

Linear News



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THE FINAL NEWSLETTER OF 2021



Dear All,

Welcome to the end-of-year Linear Recruitment newsletter publication.

With the end of 2021 fast-approaching the year feels like it has flown by, and that's not surprising considering the number of challenges we have had to overcome and hard work we have put in to adapt to a constantly-changing working environment.

This year we celebrated the company's 20 year anniversary. What a fantastic achievement that is and I would like to thank every single employee (past and present), candidate and client who has contributed to getting the company to where it is today.

With this being the 20th year the Board thought it would be a good time to revisit our company vision and values. It also felt the right time as we have come out of two tough years due to the pandemic, from which we had to put steps in place to safeguard the company and reshape the business. We are now in the fortunate position where we can again focus on growth, recruitment and employee development. As a result we have put together a new vision and a set of values which are the bedrock of our company culture and helps clients/candidates understand what our organisation stands for.

To coincide with the development of our new values we have put together a three year strategic plan which outlines ambitious goals for growth in all areas of the business. Along with financial targets we have produced an HR strategy where we intend to develop our employees and recruit the right people with exceptional talent that match our values.

We are excited about the future as it is looking promising for Linear and for our clients. After a very challenging couple of years the UK economy is continuing to recover from the immediate aftermath of the COVID-19 pandemic. There will of course still be hurdles to overcome which are coming in the form of material and labour supply issues. From the recruitment perspective, hiring activity has increased every month this year; however this is now at a softer rate due to candidate availability. Starting salary growth is also on the up as shortages continue to bite and companies compete to hire the staff they need.

Thankfully growth in the sectors that Linear operate in is expected to continue over the next two years albeit at a more moderate rate; as such we will be well prepared to take advantage of this.

Also on a huge positive note, please keep an eye out for our new Architecture division that is due to open in January 2022. This will be based out of our North East regional office but will service clients' Architectural recruitment needs across the country.

As always I do hope you enjoy the newsletter and if you require any information or advice please feel free to contact one of our offices.

Gareth Tomkins
Managing Director

VISION AND VALUES

Whilst the pandemic was tough, it allowed us to put the brakes on, reset and refocus. Working and adhering to our values is very important to us, and 2021 felt like the right time to review our values and update them to reflect our new management team, our twenty year anniversary and the importance of each one of our employees.

Linear Recruitment started out in 2001 with a simple, honest, straight-forward approach to recruitment. This is something that has remained throughout our history. 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:

Hardworking

Diligent, industrious, persevering, we use our initiative. We work extremely hard for our clients, our candidates and our colleagues.

Being hardworking is something that we always look for when recruiting. You cannot teach it, you either are or you aren't. And it's something you need to be to work for Linear.

Integrity

Our actions speak for us; we are honest, sincere and straight-forward, and they are underpinned by our strong moral principles.

It takes hard work to demonstrate integrity. We keep our promises, we do what we say we will do, we are honest and ethical and we are law abiding. We want to work with like-minded clients, candidates and colleagues.

Passionate

We are dedicated to and excited about what we do.

It's no longer work when you are passionate about what you do; it becomes a vocation.

Uncomplicated

Simple, direct and straight forward.

That's how recruitment should be, and that is exactly how we are, and have been since day one.

We are excited to see what 2022 will bring and really look forward to building our relationships with our fantastic clients and candidates.

Linear Industrial & Engineering "Making recruitment better; standing out by fitting in"

Rail | Power | Infrastructure "Part of our Clients' Infrastructure"

Construction and Trades & Labour "Building relationships and constructing careers"

DIANE DUNCAN

It is with great sadness that we share the tragic news that our dear friend and colleague Diane passed away in November this year.

Diane joined Linear in July 2018 in our office in Manchester and quickly settled in and became a valuable part of the team. I soon realised that Diane was a very determined lady, who took so much pride in her work and often, when she was first learning about the compliance process, I would receive emails from Diane at 7 at night as she would still be in the office making sure that everything was perfect for the next day.

