

Job Description

Role Information

Job Title	Surveyor
Directorate (and Team)	Land Services
Location (supported by Hybrid Working)	Birmingham , London, Manchester or 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 main purpose of the Surveyor role is supporting Ardent's delivery of strategic compensation advice, risk mitigation in land acquisition, and engagement with stakeholders to secure necessary consents, settle claims, and negotiate agreements. This supports the company's mission of facilitating life-improving changes and enabling progress towards net zero, connectivity, and regeneration for communities.

As a Surveyor at Ardent, you will be expected to:

- Act as a trusted advisor, supplying specialist technical input, particularly around compensation and compulsory purchase legislation
- Project manage and lead negotiations with landowners, clients and stakeholders, helping to secure land and resolve claims efficiently and compliantly
- Maintain Ardent's standard for high-quality engagement, strategic advice and delivery on major projects within the transport, renewables, utilities and regeneration business sectors

Expected outcomes from your appointment are:

- Improved project delivery through strategic management of compensation claims, negotiations and stakeholder relationships
- The expedient and effective settlement of compensation claims and the accurate management of valuations and Property Cost Estimates
- The enhancement of customer satisfaction and trust, positioning Ardent as a 'trusted advisor'
- A contribution to company growth by mentoring junior team members, maintaining compliance standards and actively engaging in professional development
- Support for the company's reputation, help in delivering projects that positively impact communities and promoting a safety and well being culture within your team

Values Alignment & Shared Commitment

The Surveyor 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 to 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
Delivering informative and engaging presentations to small groups or teams.	More effective communication, stronger team performance, and better client and stakeholder outcomes.
Liaising with landowners	Strengthening stakeholder relationships and improve public trust, resulting in smoother project delivery and reduced conflicts or delays during examination.
Guiding and mentoring junior team members and providing feedback.	Development of junior colleagues' skills and confidence, building a positive team culture, better alignment with Ardent's values, efficient and consistent delivery of project objectives and constructive feedback cycles.
Setting a positive example for more junior colleagues, including in relation to time keeping, time recording, managing meetings and demonstrating company values.	Ensuring that high standards and company values are embedded across all levels of the team, leading to excellent project outcomes and a positive workplace culture.
An ability to identify potential leads, and new work opportunities	Increased business growth, expansion and strengthening of Ardent's client base, increased awareness of market trends, enhanced personal and team reputation.

Proactively promoting a culture of safety within teams and advocate for safety improvements.	Safer project delivery, enhanced reputation with clients and regulators, and a stronger overall team performance.
An ability to assess and improving the profitability of individual projects by managing costs and resources efficiently.	Supports a financially healthy and sustainable business that supports career progression.

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.
Awareness and compliance with RICS Professional Statements and/or other relevant guidance and mandatory requirements relating to relevant professional membership.	The individual and business are recognised for best practice, professionalism and reliability.
Play an active role in managing the delivery of projects with guidance from the appropriate line manager.	More effective and confident project management, improved team results and better outcomes for clients and the business.
An understanding of the legal basis of compulsory purchase compensation and an ability to apply it to the assessment of a wide variety of compensation claims	Consistently accurate compensation assessments, efficient and effective resolution of claims, strengthened client trust and professional credibility, reduced risk of legal challenge or reputational impact and improved knowledge sharing and team capability

A demonstrable track record of settling compensation claims and providing compensation estimates	Project success, client satisfaction and business growth.
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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.

Ardent

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!



Ardent

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