



Highways & Infrastructure



Industrial & Engineering



Construction & Property



Trades & Labour



Design & Consultancy



Power & Utilities



Rail & Transport

A close-up, low-angle photograph of a railway track. The rails are dark and run diagonally across the frame, supported by wooden sleepers and metal fasteners. The ground is covered in gravel ballast. The lighting is warm and golden, creating a textured, industrial atmosphere.

Rail & Transport Recruitment

Who are we and what do we do?

Since 2011, we have been bringing our unique style of recruitment to the most exciting Clients and Candidates in the UK and beyond. Put simply, Linear offers Rail & Transport Recruitment at its best. We supply market leading people, processes, and resources, allowing us to build strategic working partnerships with our clients.

Our Rail & Transport division operates from our Sheffield Headquarters and services the whole of the UK Rail Industry. Linear Recruitment's Rail & Transport jobs arm has continued to grow and is now recognised as a go-to recruitment partner for high-quality personnel. We have an outstanding reputation for pro-activity and planning future resources in order to create the fastest recruit-to-hire cycles. Utilising our high levels of industry skills and focus allows us to deliver a consistently high-quality service to our clients and candidates.

We pride ourselves on our ability to place compliant 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 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

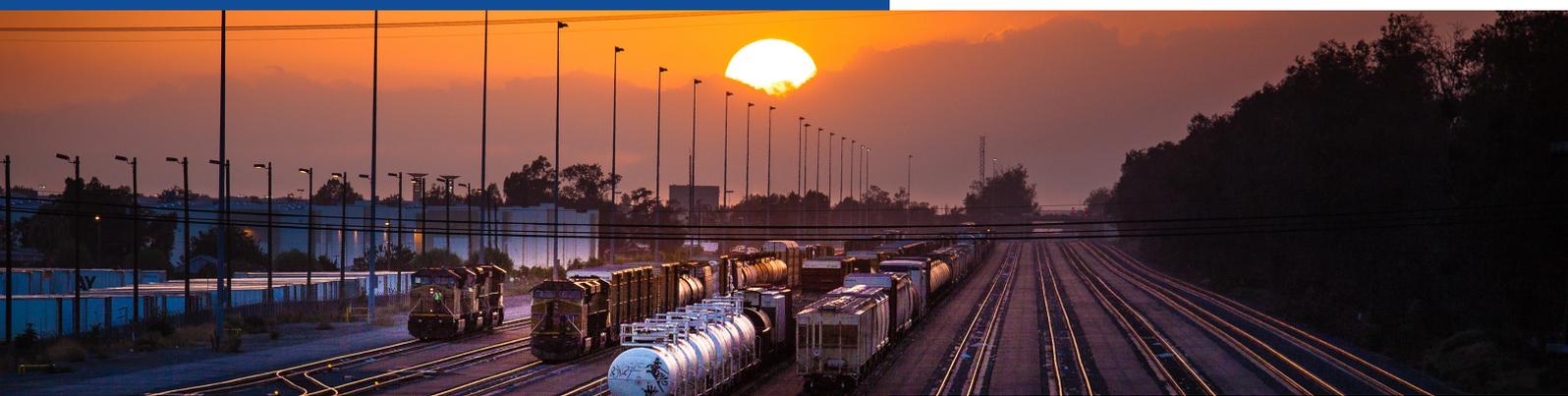
For us, it's about more than just money. It's about making the right choices. From quality and ethics, to safety and environment, to diversity and wellbeing, we lead the way in responsible practice.

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?