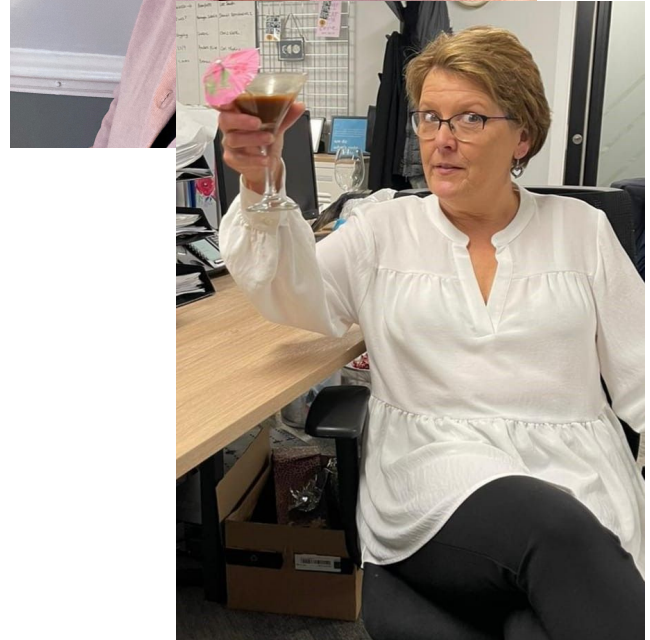
Diane was also a very motherly figure in the office, who would bake us the most delicious lemon drizzle cake or treat the team to donuts and cakes to boost morale. That being said, she was also a force to be reckoned with, and woe betide any Labourers who did not show up for work, or were not sending the information she requested (this also went for any Consultants who didn't upload the correct documents to our computer systems or fill out the workbook correctly!)

When Diane was diagnosed with cancer in 2019 this determined attitude became even more prevalent and I have never before witnessed such bravery. She came back from leave, following surgery and treatment and worked with as much enthusiasm and dedication as before her illness. She never once complained and once again became an important part of the team always on hand with biscuits and paracetamol!

Diane battled her diagnosis and her determination shone through. She defeated the cancer and has been an inspiration to us all. Her death was unrelated to this illness.

Working with Diane has been a privilege and I know that I can speak for all of her colleagues when I say we have learnt so much from her and will remember her in our hearts forever. Whenever a situation happens that seems overwhelming or scary I will always think to myself "what would Diane do?" and remember her determination and bravery.

Caroline Oberman
Regional Director



SKILLS ACADEMY

Linear Recruitment Manchester was fortunate to be invited to support Vistry Partnerships Skills Academy in Partington earlier on in December.



Skills shortages in the construction industry have been more prevalent than ever this year, due to a combination of Covid, Brexit and a lack of people entering the industry, and therefore we were excited to be part of a scheme helping to get local people started in a career in Construction. Vistry, in partnership with a local training provider, has carried out a 2 week training programme and in the first course they have had 12 successful candidates complete the course and go on to gain their CSCS Card. Caroline Oberman was lucky to be part of this scheme and got the chance to speak to the candidates about the industry and give them some hints and tips on how they can be successful in their chosen careers as well as answer any questions.

We look forward to helping the 12 newly qualified candidates gain opportunities into new construction roles.

SUCCESS STORY



Whilst on a visit to see our client Prospect Homes, we bumped into another Site Manager, Paul Dixon, on their site in Leigh. Paul has been working in the same job for almost 20 years...which Linear in Sheffield placed him in! He was originally placed by John in Sheffield with Lowry Homes on a site near Leeds in his first cards-in job. He said that Linear supported him in gaining his CSCS card and went above and beyond to help him secure that job. Lowry have undergone several acquisitions and Paul is now working for Prospect Homes as a Site Manager. What a fantastic story!

Q&A WITH SARAH



Sarah Buckley joined our Manchester office two years ago as our Administrator and has become an integral part of Team Linear. Here we take 5 minutes to learn a bit more about her

Tell us a bit about yourself

I have been working within the recruitment industry for the past 10 years. My roles have included Office Manager, Technical Build Manager and Senior Customer Care Administrator. I live in Urmston with my husband and three children. I love eating out, shopping and going on holiday.

How long have you been with Linear and how has your role changed in that time?

I joined Linear back in 2019; initially the role was temporary cover but within a couple of months I was offered a permanent role as Manchester's Office Administrator. There's always lot to do and I'm definitely kept on my toes. The role is varied day to day, although it's guaranteed there will always be a CV to be tailored and a question to be answered on payroll or compliance.

What do you like most about your job at Linear?

I can honestly say I like all aspects of my job. I work with a great team and enjoy supporting them in their roles. I'm also glad I can manage my own workload/diary in order to get my jobs done.

