

Job Description

Role Information

Job Title	Land Manager/Surveyor
Directorate (and Team)	Land Assembly
Location (supported by Hybrid Working)	Glasgow
Full Time or Part Time	Full Time (but happy to discuss flexible working)

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

Ardent is seeking a land professional Land Manager or Surveyor to work within existing project teams and contribute to the day-to-day activities in relation to utilities, renewables, transport and regeneration projects.. This role is critical in ensuring cohesive delivery and support for key a range of infrastructure projects. Leveraging your experience, you will provide advice, consider the implications of delivering land access and rights for our clients across Scotland. Our Projects are diverse and can be located rurally or in urban environments and may also include potential opportunities to the rest of the UK and Ireland.

The role will come with the opportunity to travel to meet with affected parties and working with industry experts across our specialist teams.

This position provides the opportunity to further develop expertise in compulsory purchase, land rights, compensation, and habitat management agreements, while contributing to the growth and reputation of Ardent.

Values Alignment & Shared Commitment

You will be 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
Project Delivery – assist in the delivery of projects tasks, ensuring project delivery and outcomes are met.	Exceed client expectations through client delight score and maximise performance of the team.
Communication - Liaising with landowners, serving notices, agreeing access, negotiating, client interaction and dealing with public enquiries.	Strengthen stakeholder relationships and improve public trust, resulting in smoother project delivery and reduced conflicts or delays to access land.
Project hygiene – support the Project Account Manager with the financial requirements and ensuring timesheets and expenses are accurate and submitted on time.	Help to exceed forecasted commercial performance for the project and support the directorate and businesses WIP and debtors KPIs are met.
Technical Knowledge –provide guidance to the client in relation to land right processes whilst learning and seeking guidance from team members where needed.	Deliver instruction in an effective and efficient manner, building confidence of the client and stakeholders. Fair, timely resolution of claims.
People Leadership - Act as a mentor to junior members of the team supporting with technical advice/CPD.	Increase teams knowledge base and performance by passing on experience and advice, improve team retention and engagement scores.
Growth – Business development and cross-selling.	Support with the wider growth of the business, expanding instructions by exceeding client expectations.

Key Competencies, Skills & Experience

Competency, Skills & Experience	Outcome
Ability to build effective working relationships with clients and other stakeholders, both internally and externally.	Enhance cross-functional teamwork and faster, more aligned decision-making, leading to increased project efficiency, resulting in improved team collaboration and strategic alignment across projects and increased client delight scores.
Desire to develop and learn people leadership skills to inspire, develop, and empower high-performing teams.	Learn how to lead a high-performing engaged team.
Basic infrastructure market knowledge and awareness of policy and upcoming potential changes.	Able to give advice to clients in support of their projects. Improving client delight scores and repeat business.
Knowledge of land access, land rights, way; leaves, easements, licenses, compensation framework, stakeholder engagement and negotiation.	Exceed client expectations by providing effective support finding solutions / efficiencies to deliver major infrastructure projects inline or ahead of program.
Lead on negotiations, develop and complete agreements while evidencing meaningful engagement.	Proactively secure agreements on behalf of the client, improving delivery of projects and maintaining relationships with key stakeholders for the project. Securing withdrawal of objections and reducing risk at examination.
Excellent interpersonal skills and ability to communicate effectively verbally and in writing to a variety of audiences.	Clear and concise communication to team members, clients and project teams leading to successful project outcomes and reporting to the project team, the business and the client.

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.

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