

Job Description

Role Information

Job Title	Principal Land Access Consultant
Directorate (and Team)	Land Referencing
Location (supported by Hybrid Working)	Birmingham/ London/ Manchester/ 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.

The Principal Consultant role at Ardent exists to drive and deliver life-improving change for communities and future generations. As a pivotal figure within the organisation, this position ensures that Ardent remains at the forefront of supporting major infrastructure and regeneration projects across the UK and Ireland.

Expected outcomes from someone joining in this capacity include enhanced team engagement, a focus on quality, improved commercial performance, and a steadfast commitment to health, safety, and wellbeing. Additionally, the role champions inclusivity by fostering a culture where diversity and equality are not only respected but prioritised, making Ardent a workplace where everyone can thrive. The Principal Consultant's leadership is expected to inspire a shared commitment to excellence, innovation, and positive change throughout the organisation.

Key performance indicators for this role centre around people leadership—measured by engagement levels, commercial success, quality of technical output and the maintenance of a safe and supportive working environment. Ensuring inclusivity is a core metric, ensuring that the workplace remains welcoming and fair for all. Metrics for people leadership further include a commitment to learning, aligned with Ardent's value of a 'Thirst for Knowledge', promoting ongoing professional development and continuous improvement. Furthermore, adherence to the Quality Management System (QMS) ensures that all work meets the highest standards, supporting Ardent's reputation for excellence and reliability in the delivery of its services.

Values Alignment & Shared Commitment

The Principal 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
Help boost team engagement by suggesting and supporting targeted initiatives, keeping track of progress regularly, and contributing to a welcoming and inclusive work environment	Support the assistant people leader in surpassing engagement and inclusivity KPIs.
Liaising with landowners and colleagues, advising technically on land referencing technical outputs to clients and junior members of the team.	Strengthen relationships and improve delivery for the client, resulting in smoother project delivery and reduced conflicts through a projects lifecycle. Supporting cross-working between Ardent's Directorates and increasing awareness and position of Land Referencing team within the project team and wider business
Develops skills in assessing client needs and understanding their objectives in order to proactively advise on next steps and/or to foresee and mitigate risks or identify opportunities. Provide guidance and advice to clients in a technical capacity, demonstrating leadership traits including taking ownership of tasks.	Display confidence in advising and reporting to clients and inputting to client meetings in a manner that fosters client confidence and help to develop a positive working relationship.
Demonstrates the ability to manage and resolve conflicts diplomatically, finding common ground among stakeholders. Develop the ability to align communication efforts with the organisation's goals and strategies.	Offer valuable support and recognise when it's important to help peers and supporting the People Leader in delivering the Directorate and team objectives.

Accountabilities and / or Responsibilities	Outcome
Engages their team as an Assistant People Leader, championing our core values, embodying the Ardent vision, and demonstrating a comprehensive understanding of what it means to be an effective People Leader. Embracing a coaching and learning culture, role modelling those behaviours, actively engaged as a Coach, and supporting the development of junior team members	By engaging their team as an Assistant People Leader, consistently embodying the Ardent vision and demonstrating all facets of effective leadership—including embracing a coaching and learning culture and actively serving as a Coach—the following outcomes are achieved: Teams experience increased motivation and engagement, leading to improved overall performance. The adoption of a coaching and learning culture fosters ongoing professional development, resulting in enhanced skills and capabilities within the team.
Promote a culture of wellness within your team to identify health and wellbeing early and proactively engage with People & Culture to address any concerns.	By championing best practice health and safety behaviours and fostering a culture of wellness within the team, People Leaders / Assistant People Leaders create an environment where risks are identified and addressed proactively. Prompt reporting of near misses and accidents ensures swift resolution and continuous improvement in safety standards. Early identification of health and wellbeing issues, coupled with proactive engagement with People & Culture, leads to improved overall wellbeing, enhanced team morale, and reduced absenteeism.
Encourages regular communications on Health & Safety issues and performance within your teams. Responsibility for ensuring team members have the right PPE and resources when	By encouraging regular communication regarding Health & Safety issues and performance and ensuring that all team members are equipped with appropriate PPE and necessary resources when working on site. This leads to enhanced awareness and adherence to

Accountabilities and / or Responsibilities	Outcome
working out on site, meeting both organisational and client objectives.	safety standards, a reduction in workplace incidents, and improved overall team wellbeing. The outcome is a safer, more compliant working environment that supports employee welfare and organisational objectives.

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.
Help inspire, develop, and empower high-performing teams	Assist in fostering a high performing, engaged team by enhancing productivity and promoting a culture of trust and accountability
Ability to identify the need for new resource within your team with consideration for the wider resource requirements of the Directorate. Capable of sourcing candidates for these positions by building networks within the industry.	Demonstrates strong strategic workforce planning by proactively identifying and addressing resource gaps within the team, while considering the broader needs of the Directorate. Effectively sources high-quality candidates by leveraging extensive industry networks, ensuring timely recruitment and alignment of team capabilities with organisational objectives. This results in a well-resourced, agile team capable of meeting project demands and supporting overall business growth.
Contributes to winning work on a regular basis, through producing winning tenders (subject to Director sign off). Demonstrates	Proactively contributes to the organisation's growth by consistently producing high-quality, successful tenders (with Director approval), thereby securing new projects. Demonstrates a strong ability to foster lasting

