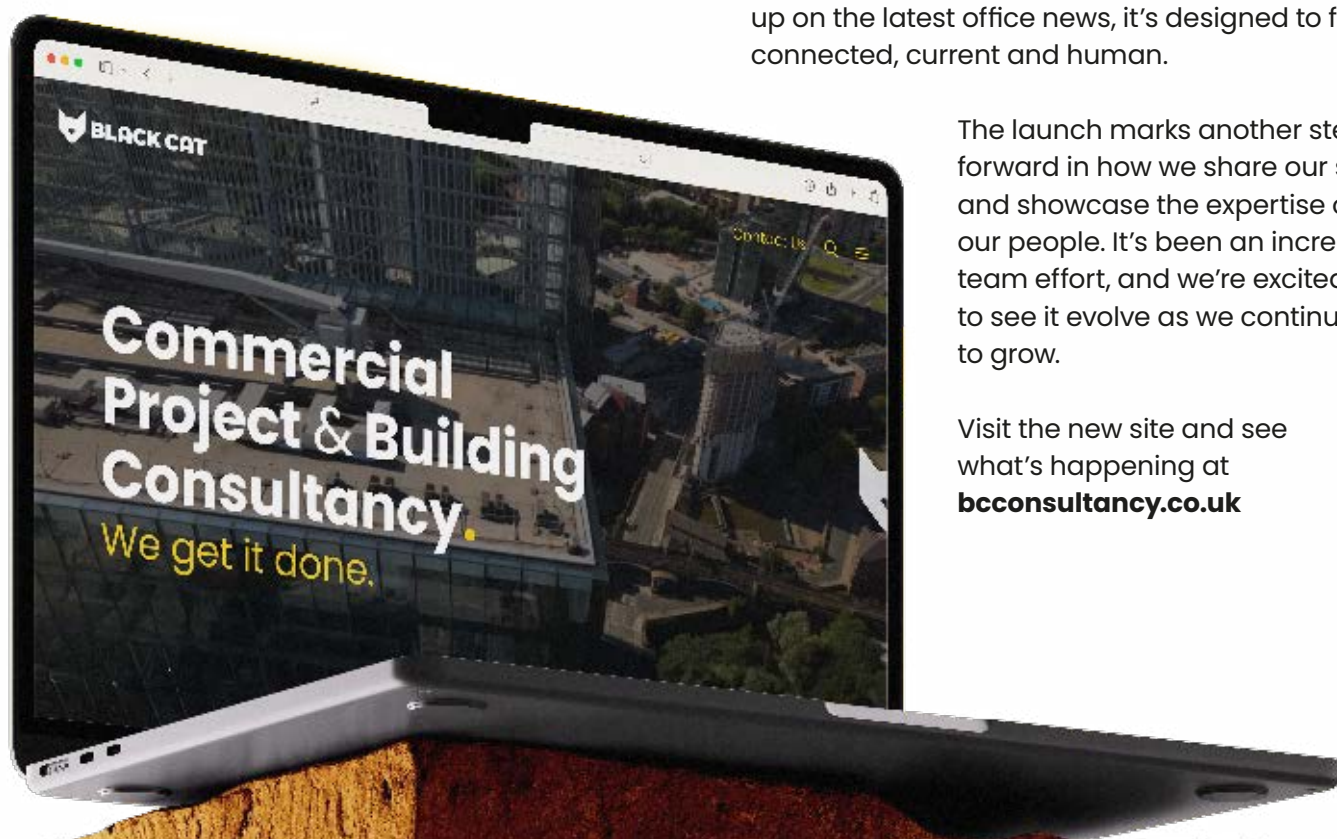
The new site brings together everything that makes Black Cat unique – our specialist services, our growing UK and Ireland network, and, most importantly, our people. Every member of the team now has their own dedicated profile page, giving visitors the chance to explore their latest work, areas of expertise and career stories. It's a simple but important change – one that puts faces to the name and celebrates the talented individuals behind every project we deliver.

Designed with clarity and usability in mind, the new site gives clients and partners a clear view of what we do and how we do it. From Project Management and Building Consultancy to ESG, Cost Consultancy, Fire, M&E and Design, our refreshed service pages outline how we add value at every stage of the property lifecycle.

We've also reimagined our news and insights section to provide a window into life at Black Cat – featuring our latest case studies, team stories, charity initiatives and event highlights. Whether you're exploring our recent projects or catching up on the latest office news, it's designed to feel connected, current and human.

The launch marks another step forward in how we share our story and showcase the expertise of our people. It's been an incredible team effort, and we're excited to see it evolve as we continue to grow.

Visit the new site and see what's happening at **bcconsultancy.co.uk**



And we've even got a Podcast!

Yep, we've jumped on the bandwagon and we have launched our very own podcast – **Black Cat Chat: The Building Podcast**, taking you behind the scenes at Black Cat to meet the people, projects and ideas that make us who we are.

Hosted by our Marketing Director, Andy Clow, each episode is a relaxed chat with members of the team – from Building Surveyors and Project Managers to ESG Consultants, Designers, and beyond. No scripts, no sales pitch, just honest conversations about what we do, how we got here, and what we've learned along the way.

You'll hear stories from across our offices, insights from live projects, and plenty of laughs too. It's a great way to get to know the personalities behind the brand and the passion that drives everything we do.

Whether you're a client, collaborator, or just curious about life inside a growing consultancy, Black Cat Chat is for you.

Episodes are live now on YouTube, Spotify and Apple Podcasts – just search **Black Cat Chat** and have a listen.

**Fancy joining us in the studio?
Get in touch!**

