



# Industrial & Engineering

making recruitment better; standing out by fitting in



Highways &  
Infrastructure



Construction  
& Property



Rail &  
Transport



Power &  
Utilities



Design &  
Consultancy



Trades &  
Labour



Industrial &  
Engineering

## Linear Industrial Recruitment

Industrial Recruitment at its best

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# Who are we & what do we do?

Since 2001, we've been bringing our unique style of recruitment to the most exciting Clients and Candidates in the UK and beyond. Put simply, Linear offers Industrial Recruitment at its best. We supply market-leading people, processes and resources, allowing us to build strategic working partnerships with our clients.

Our Industrial & Engineering division operates from our Sheffield Headquarters and works across Yorkshire and the Midlands. Linear Recruitment's Industrial jobs arm has grown over the past decade and is now recognised as a go-to recruitment partner for high-quality factory, warehouse and industrial personnel. We have an outstanding reputation for pro-activity and planning future resources in order to create the fastest recruit-to-hire cycles. Using strategically based teams to service clients and candidates with specific industry skills and focus, we deliver a consistently high quality service.

We pride ourselves on our ability to place large volumes of compliant warehouse job candidates, often to short lead times. Our proven capabilities to deliver quality candidates within set limitations means we have developed strong relationships with large clients in the industry. As such we often have access to many industrial vacancies before other recruiters. We recruit across permanent, temporary and contract terms, providing flexibility for both our clients and our candidates.

To us, outstanding recruitment means caring about the People you work with, and that's why we've made it our business to place only the right People in the right roles.

## We're the partner who's making recruitment better



## Our Values

**Our vision is to be the recruiter of choice. And we're achieving our vision by delivering the highest quality of service, responding to the needs of our clients, and by following our values.**

### it's personal

We're real people who really care. It's important for us to earn the respect of the people we work with to develop meaningful relationships. We understand it's best to deal with a friendly face.

### we're better together

Experience has taught us people realise their potential when they collaborate. Together we're great minds, ideas, personalities. Great innovation. Great results. We're a great team.

### we do what's right

For us, it's about more than just money. It's about making the right choices. From quality and ethics, to safety and environment, to diversity and wellbeing, we lead the way in responsible practice.

### straight to the point

We're straight forward. Recruitment doesn't always get a good press, and that's why honesty, transparency and integrity are so important to us. We'll show you how we're different.

### we go beyond

Do you think good is enough? We don't. Because we always want to fulfil the potential of the people we work with, we're always looking for new ways to make what we do better. And when we find better, we start looking for best.

# What disciplines do we work across?

## Warehouse & Distribution

Order Pickers  
Sorter Operatives  
Goods In/Out  
Despatch  
Stock Controllers  
Warehouse Managers

Loaders/Unloaders  
Packing  
Stacking  
Bailing Operatives  
Cleaners  
Warehouse Supervisor

## Foundry

Fettlers  
Melters  
Casters  
Knock-Out Operatives

Fitters  
Machine Operatives  
Labourers

## Engineering & Manufacturing

CNC Machine Operatives  
CNC Programmers/Setters  
Welders  
Fabricators  
Shot Blasters  
Spray Painters

Fitters  
Plant Fitters  
Press Operatives  
Machine Operatives  
(Skilled/Unskilled)

## General Distribution

Goods In/Out  
Despatch  
Delivery Drivers

## Production

Assemblers  
PCS Assemblers  
Line Operatives  
Packing  
General Operatives

## FLT Driving

Reach Drivers  
Counter Balance Drivers  
VNA Drivers  
Extended Reach Drivers

Industrial, Engineering and Warehouse jobs cover a wide array of disciplines. Demand is high for trained, skilled operators, or those who have experience in supervisory or management positions with responsibility for multiple personnel within these environments.

We recruit on an ongoing basis for many jobs and roles for clients requiring high volumes of personnel. We provide a cost-effective solution to your recruitment requirements, and offer a full recruitment package which can cover:

- **Job/Person Specifications**
- **Candidate Site-Specific PPE**
- **Site Inductions**
- **Transport of Staff**
- **Local Knowledge**

- **Pre-Assessments**
- **Interviews**
- **On-Site Co-ordinators**
- **Reliable 24-Hour cover**

This can be offered whether you need temporary cover for as little as one person for one shift, or to fill all requirements within your business across every shift.

We pride ourselves on delivering a personal service tailored to your company's needs, offering a support network and utilising best practise methods to form longstanding integral partnerships.

We listen and acknowledge ideas to develop a professional, accountable recruitment structure for you.



## Attracting and Selecting the **Best Talent** for You

Our approach to recruitment is extremely thorough, focused and well-proven. Innovative attraction strategies combined with rigorous screening processes ensures our team forwards only the most suitable and interested candidates.

