



BCO NEXTGEN AWARDS 2025

1. NextGen Rising Star London & South East

This award celebrates the outstanding contribution of someone 35 or under to the office sector in the region (cross/multi discipline).

Criteria:

- Must be based in London or the South East.
 - Must be aged 35 or under at the time of nomination.
 - Must have **three** referees who can support the nomination. There must be one internal and one external referee from the nominee's own organisation.
 - Nominee must have made an outstanding contribution to their own organisation, evidence required.
 - Nominee must have made an outstanding contribution outside of their own organisation, evidence required.
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2. NextGen Rising Star Midlands and East Anglia

This award celebrates the outstanding contribution of someone 35 or under to the office sector in the region (cross/multi discipline).

Criteria:

- Must be based in the Midlands or East Anglia.
 - Must be aged 35 or under at the time of nomination.
 - Must have **three** referees who can support the nomination. There must be one internal and one external referee from the nominee's own organisation.
 - Nominee must have made an outstanding contribution to their own organisation, evidence required.
 - Nominee must have made an outstanding contribution outside of their own organisation, evidence required.
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3. NextGen Rising Star Northern England, North Wales, and Northern Ireland

This award celebrates the outstanding contribution of someone 35 or under to the office sector in the region (cross/multi discipline).

Criteria:

- Must be based in Northern England, North Wales or Northern Ireland.

- Must be aged 35 or under at the time of nomination.
 - Must have **three** referees who can support the nomination. There must be one internal and one external referee from the nominee's own organisation.
 - Nominee must have made an outstanding contribution to their own organisation, evidence required.
 - Nominee must have made an outstanding contribution outside of their own organisation, evidence required.
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4. NextGen Rising Star Scotland

This award celebrates the outstanding contribution of someone 35 or under to the office sector in the region (cross/multi discipline).

Criteria:

- Must be based in Scotland.
 - Must be aged 35 or under at the time of nomination.
 - Must have **three** referees who can support the nomination. There must be one internal and one external referee from the nominee's own organisation.
 - Nominee must have made an outstanding contribution to their own organisation, evidence required.
 - Nominee must have made an outstanding contribution outside of their own organisation, evidence required.
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5. NextGen Rising Star South West England and South Wales

This award celebrates the outstanding contribution of someone 35 or under to the office sector in the region (cross/multi discipline).

Criteria:

- Must be based in South West England or South Wales.
 - Must be aged 35 or under at the time of nomination.
 - Must have **three** referees who can support the nomination. There must be one internal and one external referee from the nominee's own organisation.
 - Nominee must have made an outstanding contribution to their own organisation, evidence required.
 - Nominee must have made an outstanding contribution outside of their own organisation, evidence required.
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6. Employer of the Year

This award celebrates organisations that have created a stimulating and supportive work environment, with a particular focus on nurturing the next generation of talent. This involves a real commitment to the welfare and development of young employees, resulting in tangible staff satisfaction and a well-motivated, ambitious, genuinely integrated, and diverse workforce.

Nominations must demonstrate how the organisation has achieved:

- Positive leadership and management.
 - An integrated, ethical, and diverse culture across the organisation.
 - Engagement of employees with the organisation's values and strategic goals.
 - Provision of schemes and training initiatives that have contributed to the development of the next generation of its workforce.
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7. Graduate of the Year

This award celebrates the outstanding contribution of a graduate who has recently entered the commercial property industry.

Criteria:

- Must have **three** referees who can support the nomination. There must be one internal and one external referee from the nominee's own organisation.
 - Nominee must have made a significant contribution to their own organisation, evidence required.
 - Nominee must have made a significant contribution outside of their own organisation, evidence required.
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8. Impact Award (formerly Diversity & Inclusion Champion of the Year)

This award recognises the outstanding contribution of an individual who has significantly advanced social value through leadership in creating a genuinely inclusive workplace culture. Special attention will be given to their efforts in designing and operating a workspace that fosters inclusivity, supports charitable initiatives, and promotes positive social impact.

Criteria:

- There is no age limitation for this nomination.
 - Must have **three** referees who can support the nomination. There must be one internal and one external referee for the nominee's own organisation.
 - Submission should include a clear summary of a specific project relating to social impact in real estate, highlighting elements of diversity, inclusion, and overall social value.
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9. Inspirational Leader of the Year

This award celebrates the outstanding contribution of a senior industry member who has led the next generation of office talent.

Criteria:

- Nominations are welcomed from those aged 35 and under.
- Must have **one** referee who can support the nomination. The referee can either be the person who has experienced inspirational leadership, or alternatively a person who has witnessed the nominee leading others.

10. Outstanding Contribution to BCO NextGen

To celebrate the 10-year anniversary of the BCO NextGen Awards, this special one-off category recognises an individual who has gone above and beyond in their commitment to the NextGen community and its values.

This category is open to professionals of any age or seniority who have played a meaningful and sustained role in supporting the NextGen community.

Criteria:

Nominees should be individuals who have:

- Actively championed the development and visibility of emerging talent in the commercial property industry.
- Made a lasting impact on the growth and success of BCO NextGen through mentorship, advocacy, or programme support.
- Consistently gone above and beyond to foster inclusion, innovation, and opportunity for the next generation of property professionals.
- Inspired others through their leadership, energy, and unwavering commitment to the BCO NextGen mission.
- Must have **one** referee who can provide a 500-word supporting statement for the nomination. The referee can be the person who has experienced the nominee's outstanding contribution and should highlight specific achievements, initiatives, or actions that have significantly contributed to the development, visibility, or progression of NextGen talent within the built environment.