

## Job Description

### Role Information

|                                        |                  |
|----------------------------------------|------------------|
| Job Title                              | Land Referencer  |
| Directorate (and Team)                 | Land Referencing |
| Location (supported by Hybrid Working) | Leeds            |
| 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.

This role requires an adaptable and proactive team player who is eager to learn, communicate effectively, and represent Ardent's values as they begin the first steps in their career. Key responsibilities include collaborating with colleagues, managing client needs and timelines, prioritising work, and demonstrating initiative in problem-solving. The successful candidate will have strong attention to detail, engage professionally with stakeholders, and show a willingness to grow their knowledge in Land Referencing and compulsory purchase legislation. Ardent offers a supportive, values-driven environment focused on personal development, impactful projects, and a healthy work-life balance, making it an ideal setting for those seeking meaningful career progression and the chance to contribute to transformative community projects.

## Values Alignment & Shared Commitment

The Land Referencer position 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                                                                                                                                                                                                                                                                          |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ability to work in a team and take instructions from senior members of the team, and to develop an ability to communicate with peers and contribute to delivering tasks. | Demonstrates effective teamwork by positively responding to guidance from senior colleagues, while actively developing communication skills with peers. Contributes to the successful completion of tasks by working collaboratively and supporting a cohesive team environment. |
| Understanding the needs and timescales of the client and managing work appropriately.                                                                                    | Appropriate time management and understanding of deadlines.                                                                                                                                                                                                                      |
| Knowing when to ask questions or seek advice but does not repeatedly ask the same/similar questions and seeks own answers first.                                         | Can be adaptive and a quick learner. Retaining information and applying what is taught practically.                                                                                                                                                                              |
| Represent and embrace Ardent's values as you begin your career and develop your learning.                                                                                | Demonstrates commitment to Ardent's core values by actively embracing the company's culture, contributing positively as a new starter, and engaging in continuous personal and professional development.                                                                         |

## Key Competencies, Skills & Experience

| Competency, Skills & Experience                                                                                                                                                                    | Outcome                                                                                                                                                                                                                       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Excellent attention to detail, the ability to follow clear instructions to tight time frames, and the ability to prioritise workloads effectively.                                                 | Delivers high quality work to project leads, understanding of deadlines and when to seek support.                                                                                                                             |
| Be able to engage and communicate in a professional and effective manner with stakeholders via both telephone, and face to face regarding a meeting and access arrangements and the issue of RFIs. | The individual communicates professionally with stakeholders by arranging meetings, coordinating access, and managing RFIs. This skill supports clear, courteous interactions and helps facilitate project needs effectively. |

|                                                                                                                                                       |                                                                                                              |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|
| Develop critical thinking abilities, suggesting solutions to the PM.                                                                                  | Develops confidence to improve ways of working.                                                              |
| Some knowledge and experience of the main enabling acts and how they apply to Land Referencing within the context of compulsory purchase legislation. | Knowledge of the applicable planning processes and how Land Referencing fits into this continues to develop. |

## 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 centred 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.

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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](mailto:recruitment@ardent-management.com)**

# Ardent

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