### How do we source our candidates?

- We have a vast, up-to-date and well-managed database with over 60,000 candidates
- We invest in our website and it's updated constantly. It is fully functional with live job vacancies, and high traffic volumes
- Marketing strategies, social media, LinkedIn and Search Engine Optimisation – we invest in attracting talent to our website and social platforms
- Advertising – we use market-leading job boards to advertise our vacancies

**We know how tough the market is out there, and we go above and beyond to ensure we attract the right candidates for you.**

- Word of mouth and referral schemes – we reward for successful referral and placements
- Vast experience and knowledge in and of our industries – over 45 years combined experience in our Linear Industrial, and hundreds of years' worth across all of our sectors!
- CPD and training for our own Recruitment Consultants – we want them to be the best they can be and regularly hold training sessions and career development opportunities to keep our staff motivated, knowledgeable and passionate about recruitment

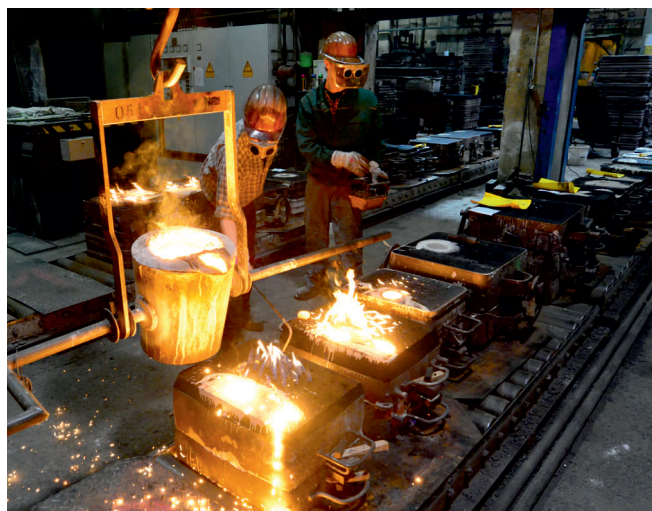
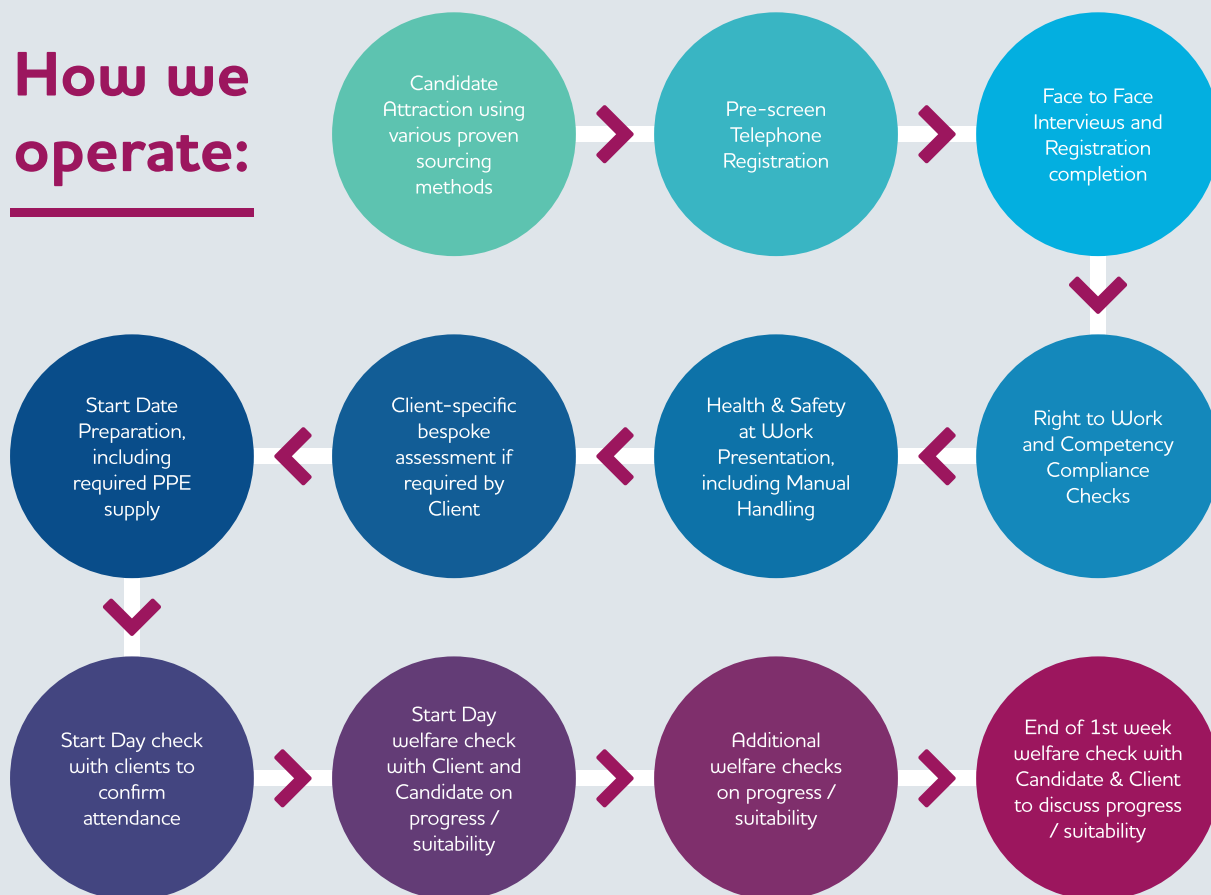
Our dedicated Recruitment Consultants are experts in the ever-changing needs of our Industrial & Engineering clients. We fully understand that flexibility is essential for many operating in the sector, and because of the strong relationships we've built with our loyal Candidates, we're always prepared to supply committed and experienced People at very short notice.