What does a typical day look like at work?

Busy, you have to be a great multi-tasker and forward thinker in this role. Organisation is key and the ability to prioritise is always essential.

The typical day usually consists of dealing with initial queries when people ring in, formatting CV's, payroll of some description, booking candidates out and chasing compliance and any other jobs the team want to throw at me 😊

What advice would you give to someone starting a career with Linear?

Build good relationships with everyone as you don't know when you may need them. Be consistent and trustworthy and communicate often.

What do you like to do outside of work?

Chill, although this can prove quite difficult with three kids! I do like going for country walks if it's followed by a nice meal in a country pub with a few glasses of vino to wash it down.

LINEAR RECRUITMENT NEW STARTERS

As we emerge from the pandemic and target growth across the business, we're delighted to welcome on board a host of new talent to our teams.

Joel Vout joins our Newcastle office as a Recruitment Consultant, focusing primarily on permanent roles in Construction, particularly in the housing and property sector. Joel is new to recruitment, but has made a brilliant start to his career, and his enthusiasm and passion to learn will only progress that further. Outside of work, Joel likes to socialise with family and friends and to watch football, especially the team he supports, Everton.

We've also added Courtney Peacock to our team in Newcastle. Courtney works as an Administrator, supporting our teams across our white collar and trades sectors. Her main interests outside of work include gaming, music and painting.

Harvey Ward joined Linear in March 2021 and works in our Sheffield office as a Trades & Labour Recruitment Consultant. Born and raised in Sheffield, Harvey previously worked in Telesales before making the move into the world of recruitment. Harvey is a big sports fan, particularly football, golf and tennis. He is a Sheffield United fan and season ticket holder, going to both home and away games.

Along with the addition of Harvey to the Sheffield Trades team, we welcomed Ashley Kelly in November. Ashley will be focusing on trades roles within the housing sector across Yorkshire.

Rachel Fearnley joined us in November as an Administrator for our Construction and Trades & Labour departments in Sheffield. Having previously worked as a Payroll Administrator for more than 10 years, we know the department is in good hands!

We have seen three new additions to our Rail|Power |Infrastructure team; Luke Taylor and Cari Pinder have joined as Resourcers, and Rebecca Bradley has joined the team as an Administrator.

Luke joined Linear Recruitment in September 2021. He is actually a qualified Science Teacher and has previous experience as a Bike Mechanic! Outside of work he enjoys going to the pub and playing card games whenever he has the time after becoming a parent for the first time during lockdown. At Linear Luke will be focusing on white collar roles. Cari also joined in September, and she will be working on blue collar roles across the three sectors.

Our Manchester office has also had an injection of new talent; Jayne France started with us as a 360 White Collar Construction and Property Recruiter for the North West region. This is Jayne's first role after leaving university, and she's really thrown herself into it. She's working alongside a great and supportive team at our Manchester office who have all really helped her settle in. Day-to-day she speaks to a brilliant variety of both candidates and clients, who she is getting to know more and more each day.

Nathan Pardoe joined Linear in September as a Recruitment Consultant looking after Trades & Labour roles across the North West. We've also welcomed Hayley Slate to the Manchester office as an Account Manager. Amy Kaur is our latest recruit, joining us this month as a Recruitment Consultant concentrating on Trades roles.

In Head Office Megan Hopkins joined our team as an Apprentice Compliance Assistant. Megan previously worked in retail prior to joining us in March. Megan loves to travel and socialise with friends and family. She's also a season ticket holder for Sheffield United and loves going to both home and away matches.



SPORTING SUCCESSES

In September Team Linear took part in the Sheffield Half Marathon - and what a day it was! The sun was shining, the participants enthusiastic (well some, maybe) and the course a little unforgiving - it's fair to say there were a few hills here and there.

For those of you not familiar with Sheffield, it is very hilly! The 13.1 mile course took our runners from the city centre, up towards Ecclesall Road, then towards Ecclesall Wood, back down through Ringinglow Road, before returning to the city centre for the finish.

Team Linear was fantastic, and everyone's effort levels were superb. They also managed to come an incredible third in the Team Challenge overall, with a combined average time of 01:39:43 - well done everyone!

We also raised £1440 for our two nominated charities in the process - Weston Park Cancer Charity and The Children's Hospital Charity Sheffield. These are two charities very close to our hearts so we are thrilled with our fundraising achievement and want say a huge thank you to everyone who donated.



