

Job Description

Role Information

Job Title	Consultant
Directorate (and Team)	Land Referencing
Location (supported by Hybrid Working)	Manchester
Full Time or Part Time	Full time

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 with a client portfolio that 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 and growth agendas, improving connectivity, enabling the repurposing of high streets and town centres and delivering new homes.

We are problem-solvers that are outcome focused working collaboratively with our clients to provide strategic advice and services that identify and mitigate risks, deliver efficiencies, delivering buildable consents and then implementing those consents to positively change people's lives and the world that we live in.

Role Purpose

The Consultant role exists to support Ardent’s purpose of delivering life-improving change for communities and future generations. Operating as an experienced and dependable technical contributor within the Land Referencing team, the Senior Consultant is responsible for producing accurate, high-quality outputs, ensuring adherence to the Quality Management System, and contributing to the efficient delivery of projects across the UK and Ireland.

The role requires sound judgement, professionalism, and a commitment to continuous learning, while supporting positive client engagement and collaboration within project teams. By upholding Ardent’s values and fostering an inclusive, safe, and supportive working environment, the Senior Consultant helps maintain the organisation’s reputation for excellence and reliability.

Values Alignment & Shared Commitment

The Consultant is an ambassador of the Ardent values, promoting a culture of integrity, collaboration and excellence, inspiring a commitment to inclusivity, change and innovation.

Ardent Values

- Thirst for knowledge - We embrace every opportunity to learn, grow and continuously improve
- Own it - We do what we say we will do. We own our individual actions, are accountable for them, and take pride in adding value
- Be the difference - Focus energy to make things happen. Go 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

Key Accountabilities, Responsibilities & Outcomes

Accountabilities and / or Responsibilities	Outcome
Ensures clear, professional communication and effective cross-department collaboration. Manages small projects, participating in client updates and discussions. Contributes to larger	Demonstrates strong cross-functional teamwork and clear, professional communication. Email correspondence reflects attention to detail and audience awareness. Successfully manages smaller

Accountabilities and / or Responsibilities	Outcome
projects, reporting to project manager / discipline lead.	initiatives, showing capability in organising and tracking workstreams. Builds confidence and experience in client engagement, supporting project delivery through effective updates and discussions.
Responsible for applying problem-solving skills and conducting research independently using own initiative. Expected to proactively seek knowledge in relevant technical subjects and demonstrate a strong interest in continuous learning. Also accountable for preparing clear and accurate advice notes for internal review, ensuring technical clarity and relevance.	Demonstrates the ability to work independently to resolve issues and conduct research effectively. Shows a proactive approach to learning and developing technical expertise. Produces well-structured advice notes that support internal decision-making and reflect growing confidence in technical communication.
Responsible for developing a clear understanding of all services offered by the Directorate and how these support clients throughout the project life-cycle. Expected to build confidence in communicating these services to both colleagues and external stakeholders. Also accountable for expanding professional networks internally and externally through event participation and regular engagement on platforms such as LinkedIn.	Demonstrates a strong grasp of Directorate services and their value across project phases. Speaks confidently about service offerings, contributing to informed discussions with stakeholders. Actively grows professional connections, enhancing visibility and collaboration through events and online networking.
Responsible for completing risk assessments for site visits, identifying various risks and hazards, and proposing appropriate mitigation strategies. Expected to actively participate in safety training sessions and workshops to	Demonstrates capability in assessing site-specific risks and implementing effective mitigation measures. Shows commitment to continuous improvement in safety awareness through active engagement in training and development activities.

Accountabilities and / or Responsibilities	Outcome
enhance knowledge and practical skills related to health and safety procedures.	
Responsible for demonstrating an understanding of basic pricing strategies and the key factors that influence pricing decisions. This includes consideration of staff costs, on-costs, travel expenses, and other overheads when contributing to pricing discussions or documentation.	Demonstrates awareness of pricing principles and the ability to apply them in practical contexts. Shows capability in identifying and evaluating cost components that impact pricing decisions, supporting accurate and informed commercial planning.

