

Job Description

Role Information

Job Title	Head of Strategic Growth Utilities
Directorate (and Team)	Growth
Location (supported by Hybrid Working)	Manchester, Leeds or Birmingham
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

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

The Head of Strategic Growth for the Utilities Sector is responsible for increasing Ardent's market share, client base, and revenue across utilities sub-sectors, including electricity transmission and distribution, water, gas, hydrogen, and carbon capture and future markets. This role focuses on enhancing the company's profile within the sector, 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 utilities sector and positioning Ardent as the market-leading enabler in this sector.

Values Alignment & Shared Commitment

The Head of Strategic Growth for Utilities 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
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Sector Growth and Development • Design and implement growth strategies targeting electricity transmission and distribution, water, gas, hydrogen, and carbon capture sub-sectors and future markets within this sector. • Identify and secure new business opportunities across these sub-sectors and new ones that may develop. • Collaborate with Managing Directors and Heads of professional service delivery to align sector-specific growth initiatives with overall company objectives.	Strategic approach to growing Ardent's market share in the Utilities sub sector is developed and implemented. Ardent's growth ambitions are supported.
• Client Relationship Management • Build and maintain strong relationships with key stakeholders, including utility providers, regulatory bodies, infrastructure developers, and private sector organisations. • Act as the lead representative for Ardent in the broad utilities sector, identifying opportunities for long-term partnerships with multi-disciplinary consultancies, contractors and other relevant partners. • Develop a deep understanding of client needs to tailor Ardent's services and offerings effectively.	Ardent is well positioned to be able to win more work in the Utilities sector and we are seen as the experts of choice to partner with.
Market Analysis and Opportunity Identification • Conduct thorough market analysis to identify trends, emerging opportunities,	Ardent is provided with relevant Utilities' market insights that result in data-led decision-making around opportunities and growth.

and regulatory changes within the utilities sub-sectors to inform decision-making within the Growth and Professional services teams. • Develop strategies to capitalise on major infrastructure projects in the UK and island of Ireland. • Monitor competitor activities and market shifts to position Ardent as a market leader in utilities 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 utilities sector. • Work with professional service delivery teams and the Growth team to ensure proposals align with sector needs and support overall profitability and that Ardent is positioned to maximise success. • Monitor and report on pipeline development, total addressable market, revenue targets, and market share expansion.	Ardent realises its ambitious growth plans.
Profile Building and Industry Engagement • Enhance Ardent’s visibility and reputation within the utilities sector, including electricity, water, gas, hydrogen, and carbon capture and future markets. • Represent the company at industry events, conferences, and networking forums to strengthen Ardent’s profile.	Ardent is well positioned to be able to win more work in the Utilities sector and we are seen as the experts of choice to partner with.

- Collaborate with the marketing team to create targeted campaigns that highlight Ardent's expertise and achievements within the utilities sector to ensure that growth is maximised.

Key Competencies, Skills & Experience

Competency, Skills & Experience	Outcome
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 utilities sub-sectors. Client Relationship Expertise • Strong existing network and profile across the Utilities sector. • Proven ability to build and sustain senior-level relationships with key stakeholders in the utilities sector, including government bodies, regulatory agencies, and private sector clients. • Skilled at negotiating high-value contracts and fostering long-term partnerships. Sector Knowledge • Deep understanding of electricity transmission and distribution, water, gas, hydrogen, and carbon capture in the UK and Ireland.	Ardent's opportunities for growth in the Utilities sector are maximised.

- 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.

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!.