

## Job Description

### Role Information

|                                               |                               |
|-----------------------------------------------|-------------------------------|
| <b>Job Title</b>                              | Land Access Consultant        |
| <b>Directorate (and Team)</b>                 | Land Referencing              |
| <b>Location (supported by Hybrid Working)</b> | Leeds with travel as required |
| <b>Full Time or Part Time</b>                 | 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, deliver buildable consents and implement those consents to positively change people's lives and the world that we live in.

### Role Purpose

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

The Land Access Consultant role exists to support the delivery of land access services across major infrastructure and regeneration projects. The role helps secure and manage access for surveys and early works by coordinating with landowners, surveyors, project teams and clients, preparing clear access documentation, and supporting consistent delivery against scope, budget, programme and quality requirements.

Expected outcomes include reliable survey access delivery, clear and timely communication with clients and stakeholders, accurate access schedules, plans, maps, licence agreements and reports, and proportionate support to junior colleagues where required. The role also contributes to safe site working, compliance with Ardent's Quality Management System, and early identification of project risks, scope changes and opportunities for improvement.

## Values Alignment & Shared Commitment

The Land Access Consultant is expected to work in line with the Ardent values, contributing to a culture of integrity, collaboration, inclusion, learning and continuous improvement.

### 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                                                                                                           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| Coordinate access requirements with surveyors, project teams and clients, including advising on land availability and suitable areas of access.                | Survey access is planned and communicated clearly, with practical access routes and constraints identified early. |
| Prepare, maintain and check access deliverables, including survey access schedules, plans, maps, licence agreements, pre-entry records and post-entry records. | Project teams and clients receive consistent, accurate and usable land access information.                        |
| Liaise with landowners, occupiers, clients and internal stakeholders in a professional and timely manner, escalating risks where needed.                       | Stakeholder communication supports access delivery and reduces avoidable delay, confusion or conflict.            |
| Support Project Managers in delivering agreed workstreams, including taking ownership of allocated tasks and delegating defined actions where appropriate.     | Allocated project elements are progressed to programme, with clear ownership and proportionate oversight.         |
| Work within agreed scope, budget and instructions, identifying differences between client requests and agreed fees or deliverables.                            | Commercial risks and potential variations are raised early with the Project Manager or Project Director.          |
| Apply Ardent processes and QMS requirements, and support colleagues to follow agreed methodologies and quality checks.                                         | Outputs are consistent, audit-ready and aligned to agreed project processes.                                      |
| Complete and support site visit risk assessments, attend required safety training, and apply safe working practices for site activities.                       | Land access activities are planned and delivered with appropriate regard to health, safety and wellbeing.         |

## Key Competencies, Skills & Experience

| Competency, Skills & Experience                                                                                                                                   | Outcome                                                                                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|
| Builds effective relationships with clients, landowners, surveyors and internal project teams.                                                                    | Supports coordinated project delivery and helps maintain confidence in Ardent's land access service.             |
| Understands key land access deliverables, including access schedules, survey plans, licences, pre-entry records, post-entry records and landowner correspondence. | Produces practical and proportionate outputs that meet project requirements and support access delivery.         |
| Develops knowledge of main enabling acts and consenting regimes, and applies learning from previous projects to identify workable solutions.                      | Provides informed support to Project Managers and contributes to better risk identification and decision-making. |
| Produces clear written documents, emails, advice notes and reports with attention to accuracy, audience and purpose.                                              | Communication is concise, professional and suitable for internal, client and stakeholder use.                    |
| Plans and coordinates smaller projects, tasks or work packages, including resource input, priorities and progress tracking.                                       | Work is organised, visible and delivered in line with agreed project expectations.                               |
| Demonstrates commercial awareness, including staff costs, travel costs, overheads, project scope, agreed fees and pricing factors.                                | Supports stronger budget control and helps identify where client requests may require review or variation.       |

## 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 of 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, including 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 supports 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 personalised career development, stronger 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 our Enjoy the Journey value, 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 support our people.

We are 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.

To apply or learn more about this opportunity, please submit your CV to [recruitment@ardent-management.com](mailto:recruitment@ardent-management.com)