

Job Description

Role Information

Job Title	Assistant Surveyor
Team	Complex cases
Location (supported by Hybrid Working)	London
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

Ardent is seeking an Assistant Surveyor to work within our Complex Cases Team ("CCT"). The role will involve providing support to Ardent's leading compensation experts, assisting with a wide range of technically complex compensation work across the regeneration, transport, utilities and renewables sectors.

The Complex Cases Team represents both project promoters and affected landowners. The successful candidate will therefore experience project delivery from a variety of perspectives, enabling them to develop a fully rounded understanding of the issues that surround complex land acquisition and the compulsory purchase process.

The CCT is regularly involved in compensation litigation, and the successful applicant will be expected to develop a detailed knowledge of court and tribunal processes, as well as the role of an expert witness.

This role will provide the opportunity to fast-track a detailed understanding of statutory valuations and compulsory purchase compensation, working with the most experienced, solicitors, barristers and property professionals operating in the field.

The successful candidate will be expected to work towards becoming a chartered surveyor and registered valuer. Full support will be provided to help achieve this.

Values Alignment & Shared Commitment

The Assistant Surveyor will be 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. This role is for someone who is "intellectually curious" and willing to test their ability to learn.
- 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
Case Work Delivery – assist in the delivery of case work tasks, ensuring timely case work delivery and results.	Exceed client expectations and maximise team/expert performance.
Communication - Liaising with clients, lawyers, other property professionals (both those acting for our clients and other parties).	Strengthen client team relationships and develop “trusted advisor” status. Develop and improve relationships with other stakeholders and their advisors, including those with whom our clients may be in dispute.
Project/case hygiene – support the CCT with the achieve its financial objectives and ensure timesheets and expenses are accurate and submitted on time.	Help to exceed the CCT’s forecasted commercial performance and support team members in efforts to meet businesses WIP and debtors KPIs.
Technical Knowledge – Develop a fast-tracked understanding of property valuation and compulsory purchase compensation. Develop a forensic approach to interpreting compensation legislation and case law and the assessment of compensation.	Supporting CCT case workers in providing industry leading compensation advice.
Land Services Support – Becoming a first port of call for colleagues in Land Services in terms of providing basic compensation advice or directing queries to other CCT members.	Increase Land Services compensation knowledge base and performance by passing on experience and advice and enabling access to other CCT members.
Thought Leadership Support – Assisting CCT members with external thought-leadership assignments, including public speaking opportunities and the publication of articles.	Providing assistance with external marketing to ensure the continued development of CCT as an industry leading source of compulsory purchase compensation expertise.

Growth – Business development and cross-selling.	Support with the wider growth of the business, expanding instructions by exceeding client expectations.
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Key Competencies, Skills & Experience

Competency, Skills & Experience	Outcome
Ability to build effective working relationships with clients and other stakeholders, both internally and externally.	Enhanced teamwork, leading to more aligned decision-making, increased efficiency, and improved team collaboration.
Basic property market and compensation discipline knowledge, including awareness of law, policy and upcoming potential changes.	Able to give and support the provision of advice to clients. Improving client delight scores and the potential for repeat business.
Basic knowledge of DCOs and CPO/CA processes, compensation framework, stakeholder engagement and negotiation.	Exceed client expectations by providing effective support CCT members.
Ready to take on responsibility and work independently when needed	Efficient and cost-effective delivery of case work.
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, project teams and other parties.
Attention to detail	Accurate and effective completion of tasks achieving client delight
Can reach independent views based on evidence and is prepared to debate and defend those views. However, also a willingness to constructively amend opinions when evidence suggests this is justified.	Development of negotiation skills and the traits necessary to facilitate an entrance to expert witness work

Ideally, minimum 1-year PQE	Enabling the provision of immediate support to CCT.
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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.

