

## Senior Surveyor (AM4)

Location:	London, Birmingham, Warrington, Leeds or Glasgow with travel as required (we offer Hybrid working supported by a Smart Working Policy)
Full Time or Part Time:	Full Time
Directorate:	Land Assembly (Renewables)

### Company Overview:

Ardent is the UK's leading provider of land, consent management and stakeholder engagement services to support major infrastructure and regeneration projects from concept to delivery.

We are Project Managers, Chartered Surveyors, Transport Planners and Land Referencers, based in London, Birmingham, Warrington, Leeds, Glasgow and Dublin and supporting projects throughout the UK and Ireland.

Established in 1992 to provide a 'one stop shop' for land and property matters for major infrastructure projects, our client portfolio includes some of the biggest players across our four core sectors of transport, renewables, utilities and regeneration.

We are passionate about delivering life-improving change for communities and future generations and we are proud to play a key role in facilitating and delivering the UK and Ireland's net zero agenda, improving connectivity, enabling the repurposing of high streets and town centres and delivering new homes for the people who need them most.

We are problem-solvers, can-doers and solution-drivers working collaboratively with our clients to provide proactive and strategic advice to identify and mitigate risks, deliver efficiencies and, ultimately, achieve deliverable consents and build projects that positively impact people's lives and the world that we live in.

### Technical Knowledge, Skills & Experience Required:

- Act as Project Account Manager (i.e. able to manage and lead on project deliverables and including the financial aspects of each project, ensure accurate and timely invoicing to minimise WIP, getting debts paid on time).
- Acting as Project Account Manager, providing strategic advice to inform land acquisition approach

- Provide a wide range of professional CPO surveying property services for the promotion and delivery of infrastructure and regeneration projects.
- Develop & demonstrate presentation skills in order to present complex and technical information to multiple stakeholders.
- Leading on the negotiation of agreements (including complex projects)
- Have a good knowledge of the Transport & works act 1992, Town & Country planning acts, Planning acts 2008 & Compulsory purchase legislation.
- Lead on all engagement aspects, ensuring all landowners are met and contacted at appropriate times with relevant information. Proven & solid experience of consultation & land owner engagement & good working knowledge of the compensation code.
- Have the ability to deal with claims against the agreed budgets.
- Acts as Case Manager independently and leads on negotiations. Provides strategic advice to inform land acquisition approach. Experience of negotiating Heads of Terms (HoTs) and private agreements.
- As per previous and undertake valuations, appraisals, forecasts and to collate, prepare and manage land & fee budgets
- Demonstrates an understanding of the tenders process, contributes and inputs into tenders.

## Key Business Skills:

### People

The role is accountable for the following:

Demonstrate skills to deliver informative and engaging presentations to small groups or teams. Show confidence to write posts on social media platforms and comment on others' posts in a manner that demonstrates comprehension of subject matter and adds to debate. Shows supervisory capabilities, such as guiding and mentoring junior team members, and providing feedback. Set positive example to more junior colleagues, including in relation to time keeping, time recording, managing meetings and demonstrating company values. Actively engaged in self learning to become a Line Manager/Leader and taking responsibility for engaging and managing small teams, moving away from task delegation to managing and leading.

### Quality

The role is accountable for the following:



Demonstrate awareness and compliance with RICS Professional Statements and/or other relevant guidance and mandatory requirements relating to relevant professional membership. Actively listen to client requirements and take ownership of ensuring that we are meeting those requirements through our service delivery. Be confident to ask questions to clarify requirements where they are not clear. Play an active role in managing the delivery of projects with guidance from the appropriate line manager. Developing capability to deliver clear and concise updates to clients on project status and workstream deliverables.

## Growth

The role is accountable for the following:

Demonstrate the ability to conduct basic market research, gather data, and identify potential leads or opportunities.

Use LinkedIn and other platforms to share knowledge, including through posting, writing thought-leadership articles and commenting on other posts. Demonstrate commitment to continuing to grow network.

## H&S/SV

The role is accountable for the following:

Proactively promote a culture of safety within teams and advocate for safety improvements. Take responsibility for the Health, Safety and Wellbeing of project teams in the role of PAM, ensuring that Risk Assessments are completed accurately and submitted for approval within the agreed timescales.

## Finance

The role is accountable for the following:

Demonstrate proficiency in assessing and improving the profitability of individual projects by managing costs and resources efficiently. Assist in the development and execution of pricing strategies that balance profitability with competitive positioning.

## Behavioural Skills Required (Based on our Values) :

- **Thirst for Knowledge** (*We embrace opportunities to learn and improve for personal and professional growth*) - Demonstrate a strong commitment to the development of yourself, and your people, for your role in a growth company and future role. Coach and mentor others (or actively engage with your Coach) to have a deep understanding of their knowledge and experience. Actively supporting with areas of development and career goals, extending beyond a technical remit and actively developing your business knowledge on an on-going basis.

- **Own It** (*We do what we say we will. We own our individual actions, are accountable for them and take pride in adding value*) - Act like it matters, take pride and caring about the outcome of people in your team, or who you work with, and your clients objectives.
- **Be the Difference** (*Focus energy to make things happen. Be beyond process. Stand up, Stand out*) - Be confident in your decisions and implementing them, taking into account the wider structure and objectives of the business, working with or alongside peers across the business. Be more than any other competent person in your role.
- **Enjoy the Journey** (*Have fun, be engaged and be proud to be Ardent*) - Translating goals and visions of the business into meaningful objectives for your team in a positive and engaging manner (delivering excellence in your own objectives), demonstrating your commitment to Ardent and the wellbeing and development of your team and colleagues. Understand the needs of your people and colleagues to have, purpose/fulfilment, personal growth, engagement, team culture and fair pay.
- **Adapt** (*We drive change and innovation to deliver growth and new opportunities in an ever-changing world*) - As a growth company Ardent is all about change. You must be a change maker. Demonstrate ability to drive and/or implement change to enable Ardent to continue to excel. Listen to your team and people you work with to actively search for opportunities to create change. Exhibit a resilient attitude, communicate key information in a clear and engaging way to influence others.

*Ardent is an equal opportunities employer that is committed to inclusion and diversity. We positively encourage applications from suitably qualified and eligible candidates regardless of race, colour, religion or belief, age, sexual orientation, gender identity/expression, disability status or other legally protected characteristics.*

With people at the core of our business, we offer employees an unrivalled career opportunity rather than simply a job. In a fast growing organisation, we train, develop and support our staff to grow and achieve their career goals. This is supported by a number of initiatives to look after the wellbeing of our employees whilst allowing employees to work flexibility and maintain a positive work life balance.

We offer an attractive benefits package to include :-

- Hybrid working
- Smart Working Policy
- Medical health plan
- Career progression
- Coaching
- Cycle to Work
- Electric Car Scheme

- Enhanced maternity and paternity pay

For more information, please see our services page on our website at [www.ardent-management.com](http://www.ardent-management.com)

Interested? Get in touch!

Should you be interested in hearing more about the position or wish to send your cv in to [people@ardent-management.com](mailto:people@ardent-management.com) or contact Stuart Thomas [stuartthomas@ardent-management.com](mailto:stuartthomas@ardent-management.com)