Head of Strategic Growth - Transport

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

Reporting to: Group Managing Director

Salary: £100,000 - £120,000 + performance related bonus

**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, Engagement specialists and Land Referencers, based in London, Birmingham, Warrington, Leeds, Glasgow and Dublin and supporting projects throughout the UK and Ireland.

Established in 1992, we are a high-growth business, that has doubled in size to c. 200 people during the past 3 years, and 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.

**Purpose of the role:**

The Head of Strategic Growth for the Transport Sector is responsible for increasing Ardent’s market share, client base, and revenue across all transport sub-sectors, including roads, rail, light-rail, aviation, and ports. This role focuses on enhancing the company’s profile within the sector – including for consent management and stakeholder engagement services - building and maintaining key client relationships, and driving growth across all services and geographies. Success will be measured by achieving revenue growth at acceptable profit margins and expanding market share within the transport sector.

**Key Accountabilities:**

**Sector Growth and Development**

* Design and implement growth strategies targeting road, rail, light-rail, aviation, and port sub-sectors.
* Identify and secure new business opportunities across these sub-sectors.
* Collaborate with Managing Directors and Heads of service delivery to align sector-specific growth initiatives with overall company objectives.

**Client Relationship Management**

* Build and maintain strong relationships with key stakeholders, including government agencies, transport authorities, infrastructure developers, and private sector organisations.
* Act as the lead representative for Ardent in the transport sector, identifying opportunities for long-term partnerships with multi-disciplinary consultancies and contractors
* Develop a deep understanding of client needs to tailor Ardent’s services and offerings effectively.

**Market Analysis and Opportunity Identification**

* Conduct thorough market analysis to identify trends, emerging opportunities, and regulatory changes within the transport sub-sectors.
* Develop strategies to capitalise on major infrastructure projects in the UK and Ireland.
* Monitor competitor activities and market shifts to position Ardent as a market leader in transport consultancy.

**Revenue and Market Share Growth**

* Drive revenue growth at acceptable profit margins, with a focus on achieving measurable increases in market share across the transport sector.
* Work with service delivery teams and Bid Manager to ensure proposals align with sector needs and support overall profitability.
* Monitor and report on pipeline development, total addressable market, revenue targets, and market share expansion.

**Profile Building and Industry Engagement**

* Enhance Ardent’s visibility and reputation within the transport sector, including roads, rail, light-rail, aviation, and ports.
* Represent the company at industry events, conferences, and networking forums to strengthen Ardent’s profile.
* Present at relevant events, conferences and on podcasts, liaise regularly with our press officer and produce regular thought-leadership articles.
* Collaborate with the marketing team to create targeted campaigns that highlight Ardent’s expertise and achievements within the transport sector.

**Internal knowledge sharing**

* Share market knowledge across senior leadership group and develop strong relationships with service-delivery teams and operations team.
* Work closely with other Heads of Strategic Growth, Marketing and Bid teams, to ensure a collaborative approach to work-winning
* Ability to demonstrate strong people leadership skills team in due course, capable of supporting growth in sub-sectors and other locations.

**Key Competencies and Skills:**

**Strategic Thinking**

* Ability to develop and execute sector-specific growth strategies that align with company objectives.
* Demonstrated success in identifying and capitalising on growth opportunities across multiple transport sub-sectors.

**Client Relationship Expertise**

* Strong existing network and profile across the Transport sector
* Proven ability to build and sustain senior-level relationships with key stakeholders in the transport sector, including government bodies, infrastructure developers, and private sector clients.
* Skilled at fostering long-term partnerships.

**Sector Knowledge**

* Deep understanding of road, rail, light-rail, aviation, and port sub-sectors in the UK and Ireland.
* Familiarity with regulatory frameworks, funding mechanisms, and key players in these sub-sectors.

**Commercial Acumen**

* Strong understanding of revenue growth, profit margins, and pricing strategies.
* Ability to collaborate with service delivery teams to ensure sector initiatives are commercially viable and aligned with P&L responsibilities.

**Communication and Influence**

* Excellent verbal and written communication skills, with the ability to influence internal and external stakeholders effectively.
* Confident presenter at industry forums, client meetings, and internal strategy sessions.

**Market Analysis and Insights**

* Expertise in conducting market research and analysis to identify trends and opportunities.
* Ability to translate market insights into actionable strategies.

**Experience Requirements:**

* Extensive experience in business development, client management, or strategic growth roles within the transport or infrastructure sector.
* Demonstrated experience in building and expanding a client base within the infrastructure sector, and preferably in the transport sector.
* Established network within the UK and Ireland transport sectors, particularly in roads, rail, light-rail, aviation, and ports.

**Cultural Fit:**

* **Entrepreneurial Spirit**: A proactive individual who thrives on identifying and seizing new opportunities.
* **Client-Centric**: Committed to understanding and addressing client needs effectively.
* **Collaborative**: Works well in a matrix structure and aligns sector growth initiatives with broader company objectives.
* **Results-Oriented**: Focused on achieving measurable growth in revenue and market share.
* **Integrity**: Upholds the highest ethical standards in all business dealings.

**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) -* Translatinggoals 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 or contact Stuart Thomas stuartthomas@ardent-management.com