

Ardent



CANDIDATE INFORMATION PACK

Senior Surveyor

Location: Cambridge

Presented by Joshua Robert on behalf of Ardent.



About Ardent

Ardent is an infrastructure and regeneration specialist whose purpose is to deliver life-improving change for communities and future generations.

The business supports major infrastructure projects across the UK and Ireland, working with clients in the energy, transport, and renewables sectors, city and town regeneration, as well as offering comprehensive services in land referencing, promotion, implementation, and compensation, delivering technical excellence in all aspects of the land and consents services that are provided.

They have the largest team of CPO surveyors in the UK and Ireland and are 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 100 DCO examinations to date.

The business has recently moved to a regional operating model, with presence in the 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.

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 Land Assembly & Compulsory Purchase Advice. That growth is set to accelerate further, with Ardent having set out a 10-year plan to 2035.

That means real scope for career progression as the business scales, and influence over how a region gets built. Building out Cambridge and the East of England is part of Ardent's growth 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 Surveyor to deliver complex land acquisition matters as Ardent builds its presence in Cambridge and the wider East of England.

Job Title	Senior Surveyor
Location	Cambridge (hybrid)
Reporting to	Senior Associate Director & Regional Head, East of England
Salary	Highly Competitive
Seniority	Manager Level

Ardent's East of England team is already well established, with a strong pipeline of major infrastructure projects and significant potential for growth across the region's energy, transport, regeneration, and utilities markets. 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 purpose of this role is to provide major infrastructure projects in East Anglia with a surveyor who can take complex land acquisition matters and run with them. It is a hands-on delivery role with ownership of negotiating Heads of Terms, securing easements, wayleaves and leases, and dealing directly with landowners, agents, and stakeholders.

The successful candidate may be required to work as part of a client's land team, alongside land, legal, engineering and consenting colleagues, while reporting to Ardent's Senior Associate Director. This role suits someone who combines sound technical judgement with strong project controls, and who is comfortable managing significant workstreams with minimal supervision.

It's worth noting that several of Ardent's current senior leaders joined as graduates or junior surveyors and have progressed to Senior 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.

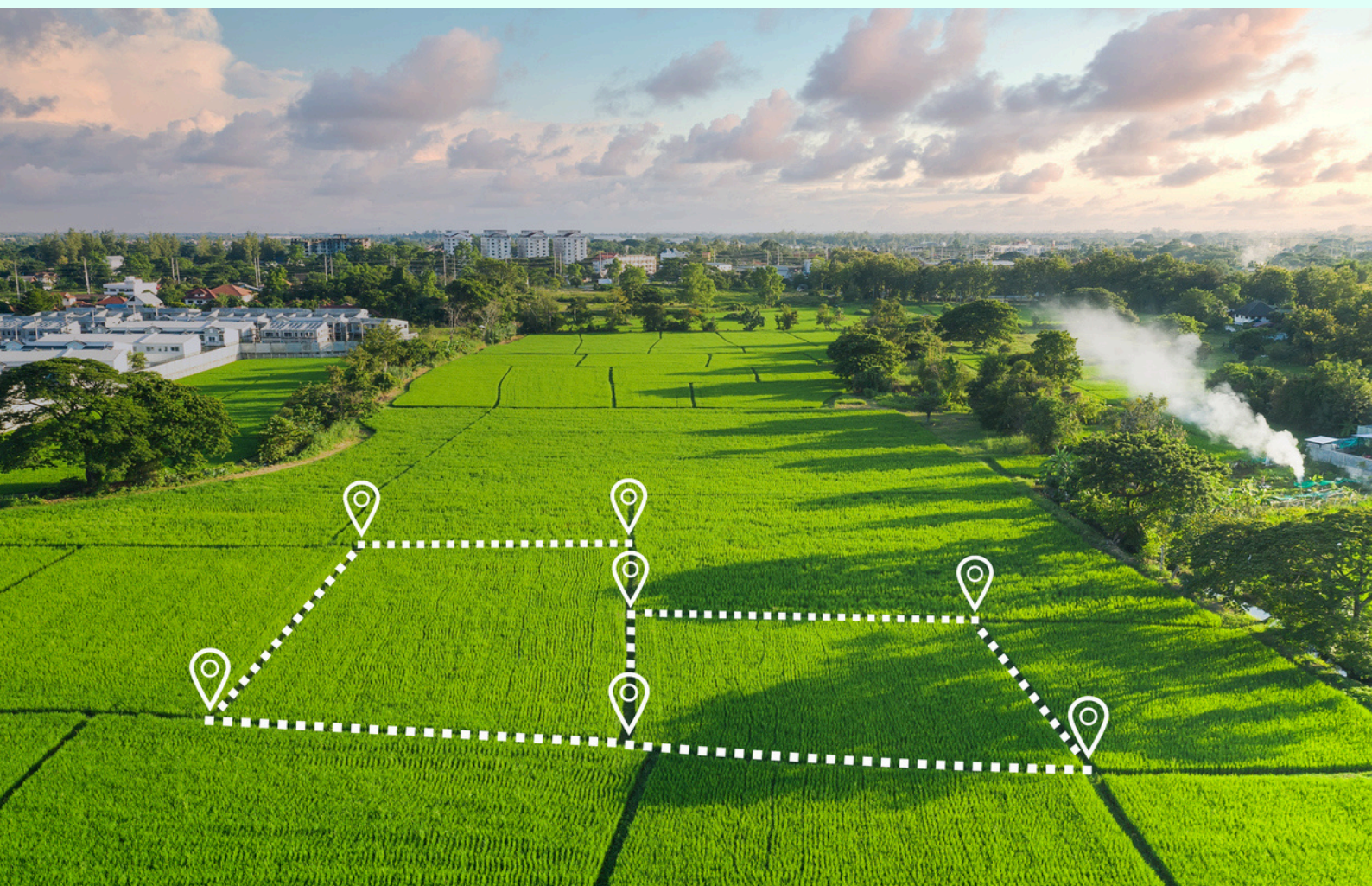
The successful candidate will:

- Independently deliver complex land acquisition matters on major infrastructure projects in the East of England
- Negotiate Heads of Terms and secure easements, wayleaves, leases and land acquisitions
- Engage directly with landowners, agents and stakeholders
- Prepare and manage DCO and CPO documentation
- Build their own network in the early weeks and months, with the candidate encouraged to spend time in both the Cambridge and London offices
- Grow with the team, supporting more junior colleagues as the region builds from the ground up

The Ideal Candidate

The preferred candidate will have the following experience and attributes:

- Experience independently delivering complex land acquisition matters on utility, energy, transport or linear infrastructure projects
- Proven Heads of Terms negotiation experience
- Strong working knowledge of easements, wayleaves, leases and land acquisition
- Experience of DCO or CPO documentation and stakeholder management
- Comfortable engaging directly with landowners, agents and other stakeholders
- Compensation and valuation awareness
- Able to manage significant workstreams with minimal supervision
- Chartered status (MRICS or equivalent) preferred but not essential
- A background in energy, utilities and linear infrastructure is ideal; rural practitioners and those with transferable land experience from telecoms will also be considered
- Ambition to progress, 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 for 2035, while keeping the personal, collaborative culture it was built on.

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
- 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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