Safety Critical Staff

COSS
IWA
Lookout/Site Warden
LXA
Points Operator
Protection Controller
Strapman

Machine Controller
Crane Controller
Engineering Supervisor
HV Comp
Handback Engineer
Site Access Controller

Project and Office Staff

Supervisor
Site Manager
Setting Out Engineer
Quantity Surveyor
Project Co-ordinator
Project Administrator
Project Manager
Contracts Manager

Trades & Labour

PTS Labourer
PTS Trackman
PTS Groundworker
PTS Slinger/Banksman
PTS Bricklayer

PTS Joiner
PTS Steel Fixer
PTS Steel Erector
PTS Machine Operator – 360/180
PTS Plant Operator – Dumper/Roller/Telehandler

Vacancies within our Rail & Transport division 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. 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**
- **Local Knowledge**

- **Pre-Assessments**
- **Interviews**
- **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. Innovation 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
- Advertising – we use market-leading job boards to advertise our vacancies
- Marketing strategies, social media, LinkedIn and Search Engine Optimisation – we invest in attracting talent to our website and social platforms
- We invest in our website and it's updated constantly. It is fully functional with live job vacancies, and high traffic volumes

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
- 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 Rail & Transport 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 Rail & Transport clients call us their number one recruitment partner because they know we're able to supply single Candidates up to entire workforces. We always have dedicated People available for work at all skill and experience levels.

How we operate

Our recruitment processes are designed to minimise the amount of your time required on recruitment duties such as CV screening and interviewing. The experience we have within our Rail & Transport Department allow us to consistently deliver the benefits associated with “right first time” hires.



Compliance

As part of our RISQS accreditation, we ensure the following:

- Candidates have the correct PPE provided to them by Linear Recruitment
- NUR Safety Bulletins and briefings are regularly sent to all candidates
- Random Drug & Alcohol tests are regularly carried out
- Site Health & Safety Visits are conducted
- Every candidate's training and assessment is monitored to ensure training is always up to date
- Candidates' individual hours are monitored to ensure we are taking care of their fatigue via the Sentinel database
- Candidates' medicals are up to date and any relevant prescriptions have been checked
- We conduct regular site safety inspections nationwide
- 24 Hour on call service 365 days a year

Why Rail & Transport Clients choose Linear Recruitment

Linear Recruitment excels at placing exceptional candidates into the Rail & Transport sector.

We are continuously praised for our passion and commitment to finding the right candidates for our clients' 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've had a working relationship with Linear over the past 10 years. The service we receive is exceptional and the professionalism within the Company is fantastic. We hope to have a continued working relationship for many years to come.

Danny McCulloch, McCulloch Rail

I have worked for Linear for 2 years now. In this time Joe and Sarah have been my first point of call. I can honestly say that they always go above and beyond their call of duty to help me with any issues I have had, and to resolve them in a professional manner. It's been a pleasure working alongside you and many thanks.

Stephen Whyborn, Candidate

I've been working for Linear for the past 9 months on track and have always been kept in work. I've never had any issues; nothing is too much trouble for Joe and Sarah and all instructions are always clear and on time.

Shaun Bradshaw, Candidate

I have been dealing with Linear for roughly a year now, and the service I receive feels personal and very friendly. Linear helps to supply in all areas and helps out even when we need things last minute. Joe Poste in particular helpful.

Becky West, Global Rail

I have worked for Linear for a number of years and always found them to be very professional. I tend to deal with Joe and Sarah, who I find very easy-going and approachable. They always keep me in as much work as possible. If I have any problems they do their best to resolve the issues. Sarah always keeps me informed of any new safety briefs and training I require. Having worked in the rail industry for 17 years I can honestly say Linear is the best company I've worked for.

Mark Cole, Candidate

As a company we have worked with Linear for many years. They supply a great deal of our blue collar workers. Over this time we have built a great working relationship with both Joe and Donal. They are efficient, very personable and make the process run smoothly. I can't praise them enough.

Sarah Thompson C Spencer Ltd

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
- Dedicated Compliance Co-ordinator to ensure we are fully compliant
- On-call facility
- Internal Finance team based in Head Office
- In-house Payroll Department
- Experienced HSQE department
- Agency Worker Regulation (AWR) service

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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 PTS trained and maintained by our dedicated Compliance Co-ordinator. 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, PTS/CPCS tests, First Aid Training, Tool Box Talks and any other relevant health and safety courses required by the client.

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.

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 deliver the best service possible to our clients.

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 support our clients and candidates every step of the way.



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

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