Key Competencies, Skills & Experience

Competency, Skills & Experience	Outcome
Build effective relationships with clients and stakeholders, both internally and externally. Attend client meetings as the sole representative and deliver updates.	Demonstrates strong interpersonal skills and contributes to positive working relationships that support project success. Confidently represents the organisation, providing clear and professional updates that maintain client trust and engagement.
Allocate tasks with responsible delegation and communicate methodology.	Ensures efficient task distribution and clarity in execution, supporting team productivity and accountability.
Work within budgets and agreed fees, managing own work to scope and quote.	Delivers work that aligns with financial and project parameters, contributing to cost-effective project delivery.
Support the Project Manager in delivering projects, taking responsibility for specific elements.	Provides reliable support and ownership of project components, helping ensure timely and quality outcomes.

Competency, Skills & Experience	Outcome
Organise and support the Project Manager in delivering project outputs such as Book of Reference, plans, and maps.	Ensures accurate and timely delivery of key project documentation, supporting overall project success.
Lead sections of the project team in delivering elements of the project. Ensure teams follow processes and procedures in line with the QMS and PM/PD instructions.	Demonstrates leadership and coordination skills, driving progress and maintaining standards across assigned workstreams. Promotes compliance and consistency, contributing to quality assurance and operational efficiency.
Understand and promote cross-selling opportunities within the organisation.	Supports business development by identifying and communicating opportunities to expand service offerings.
Develop knowledge of planning acts and support team learning.	Builds technical expertise and fosters a collaborative learning environment within the team.
Apply critical thinking and experience to suggest solutions to the Project Manager	Contributes to problem-solving and decision-making, enhancing project outcomes through informed input.
Produce relevant and appropriate documents and reports that meet requirements accurately and consistently.	Delivers high-quality written outputs that align with project needs and professional standards.
Listen to junior team members' suggestions and analyse their input	Encourages inclusive collaboration and supports team development by valuing diverse perspectives.

What we offer

We are a purpose, and values led business with a strong focus on personal growth and opportunities to contribute to impactful infrastructure and regeneration projects across the UK and Ireland, living our purpose in delivering life improving change for communities and future generations.

We promote a supportive and collaborative culture, where our people are empowered through coaching, hybrid working, and a healthy work-life balance. Our commitment to professional development is clear, from supporting early-career professionals to enabling progression through professional qualifications and continuous learning, living our Thirst for Knowledge value. We provide purposeful work, which includes our contributions to the UK's net zero agenda and community regeneration, and seek people who value the opportunity to solve complex challenges in a culture that thrives on innovation.

We're a fast-growing business with a culture centered on learning, innovation, and opportunity. Through our company-wide coaching programme, we empower our people with faster, personalised career development, a deeper connection to our culture and values, and greater ownership of their progression.

We're looking for curious, ambitious individuals who thrive in a dynamic, purpose-driven environment, where learning, openness, trust, and collaboration are at the heart of everything we do. We also know the importance of enjoying the journey, which is why we value social connection and having fun along the way.

We offer a comprehensive benefits package designed to support the health and wellbeing, engagement, and work-life balance of our team. From day one, our people have access to hybrid working, 25 days of annual leave (with options to buy or carry over), enhanced maternity and paternity pay, and a company pension scheme.

We provide Benenden Health Care, offering mental health support, 24/7 GP services, physiotherapy, optical and dental cover, and personal accident protection (depending on level). Additional benefits include the Cycle to Work scheme, electric car leasing, recognition awards, long service leave, and a discretionary annual bonus scheme, all designed to ensure our people feel valued and supported.

Ardent

We're proud to be an equal opportunities employer, and we're passionate about creating a workplace where you're empowered to bring your authentic self to work every day.

We are committed to building a diverse, inclusive team where everyone belongs. We welcome talent from all backgrounds and actively encourage applications from underrepresented groups.

If you're ready to grow with a business that's scaling rapidly and making a real impact, you're in the right place!

To apply or learn more about this opportunity, please submit your CV to recruitment@ardent-management.com



Ardent

www.ardent-management.com | t: 020 3693 2500 | e: accounts@ardent-management.com



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Registered office: 147a High Street, Waltham Cross, Hertfordshire, EN8 7AP