

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, 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 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 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	£42,000 – £55,000 + £5,000 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 a flagship energy infrastructure programme in East Anglia a surveyor who can take complex land acquisition matters and run with them, at an immediate and genuinely live stage. It is a hands-on delivery role with real ownership: you will negotiate Heads of Terms, secure easements, wayleaves and leases, and deal directly with landowners, agents and stakeholders.

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 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 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 a major energy infrastructure DCO 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, including 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 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:

- £42,000 – £55,000 annual salary + £5,000 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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