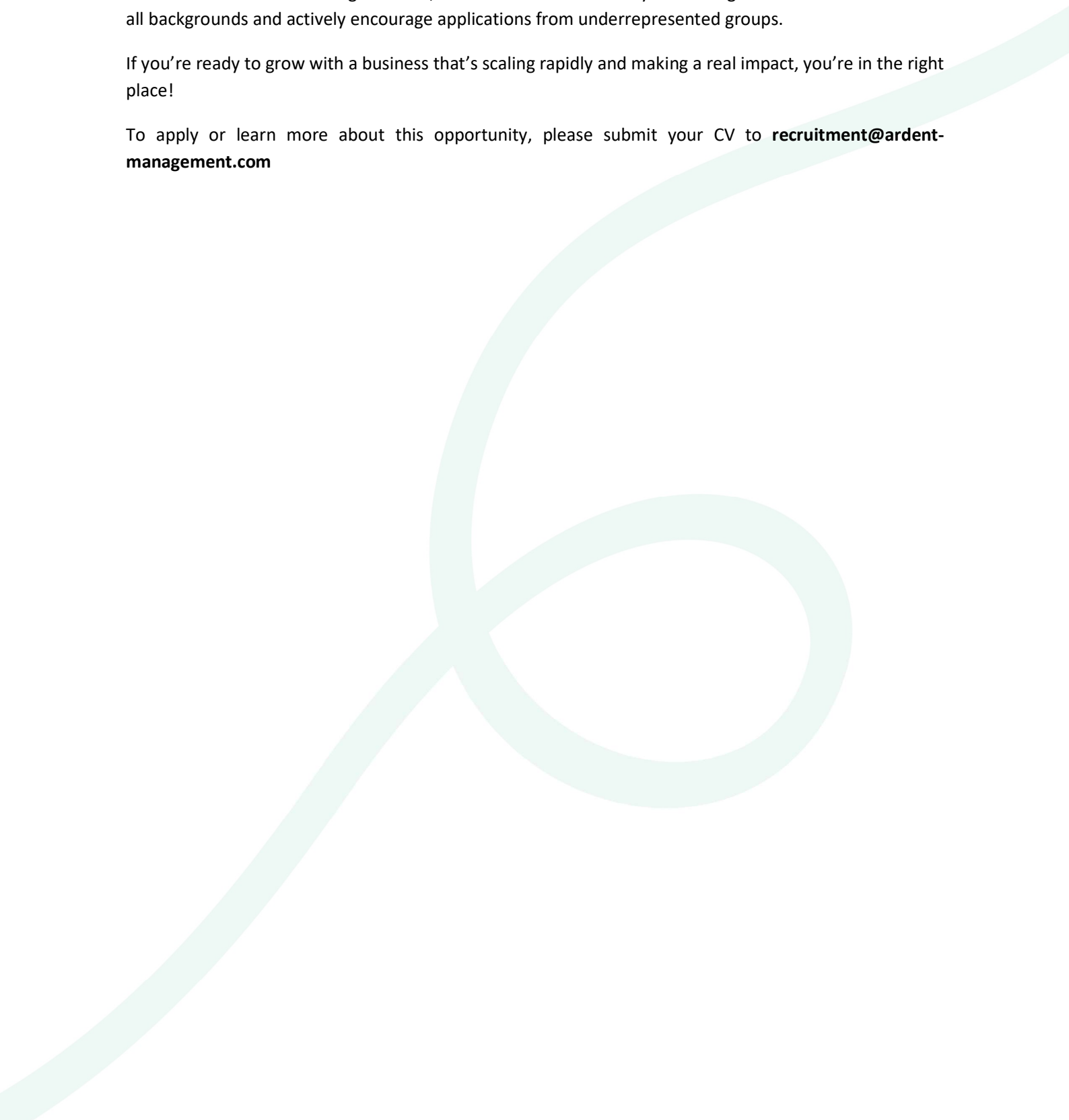
We're proud to be an equal opportunities employer, and we're passionate about creating a workplace where you're empowered to bring your authentic self to work every day.

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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