

Job Description

Role Information

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| Job Title | Senior Associate Director - Land |
| Directorate (and Team) | Ireland |
| Location (supported by Hybrid Working) | Ireland or Northern Ireland |
| 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 have recently established a small team across Northern Ireland and Republic of Ireland and are embarking on a period of growth.

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

Our Ardent purpose is - *Delivering life improving change for communities and future generations.*

Role Purpose:

- To lead and manage transport, utilities and renewable projects unsupervised and directing employees working on projects to ensure optimum quality service and commercial performance.
- Be capable of undertaking work winning, managing existing client relationships and achieving cross selling within existing projects.
- To provide guidance and advice to clients in a technical capacity.
- To provide leadership and line management to the local team.
- Support the delivery of the Ireland Execution Plan and the Group Business Plans

Why the role exists:

- The role exists to support delivery of existing projects, manage the local team to retain and grow our talent and help with the growth of the business.

Expected outcome:

- The expected outcome is a growing and sustainable Irish team working on a variety of projects in line with Ardent's Purpose

Values Alignment & Shared Commitment

The Senior Associate Director 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 |
|--|---|
| Provide a strong sense of leadership to the existing and new team members through proactive engagement, ensuring enhanced competency and productivity | A well engaged and stable team with strong staff retention and engagement scores. |
| Build Ardent's reputation and work winning. | An increased market presence and brand in the relevant sectors with increased pipeline of business. |
| Lead and manage projects unsupervised and direct employees working on projects to deliver high standards | Exceed client expectations through client delight score. |
| Actively develop the skills and knowledge of the team by acting as a mentor, proactively passing your knowledge on within your team and across the business. | Improved staff knowledge and their performance with increased client delight scores, team retention and engagement scores |
| To manage the financial aspect of each project with regard to project completion and invoicing. | Exceed forecasted commercial performance for the project and WIP and debtors days KPI's. |

Key Competencies, Skills & Experience

| Competency, Skills & Experience | Outcome |
|--|--|
| Experienced in building 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. |

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| Strong people leadership skills to inspire, develop, and empower high-performing teams. | Lead a high-performing engaged team with an increase in productivity creating a culture of trust and accountability. |
| A strong working knowledge of Land, Consent Management or Engagement services | Exceed client expectations and find solutions / efficiencies to deliver major infrastructure projects inline or ahead of programme. |
| Operate in a manner where you are seen as a Trusted Advisor and people are happy to approach you on that basis. | Improved staff knowledge and decision making leading to increased client delight scores. |
| Experience of leading land, consent or engagement services on major infrastructure schemes. | Well managed projects with motivated teams exceeding client expectations. |
| 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. |
| Command respect within the industry and in the wider business community through market presence and reputation. | Increased opportunities in the utilities sector and growing work with existing clients. |

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