Just one week after the Sheffield Half Marathon it was time for the Kielder Marathon for two of our runners, Donal Collins and Geoff Taylor. And if they thought the Sheffield Half Marathon was hilly, it paled into insignificance compared to Kielder, which had an elevation of 1700 feet (the London Marathon has an elevation of just 359 ft!)

This was the first full marathon for both Don and Geoff, so nerves were definitely running a little high.



Here at Linear we could not be prouder of their achievements though; Don completed the course in 05:09:32 and Geoff an incredible 03:37:22. Well done to both of you!

LINEAR INDUSTRIAL & ENGINEERING



Our on site Linear Industrial team has gone from strength to strength over the last couple of years. Team Leader Kasia Rick has been instrumental in that success, and has just celebrated her 2 year anniversary at Linear.

Tell us a bit about yourself

I find these questions hard! I am a happy, positive person, I really like helping people, love adventure, and like meeting new people.

How long have you been with Linear and how has your role changed in that time?

I have been with Linear just over 2 years. Things have got much busier and more demanding than when I started. We have also gone through the pandemic so at times my role has changed from one day to the next.

What do you like most about your job at Linear?

The best thing about my role is that it is always varied and every day is challenging.

What does a typical day look like at work?

A very early start, on site before 6, checking everyone has clocked in, getting new starters up and running, daily morning meetings, reviewing absence, catching up with emails, liaising with the management teams to resolve issues, the list is endless!

What is your proudest moment at Linear Recruitment?

I started when Linear was new to the client. When we got to 500 employees having started at zero was brilliant. Next up is 1000. I think our whole team genuinely enjoys helping and supporting our clients and candidates, and this sets us apart.

What's on your wish list for the next 5 years with Linear?

To carry on learning new skills and growing my knowledge.

What do you like to do outside of work?

I really enjoy cooking and baking. I also love to be out exploring new places - Cornwall and the Peak District are two of my favourite places to be.

If you were stuck on an island what three things would you bring?

Prosecco, a glass and a hammock!

It's been a busy few months at Linear Industrial & Engineering. We are busier than ever and have added some brilliant new people to our team - we are looking forward to seeing them progress and develop their Linear careers, as well as build on the relationships between our clients and candidates. A huge welcome to Lily Turner, Justinas Sakavicius, Fatima Kocheiche, Rahela Soacha, Aleksandra Cyga, Constantin Grigoras, Atlanta Kereisaite, Teodora Pasere, Spiros Shengjergji, Lucia Wilson-Head and Anna Zemczak.

We have marked some worthwhile and important (as well as seasonal) days at our sites; International Men's Day, World Smile Day, St Nicolas' Day, Hallowe'en, and Christmas Jumper Day. It's been really great to see our candidates, staff and colleagues get involved in these days, and thank you to every one of you for making such an effort.



Our Team has also been out and about at recruitment fairs - we're always on the look out for new warehouse team members!



FOCUS ON THE NORTH EAST



From Quarter two onwards the North East of England has seen a resurgence in Construction projects post-Covid Lockdown, and 2022 appears to be heading in the same direction. In fact, despite continuing challenges with both material and labour supply, looking ahead at the pipeline of work that appears to be forthcoming, 2022 seems like it might be the busiest year in terms of Construction projects since Linear Recruitment opened our Newcastle office in 2010.

It isn't just the number of projects that are currently on site or due to start over the course of the next 12 months, there are some major, high value projects due to commence, which include:

- The £450m Car Battery Gigafactory in Sunderland which will start in 2022 with an aim of being completed for 2024
- The £300m Battery Gigaplant in Blyth
- The £100m Pilgrim Street Masterplan in Newcastle – construction of the first 12-storey office block is already underway
- The Gateshead Quays Art & Leisure Complex worth £260m, which includes a new arena, conference centre, hotel, bars and restaurants
- £100m Wind Turbine Factory in Middlesbrough
- The continuation of the A1 widening schemes

In addition to these there is also a number of other multi-million pound construction schemes due imminently in 2022 including:

