

Ardent



CANDIDATE INFORMATION PACK

Associate - Land Services

Location: Cambridge

Presented by Joshua Robert on behalf of Ardent.



About Ardent

Ardent is an infrastructure and regeneration specialist, built around a simple belief: the value of land lies in its potential to improve lives and build a more sustainable future. The business supports major infrastructure projects across the UK and Ireland, working with clients in energy, transport, and city and town regeneration, as well as offering comprehensive services in land referencing, promotion, implementation, and compensation, all under one roof.

Ardent has the largest team of CPO surveyors in the UK and Ireland and is the market leader in both Land Assembly & Compulsory Purchase and Development Consent Order (DCO) land advice. Their track record speaks for itself with over 35 years in business, 100+ DCOs submitted, involvement in more than 150 major DCO, CPO and TWAO projects, and experience acting as the property expert at over 10 DCO examinations to date.

Ardent has recently moved to a regional operating model, East of England, London & South East, South West, Midlands, North West, North East and beyond, bringing its former valuation & compensation and land assembly teams together into a single land services function in each region. The East of England is the newest of these and has been built from the ground up over the last few months under Alex Bodrozic, Senior Associate Director and Regional Head.

Where Ardent is Going

Ardent's growth isn't just a future ambition, it's already well underway, having grown into the largest CPO team in the UK and Ireland and the market leader in both Land Assembly & Compulsory Purchase and DCO land advice. That growth is set to accelerate further. Ardent has set out a ten-year plan to 2035, built around three phases:

2026 – 2029

**350 people and
£50m revenue**

2030 – 2032

**450 people and
£75m revenue**

2033 – 2035

**500+ people and
£100m revenue**

That's an average of roughly 31% annual growth, and for a candidate, it's more than an impressive number. It means real opportunity for career progression as the business scales around them, genuine influence over how a region gets built, and a front-row seat to the kind of investment and expansion a plan of this scale demands.

Building out Cambridge and the East of England is Ardent's Phase 1 in action. That makes this a key hire for Ardent, and an exciting opportunity for the successful candidate to help establish one of its newest regional teams.

35

**Years
Experience**



15,000

**New Homes
Supported**



15

**Million Homes Powered
by Ardent Projects**



The Opportunity

An experienced land & property professional to help build Ardent's presence in Cambridge and the wider East of England.

Job Title	Associate, Land Services
Location	Cambridge (hybrid)
Reporting to	Senior Associate Director & Regional Head, East of England
Salary	Highly Competitive
Seniority	Open from Senior Surveyor through to Associate Director level, dependent on experience, capability and commercial potential

Ardent's East of England office is new, established only in the last few months following the wider move to a regional structure. The role exists to give this office both a commercial and technical head for its day-to-day delivery, therefore, it isn't a pure business-development appointment. Beyond the named East West Rail workstream, there's deliberate breadth built in: exposure to other regional projects across solar, wind and highways/transport.

As the region builds from the ground up, there's also an expectation to mentor and develop junior team members over time, and to support the Associate Director in managing the overall regional workload so they can focus on winning work and growing the office.

There's a story behind this opportunity. Due to internal career progression, rapid promotions and the evolution of roles within the team, there is now an opportunity to lead the land and utilities interface on a major rail infrastructure project, and Ardent needs someone capable of taking on this workstream.

It's worth noting that several of Ardent's current senior leaders joined as graduates or junior surveyors and have progressed to Associate Director and Director level. This route to senior leadership is achieved faster than what's typically available at larger, more traditional firms. For the right candidate, joining a region at this early stage carries that same kind of career growth opportunity.

The successful candidate will:

- Take over and run the utilities lead workstream on a major rail infrastructure project from the outgoing Associate
- Manage land, property and utility workstreams across nationally significant infrastructure and utility projects
- Pick up work across other regional projects (solar, wind, highways) rather than being assigned to one scheme
- Build their own network in the early weeks and months, including time in both the Cambridge and London offices
- Contribute to bids and business development to support the region's growth targets
- Mentor and develop more junior hires as the team grows from the ground up

The Ideal Candidate

The preferred candidate will have the following experience and attributes:

- Experience delivering land services on infrastructure, utility, energy or transport projects
- Strong understanding of land acquisition and access processes, including negotiating voluntary agreements, rights and easements
- Experience managing stakeholder relationships with landowners, occupiers, legal teams, local authorities and statutory undertakers
- Knowledge of compulsory purchase, compensation and associated statutory frameworks
- Ability to lead project workstreams, manage programmes and coordinate multidisciplinary teams
- Comfortable taking responsibility for project financial performance, resource planning, risk management and budget control
- Strong report writing, analytical and advisory skills, with the ability to provide strategic client advice
- Experience negotiating commercial agreements and securing land rights to support delivery
- An understanding of planning, consenting and environmental processes in infrastructure development
- Chartered status (MRICS, FRAAS or equivalent) preferred but not essential
- An Associate with the potential to rapidly progress
- Client-side professionals are also considered
- A commercial mindset, with the ability to spot opportunities with existing and prospective clients, and genuine interest in helping build and shape a growing regional team



Why Join Ardent?

Ardent's purpose is straightforward: delivering life-improving change for communities and future generations.

It's a mission the leadership team treats as something to be lived, not just communicated. The business has grown on the strength of being a market leader in land and consents advice, and is now working to a defined plan to reach 500+ people and £100m revenue by 2035, while keeping the personal, collaborative culture that got it here.

That culture is shaped by five values Ardent asks everyone to live by day to day: a thirst for knowledge, owning what you do, being the difference, enjoying the journey, and adapting as the business and its markets change.

Career development is treated as a genuine priority. Ardent invests in structured training and development, supports people toward the qualifications they need, and has a strong record of promoting from within, with several current directors and senior consultants starting as Assistant Surveyors or Assistant Consultants.

For someone joining a region during its build-out phase, that same commitment to backing people applies just as much to building a team locally. Ardent's people also point to the variety and significance of the projects on offer, from HS2 and Sizewell C to major regeneration schemes like the Brentford Football Club stadium redevelopment, and to a deliberate effort to give people breadth across sectors rather than siloing them on one scheme.



Benefits Package

The preferred candidate will have the following experience and attributes:

- Highly competitive salary, positioned ahead of the market
- Car allowance
- Standard bonus scheme linked to business and team financial performance
- Smart (hybrid) working policy
- Private healthcare through Benenden Health, including 24/7 GP and mental health helplines, physiotherapy, and cancer support
- Wellbeing care and support, plus discounted health and lifestyle benefits
- Cycle to work scheme
- Regular company and social events, and a genuine culture of charity and community involvement
- Broad exposure across wider sectors and projects
- A collaborative, values-led culture with real investment in developing people



Contact

For a confidential discussion about
this opportunity please contact:



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