

Ardent



CANDIDATE INFORMATION PACK

Associate - Land Rights Manager

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 25 years in business, 75+ 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 successful a region becomes, 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 role one of only a few key hires for Ardent, and an exciting opportunity to help further 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 rights professional to help build Ardent's presence in Cambridge and the wider East of England.

Job Title	Associate - Land Rights Manager
Location	Cambridge (hybrid)
Reporting to	Senior Associate Director & Regional Head, East of England
Salary	£52,000 - £64,000 + £5k car allowance
Seniority	Manager

Ardent's East of England team is already well established and has a flagship energy programme underway, with significant potential for growth across the region's energy, transport, and regeneration pipeline. This is one of several hires joining the team and provides a real opportunity to help shape an office set for fast-paced growth.

The role exists to give the region a senior land rights lead on a flagship energy infrastructure programme in East Anglia, at an immediate and genuinely live stage. It is a delivery-led appointment with real commercial weight: the programme offers clear potential to build further work across the region's energy, transport and regeneration pipeline.

The successful candidate will work as part of the client's land team, alongside land, legal, engineering and consenting colleagues, while reporting to Ardent's Senior Associate Director. It suits someone with the confidence and judgement to represent both Ardent and the client's land team internally, and to manage constructive relationships with landowners and their representatives.

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:

- Lead land acquisition strategy and land rights delivery on a major energy infrastructure DCO in the East of England
- Represent Ardent within the client's land team, managing interfaces across land, legal, engineering and consenting
- Lead negotiations with landowners and their representatives, securing easements, wayleaves and access
- 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:

- Proven experience leading land acquisition strategies on major utility, energy, transport or linear infrastructure projects
- DCO, CPO or equivalent statutory acquisition experience (CPO experience under the Electricity Act is advantageous)
- Strong understanding of land acquisition and access processes, including easements, wayleaves and rights over land
- Track record of leading complex stakeholder and landowner negotiations
- Experience managing multidisciplinary teams and external supply chains
- Strong programme, cost and risk management capability, including land risk registers, trackers and project reporting
- Confidence advising and collaborating with senior project and client-side stakeholders
- An understanding of planning, consenting and environmental processes in infrastructure development
- Chartered status (MRICS, FAAV or equivalent) preferred but not essential
- An experienced Associate, or someone ready to step up to it, with the potential to progress towards Associate Director
- A background in energy, utilities and linear infrastructure is ideal; rural practitioners and those with transferable land rights experience from telecoms will also be 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
- Comfortable travelling to project and client offices as required



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:

- £52,000 - £64,000 annual salary + £5k 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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