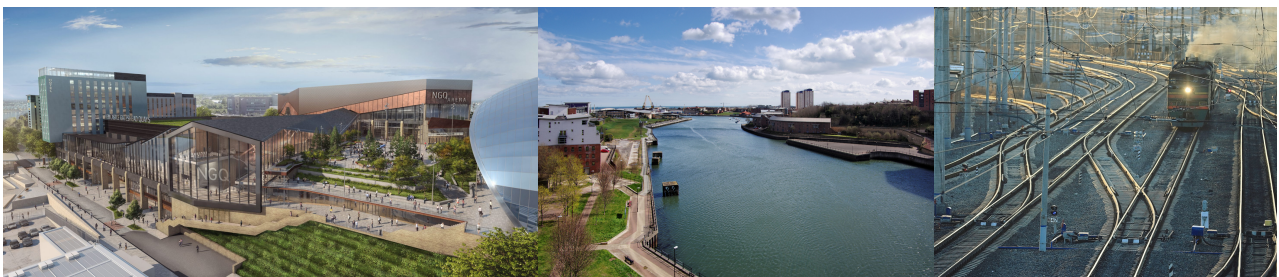
- £100m redevelopment of Darlington Train Station
- £34m Eye Hospital at Sunderland
- £31m School in Whitley Bay
- £30m Pedestrian Bridge across the Wear

There is also a plethora of large scale Housing schemes across the North East that are on site now, due to start or are in planning for the national House Builders, all of whom seemingly have growth plans in terms of build programmes.

Nationally, data shows that although the value of project starts in 2021 is lower than pre-pandemic (2019) levels, further growth will lift the value of underlying starts to total £61 billion by 2023; 3% above 2019 levels. Moreover, growth regionally will be strongest in the Midlands and the North, a stat proven with the scheduled projects listed previously.

2021 has seen extremely high demand for both permanent and temporary staff across all sectors of the Construction Industry and that looks set to continue into 2022. With the Construction Industry already suffering staff shortages due to Brexit, losing candidate pools due to the Covid 19 Pandemic and due to other industry sectors attracting staff away, Construction companies will need to have a robust candidate attraction and retention plan to ensure they don't suffer from labour shortages in a very competitive environment.

Linear Recruitment has a proven track record recruiting staff from Trades and Labour level through to Senior Management on both a Temporary and Permanent basis and our team in Newcastle is always available to existing and new clients who would like to discuss any aspect of recruitment.

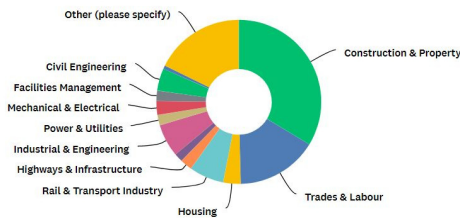


SALARY SURVEY RESULTS

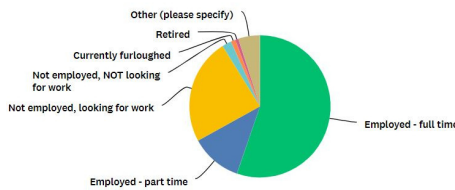
At Linear we wanted to understand the implications that the Covid-19 pandemic has had upon employment, salaries and satisfaction levels in the industries in which we operate.

We had a great response to our Salary Survey that we carried out - thank you to everyone who took the time to complete it for us.

Of the respondents, almost 60% worked in the Construction and related industries, 18% in the Rail, Power and Highways sectors and just over 15% in the Industrial & Engineering sectors.



The majority of respondents (67.02%) were employed either on a full time or part time basis and 24.1% were not employed but looking for work.

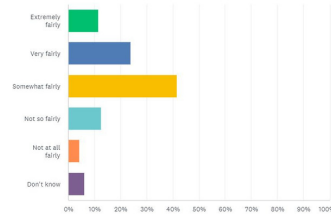


In the UK in the three months to October there was a rise in part time working, after falling sharply in the pandemic. This has helped the overall unemployment rate fall to 4.2%. We have also seen an increase in the number of job vacancies - 1.22 million between September and November this year, reflecting an encouraging recovery from the impact of lockdowns, with payroll numbers higher and redundancy levels lower than before the pandemic.

Within Linear's sectors, in Construction and Trades, 68.9% of respondents were employed and 26.5% of respondents not employed but looking for work. Within our Rail|Power|Infrastructure sectors 54.2% of respondents were employed and 31.3% not employed but looking for work. In our Industrial side, almost 80% of people were employed.