Competency, Skills & Experience	Outcome
an ability to win repeat business from existing clients.	client relationships, leading to repeat business and strengthening client trust and loyalty.
Demonstrates an ability to deliver all technical elements of a projects Land Referencing requirements, understand and advising internally and externally. Awareness of differing consenting regimes and land team deliverables across DCO, CPO and TWAO projects.	Effectively manages and delivers all technical Land Referencing aspects of projects by providing informed advice to both internal teams and external stakeholders.
The ability to work within parameters of delegated authority within the project to ensure open thinking while managing levels of decision making, ensuring projects work to agreed budget and scope. Identifying differences between scope and client requests. Raising potential variations with the Project Account Manager / Director, client and Finance Director as necessary. Listen to suggested solutions by all members of the team and have the ability to analyse suggestions.	Demonstrates strong judgement by effectively operating within delegated authority, ensuring decisions are made at the appropriate level while fostering an environment of open-mindedness and innovation. Exhibits excellent team collaboration skills by actively listening to and thoughtfully analysing input from all team members, resulting in well-considered decision-making and enhanced team engagement. Has strong analytical skills by promptly identifying discrepancies between project scope and client requirements and proactively addresses these by communicating potential variations to the Project Account Manager / Director, client and Finance Director when needed, ensuring project alignment and client satisfaction.

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.

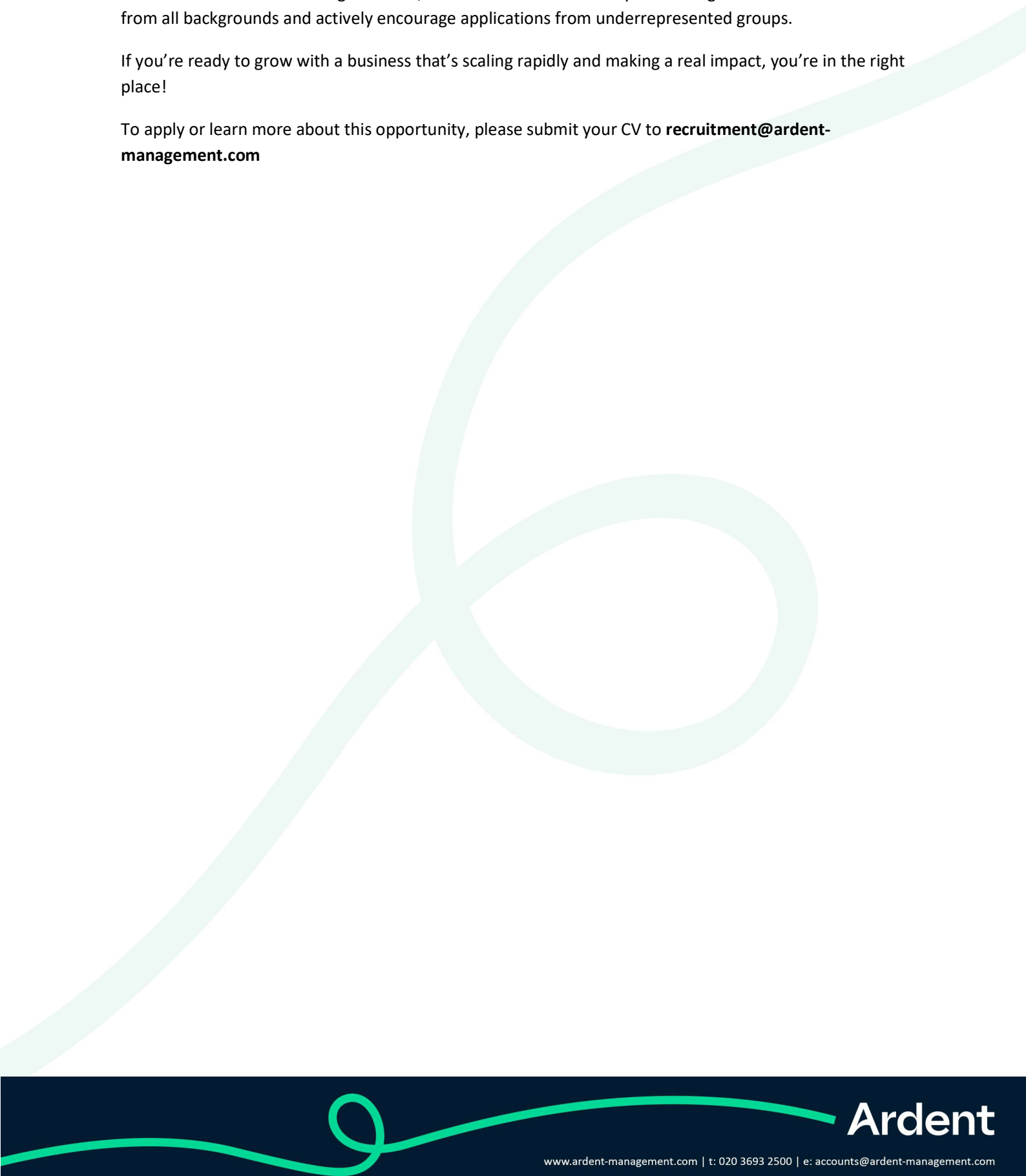
We're proud to be an equal opportunities employer, and we're passionate about creating a workplace where you're empowered to bring your authentic self to work every day.

Ardent

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

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