Associate Director (AM6)

Location: Birmingham, with travel as required (we offer Hybrid working policy)

Full Time or Part Time: Full Time

Directorate: Land Assembly (Transport)

Salary: Negotiable DOE

**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:**

* Fully capable of executing the role of both Project Account Manager and Project Director on small to medium multi-disciplinary projects and Project Director for single service projects.
* Leading and overseeing the production of project deliverables,

driving commercial outcomes accountable for accurate and timely invoicing to minimise WIP, getting debts paid on time.

Effectively executing in accordance with the tender strategy, within a fixed price and negotiating successfully contract changes to drive optimal commercial outcomes.

* Demonstrate active thought leadership by presenting yourself as a leader and expert in your field with a passion for your work, being recognised as a senior advisor in your space.
* Strong management and leadership experience.
* Capable of developing and leading a motivated team, who are actively engaged in the objectives and strategic direction of the Directorate.
* Leading by example and actively supporting and passing on knowledge and experience to your team so as to develop them ready for their next roles.
* Able to effectively handle conflict, deal with and confront difficult situations through to resolution.
* Using experience and knowledge of determining the right approach, to include adopting the correct policy and processes required.
* Able to adapt your management style to the individual needs of the team and the members of your team.
* Ability to give and receive feedback effectively.
* Capable of difficult conversations in relation to performance, with experience of handling those conversations and understanding the processes.
* Actively engaged in managing and dealing with all people related work for your team, including probations, effective management of formal and informal reviews, objective setting, annual leave, sickness, wellbeing, recruitment, performance management and succession planning, working with HR as appropriate.
* Accountable for the identification of talent in your industry, ensuring that you create a strong team, by active and effective use of the Probation period, objectives, management techniques and leadership.
* Capable of writing and winning tenders in your business area, delivering new work to the business, and demonstrating successful repeat business from existing clients.
* Contribute to business development for the company by representing the company at functions and creating effective relationships with existing and potential clients.
* A presence in the external market with strong networking skills and the ability to attract external talent.
* Keep up to date with consenting, delivery and compensation knowledge, as appropriate for your role and Directorate.
* Understanding and being able to further promote Ardent services and cross sell to clients.
* Keeping up to date with relevant legislation.
* Confidence in leading client meetings.
* Experienced in advising clients in a technical capacity with a high level of technical expertise and commercial acumen.
* Working with the relevant peers and colleagues across the Ardent Group to assess requirements for the team, identifying skills gaps and resource requirements to support the Business plan and Directorate objectives, identifying suitable candidates and managing recruitment to build successful teams.

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

* **Thirst for Knowledge** *(We embrace opportunities to learn and improve for personal and professional growth)*
* **Own It** *(We do what we say we will. We own our individual actions, are accountable for them and take pride in adding value)*
* **Be the Difference** *(Focus energy to make things happen. Be beyond process. Stand up, Stand out)*
* **Enjoy the Journey** *(Have fun, be engaged and be proud to be Ardent)*
* **Adapt** *(We drive change and innovation to deliver growth and new opportunities in an ever-changing world*

*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