And what about remuneration levels and job satisfaction? One thing that the pandemic has made clear and changed is that other aspects of employment have become more important in addition to the salary and package, such as the ability to work flexibly, remote working and employee wellbeing. For those respondents currently employed, most were somewhat to extremely satisfied with their salary and overall package (75%), and 76.29% were happy in their current role.

Approximately 40% of respondents receive or received additional bonuses or allowances on top of their salary, such as commission, bonus payments and car allowances. When asked how fairly they felt their compensation package compared relative to similar positions in their industry, again, most responses were positive; 77.1% of responses indicated they were fairly to extremely satisfied.



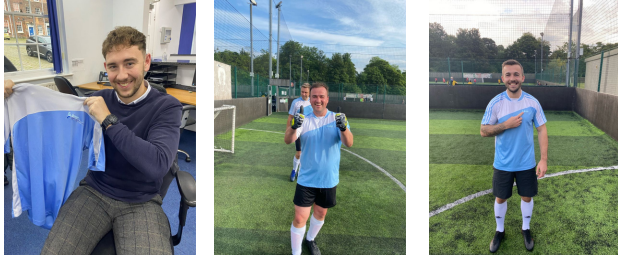
When analysing data from our survey respondents, the average salary for Site Managers in the Construction sector was £40,105 per annum, with salaries ranging from £37,000 to £55,000 and day rates on average £243. The average salary for a Quantity Surveyor is around £43,000, and a Commercial Director £84,000. We found the average hourly rate for a Telehandler to be £16.50, within the Highways & Infrastructure sector this was higher at £18.50. The average hourly rate for Labourers is £11.44. Within the Rail industry, Groundworkers had an average rate of £19 per hour, whereas those working in the Construction sector it was slightly less at around £16 - £17 per hour. It is worth noting that different sub sectors within the Construction sector command different rates accordingly.

Since the initial easing of the Covid-19 Lockdowns at the end of Q2 2021 we have seen a surge in the demand for staff across the Construction, Rail|Power|Infrastructure and Industrial and Engineering sectors. A combination of previously delayed projects, projects ramping up production and manpower, and new projects starting has seen companies across all our specialisms ramp up their recruitment drives both for both permanent and temporary staff. This has led to the well documented skilled labour shortages and has seen an inevitable increase in both temporary rates being demanded by candidates, and also the salaries and packages being offered to attract permanent staff into new employment opportunities.

Given all the above it is therefore unsurprising that our Salary Survey shows that the Construction Industry has maintained its position as one of the highest paying sectors with an average industry salary of £45,774 annually - around 15% higher than the average full-time UK salary of £38,600.

Despite the threat of the material shortages alongside traditional seasonal trends, with construction intelligence data specialists Glenigan reporting that underlying project starts will increase 7% in 2022 compared to 2021, it is unlikely that the upward pressure on salaries and temporary labour pay rates will diminish anytime soon.

FOOTBALLING PROWESS



Barca-Linear finished their second season an incredible second place in the league, only losing one single game.

New Signing Ashley Kelly has been a solid recruit and hit the ground running, becoming a vital addition to the squad.

With the new season having started on 9th December, the pressure is on for manager Joe Poste to deliver silverware! Mind the first match resulted in a 14-10 win to Barca-Linear, so they're off to a cracking start.

Good luck Team Barca-Linear



MHFA ENGLAND



Congratulations to Linear's eight new Mental Health First Aiders; Gareth Tomkins, Geoff Taylor, Gareth Arnold, Caroline Oberman, Tanya Smirnova, Monika Gecaite and Dean Plumb.

They have recently completed the MHFA England first aider course. Thank you for all your hard work, contributions and commitment to supporting others.

SNOWFLAKE SWITCH ON



We are proud to have been able to support The Sheffield Children's Hospital once more by sponsoring a Snowflake.

Over the past seven years, this award-winning snowflake display has raised over £1million for Sheffield Children's Hospital, and 2020 saw over 300 snowflakes across several locations, with nearly £300,000 raised towards their new Cancer and Leukaemia Ward. All money raised from this year's snowflake appeal will support Sheffield Children's where it is needed most.

Congratulations to all the team involved in making it such a success.

RAIL | POWER | INFRASTRUCTURE NEWS

Since our previous newsletter, Linear's Rail, Power & Infrastructure division (RPI) has continued to go from strength to strength! Our Trades & Labour team is enjoying its best Quarter of the year, whilst on White Collar, our freelance business tops Linear's Contract League. It's a great end to the year, as we look to assist on even more of the country's most prominent infrastructure projects next year.