Scale isn't an issue for us either. Our Industrial & Engineering clients call us their number one recruitment partner because they know we're able to supply single Candidates to entire workforces. We always have dedicated People available for work at all skill and experience levels.

Our recruitment processes are designed to minimise the amount of your time required on recruitment duties such as CV screening and interviewing. We have over 45 years

combined experience at Linear Industrial and our exceptional recruitment consultants consistently deliver the benefits associated with “right first time” hires.

## How we operate:



# Why Industrial & Engineering Clients and Candidates Choose Linear Recruitment

**Linear Recruitment excels at placing exceptional candidates into warehouse jobs and other industrial roles.**

We are continuously praised for our passion and commitment to finding the right candidates for our client's roles, and for the care our consultants have for both clients and candidates alike. Our expert recruitment consultants also support job seekers with advice on CV writing, preparing for interviews and support with achieving the next level of their careers by finding more senior roles.

We have worked with Linear to supply us with temporary and permanent staff for a number of years now and I am very happy to say that we receive an excellent service from them. Linear fully understands the needs of our company and adopts a flexible and positive approach in responding to our changing staffing needs. We always receive a quick response and the customer and aftercare service is much appreciated. I can fully recommend Linear as an agency to any prospective company looking for staffing solutions.

- Lorna Smith MCIPD, HR at William Lee Ltd (Client)

From the start of working with Linear Recruitment I could tell that the staff at this agency are very friendly and always there for us when you need them. I've noticed they are very professional and treat each of their employees with engagement, understanding and respect.

- (Candidate)

I really like Linear Recruitment; they really take care over their workers, search really hard for jobs and always remind me about working hours. The payments are also always on time.

- (Candidate)

We would not have had the peak we did without our temp labour support and Linear played a big part in this. Friendly, supportive, engaging and driven coordinators such as Tanya and Monika ensured that people gave us their best. Out of normal working hours contact and being part of our engagement events and key days also showed a drive to support and be part of a team.

- Rob Davis, Jack Wills (Client)

Linear has worked with us for a number of years. Linear is a professional recruitment agency supplying people that we require. The service we receive is of a very high quality and we are always professionally dealt with.

- Sarah Park, J N Bentley (Client)

# Highlights of Our Service

- Dedicated Account Management Teams
- Diverse pool of experienced and competent candidates
- Comprehensive candidate registration process
- Identity and Eligibility to Work checks
- On-site facility
- On-call facility
- Internal finance team based in Head Office
- In-house Payroll Department
- Experienced HSQE department
- Agency Worker Regulation (AWR) service
- All Linear recruitment consultants are CertRP qualified



**You've got to care about the People you work with to guarantee you always do what's right. For us, recruitment's about more than just money. It's about making the right choices. From quality and ethics to safety and environment to diversity and wellbeing, we lead the way in responsible practice.**

We are SAFE Contractors, CHAS and RISQS accredited which are health and safety assessment schemes that show our dedication to the health and safety of both our candidates and our clients. With health and safety being a major priority within Linear, our whole workforce is CSCS compliant as part of the requirement installed by The Major Contractors Group. From Health and Safety to Identity and Eligibility to Work, we do all we can to make sure the People we work with are protected from harm.

All our workers are given any relevant health and safety training necessitated by the client. This includes health and safety inductions, CPCSCS tests, First Aid Training, Tool Box Talks, CITB Training, Asbestos Training, Plant and Machine Training and any other relevant health and safety courses required by the client.

We are a member of the Recruitment and Employment Confederation (REC) which assures that we comply with all employment regulations and legislation, which in turn helps us deliver the best service possible to our clients.

Linear Recruitment successfully adheres to the ISO9001:2015 standard. This ISO certification gives you the assurance that we

are doing exactly what we say we are doing. We are confident that our customers' requirements and expectations are fully understood, and we have demonstrated the capability to satisfy them.

It is the stated policy of Linear Recruitment Ltd to reduce its environment impact. Carbon reducing measures form an integral part of the overall Company strategy working with our clients to fulfil their environmental needs and helping to improve operational performance and a reduction in potentially harmful emissions to land, water and air.

**Everything we do is shaped by a set of working principles designed to generate a beneficial three-way partnership between our candidates, our clients and us.**

We hold all necessary compliance to operate in every one of the industries we serve, and we never place a candidate until we're totally satisfied they can fulfil the duties of their role safely, ethically and legally.

**We support our clients and candidates every step of the way.**



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we do what's right  
straight to the point  
we go beyond

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## Head Office

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