In order to do this, we've added to the team. Cari Pinder has joined on Blue Collar, resourcing on Cadent, National Grid and Network Rail schemes. Luke Taylor is our new resource lead for commercial and technical roles across AMP7 and Rebecca Bradley is RPI's new Administrator.

We've bolstered the division, helping us form part of our clients' own infrastructure. We wish all our candidates and clients a very Merry Christmas and a Happy New Year; let's hope it's a good one, without lockdown fears.

WHY CHOOSE A CAREER IN RECRUITMENT?

What is a Recruitment Consultant?

In short Recruitment Consultants provide the vital link between candidates and clients. They place the right people into the right job, and aim to establish long term working relationships with both clients and candidates. Our Regional Director Caroline Oberman explains more about the role and her experiences of being a Recruitment Consultant.

How to Get into Recruitment

When I left college, my dream job was to be a Psychiatrist or a Social Worker. Fast forward to 2003 and I am working in the fitness industry, not knowing what direction to take my career in, and then chance upon an advert to become a Trainee Recruitment Consultant for Beresford Blake Thomas in Liverpool. The rest is history!

At that time 99% of the people who started in recruitment would say they had “fallen into recruitment” and it was pretty much the same for me. In recent years however it has grown in popularity; it is considered a career to be proud of, where you can earn a significant amount of money, and therefore candidates seek out ways to get their first opportunity within a recruitment agency.

Is Recruitment a good career? What are the benefits of working In Recruitment?

A career in recruitment can be exciting and fulfilling if you are willing to put the work in. You have the opportunity to work in an environment which is fast paced, energetic, exhilarating and rewarding.

Endless networking opportunities

It's an important part of being a Recruitment Consultant to network, and there are many occasions to do this. Sites like LinkedIn lead the way for professional networking online, but there are plenty of opportunities to get out there and meet people. Networking with people in your own business, industry and outside your field allows you to connect to all different kinds of people, increase your visibility and expand your knowledge and skill set.

Relationship building

Working as a Recruitment Consultant gives you the ability to build and develop meaningful relationships with clients and candidates.

Job Satisfaction

On a daily basis you are working with candidates to help them develop and progress their careers, along with clients to help them fulfil their business requirements. The positive impact you can have on people's lives cannot be underestimated.

Skill Set

In a Recruitment Consultant role, you achieve a wide variety of highly transferable skills. Communication, empathy, business acumen, sales experience, industry knowledge, entrepreneurial flair and innovation are just a few of them.

Career Progression

Recruitment is a profession where you can progress quickly, with constant opportunities for promotion based on your own hard work. Because you learn so many skills, if you combine this with hard work and effort, you can quickly move up the career ladder.

Independent working

Once you have the skills and training, you have the freedom to run your own desk and manage your client and candidate base, and allow your entrepreneurial side to really come into play.

Job Variety

Days are varied working as a Recruitment Consultant. You'll be writing job descriptions, arranging interviews, sorting rates, working on jobs boards, speaking to candidates and clients, carrying out business development, networking, attending events and training. You're unlikely to have two days the same.

Remuneration is very good

Being a Recruitment Consultant gives you the ability to earn very well, with most recruitment agencies offering good basic salaries and large uncapped bonuses and commission structures - high performance leads to high remuneration.

Career Paths within Recruitment

There is a wide variety of people within recruitment, with various opportunities, career paths and progression routes available depending on your individual aspirations. Some people wish to work independently on a desk generating as much revenue and therefore bonus for themselves as a Principle Consultant whilst others wish to become Team Leaders, Managers and Directors. This is another benefit of working in recruitment; you can choose your own career path and tailor this around your personality and personal goals.

Recruitment Graduate Schemes & Entry-Level Opportunities

Generally there are a few routes into a recruitment career – as a Graduate, a Trainee Recruitment Consultant, or as someone with a background in Sales with transferable skills. Whichever route you choose to enter the recruitment industry, the skills you need are the same - you will be expected to be able to demonstrate:

- Good Communication Skills
- That you are highly driven and self-motivated
- You have a hardworking attitude
- The ability to demonstrate working to targets
- That you are highly organised
- Problem-solving skills

If you are interested in a career in Recruitment, please get in touch or take a look at [our current recruitment vacancies](#) on our website.

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

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