



Linear News



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OUR SUMMMER 2022 NEWSLETTER



Dear All

Welcome to the Linear Recruitment Summer newsletter publication. I hope you have all enjoyed a lockdown-free, productive and successful first six months of the year.

Here at Linear we have had a lot of good news and success stories to shout about; our new Architecture division has doubled in size since we started in January 2022, we have passed our annual ISO Audit and the Rail RISQS audit yet again with no non-conformances, we have had a number of new recruits join us across all our offices and financially we have hit budget at the six month mark.

For Linear the first half of 2022 has pretty much followed the trend of the last six months of 2021. The company is performing very well but we have had to overcome some major hurdles. The jobs market has been, and continues to be, extremely buoyant and demand for new staff remains high. However a major challenge has been candidate availability and this doesn't look like easing off anytime soon. The supply of candidates in all sectors continues to decline and I cannot praise our staff enough who have gone above and beyond in order to attract top talent for our clients, in what has been a very competitive and difficult market.

It appears that all industries and sectors are facing the same challenges, and that's not just attracting candidates, but retaining the staff they have got and also dealing with increase wage inflation. Although starting salary inflation does continue to grow, in June 2022 the rate of inflation was actually the softest seen for ten months. The intense competition for scarce staff and pay negotiations have continued to push up rates of pay but this increase does appear to be reducing.

The sectors in which Linear operates are of course no different and the construction industry in particular needs to recruit 50,000 people per year above current levels to meet expected growth. In order to attract these people companies need to have a robust recruitment strategy in place. They need to be more diverse, include apprenticeship schemes, offer training and development with a comprehensive training plan, offer more flexibility and also look at increasing salaries. Our specialist consultants can of course assist you with this and help you put a plan in place. We can also provide information on how your company's pay scale compares with the current market.

As a company Linear is looking at all the above as we ourselves need to attract new talent to the business. This year we have taken our three year plans that we produced in 2021, updated them and actually planned for five years ahead. This has given us and our staff a clear vision of where we want to be and enables us to put a plan in place for what we need to do to get there. This of course includes a recruitment strategy and I would recommend all businesses do the same if they have ambitions to grow, especially as we may have many more challenges to confront over the coming years due to the economic and political uncertainty that we currently face.

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

Gareth Tomkins
Managing Director

A DAY AT THE RACES

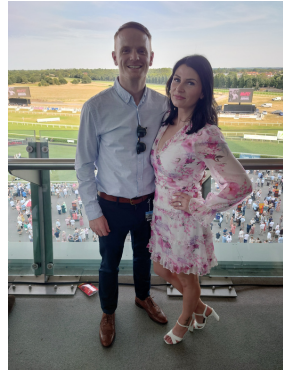
We had the most amazing day at our annual summer party - a day at Doncaster Racecourse. It was great to get the teams together and celebrate all things Linear. There were winners, and unfortunately losers, but we had a great time, and the event was topped off with live music from Nile Rodgers and Chic, who were brilliant. We are already looking forward to 2023's get together!



Clockwise from top: George Vaughton, Gareth Arnold, Gareth Tomkins, Ashley Kelly, Joe Poste, Alex Wasawo. Chris Coleman, Scott Morton, Alex Moth



L-R Gareth Tomkins, Caroline Oberman, Geoff Taylor, Gareth Arnold



Joe Poste & Tanya Smirnova



Lori Taylor & Geoff Taylor



Clockwise from bottom left: Tanya Smirnova, Atlanta Kereisaite, Anna Zemczak, Rahela Soaca, Lucia Wilson, Kasia Rick, Tomas Putys, Monika Gecaite, Lily Turner



Gareth Arnold studying the form.....



L-R Chris Coleman, Eshanthi Goonetilleke, Luke Taylor & Angel Watson



Geoff Taylor, Amy Nolan, Marc Cameron, Don Collins & Courtney Peacock



Gareth Arnold, Joe Poste & Alex Moth



Linear Industrial's Monika Gecaite & Lily Turner



Adam Turner & Gareth Arnold



Mira White & Angel Watson



The amazing Nile Rodgers & Chic



Manchester's Jayne France, Amy Kaur & Caroline Oberman

DESIGNING A SOLID FUTURE



When Geoff Taylor first met Elliot back in November 2021 to discuss his relocation to the North East and potentially joining our business it was clear he had a thorough understanding of the Architecture world and more importantly how to deal with people. His knowledge of the Architecture market is second to none, and he has an innate ability to fit the right candidate with the right opportunity.

Since he arrived at Linear Recruitment in January 2022 to start up our Architecture & Design Team he has more than hit the ground running to the extent that we have already appointed our second Consultant to the Team in the form of Adam Hawisa. We are looking to expand beyond the initial Architectural remit and we look forward to supporting Elliot during this journey and seeing what the department can achieve under his stewardship.

Let's find out a bit more about Elliot, his background, and where he sees his role developing.

“When graduating from University, I found graduate jobs relating to my degree to be very poorly paid and the strong interest wasn't there for me to pursue it. To be completely honest I just wanted to go out and make money, and like many, fell into recruitment. I joined a smaller recruitment company as a Resourcer in Estate Agency recruitment, progressing into a 360 role. I then went onto a larger company, initially recruiting within white collar construction, working with main contractors, housebuilders and fit-out contractors across the North West. I enjoyed white collar construction, but an opportunity came up to work on the Architecture desk and I took it up and I have not looked back since.

Alongside relocating to the North East personally, Linear presented an opportunity to join their business and for me to officially set up the Architecture and Design recruitment division with incredible support, and this is where I find myself today.

Architecture is an interesting industry across the board, given it affects how we live. I've always had an interest in abandoned buildings and being able to work with individuals who somehow transform what looks like a hopeless building into a work of art, is rewarding.

The Architecture market, like many, is currently the strongest I've seen it with no signs of slowing down; certainly an excellent time for Architecture professionals to consider their options.

I've been at Linear since January, and it's been great. The people here are first class and it's certainly a business that knows how to do recruitment properly. The Architecture market is currently booming, we have an insane number of jobs we are working on and we work with some amazing companies. It's been great to see how much repeat success we have had already with some clients.

This success has allowed us to bring Adam Hawisa into the team who has settled in well, with a great opportunity to keep expanding.



Linear's Adam Hawisa

As a division, I'd like us to have the capacity to cover all aspects of Architecture and Design on a national basis. We work with some fantastic companies, with exclusive arrangements already in place on the back of our work. There are a few good recruitment companies in our sector, but we want to keep learning and be best for the candidates and clients we work with. Recruitment needs to be more stress free, efficient, honest, and enjoyable. Career moves and hiring staff are both hugely important decisions and I'd like us to keep focused on this and be proactive, to ensure we are successfully achieving positive longer-term outcomes.”

[You can learn more about our Architecture & Design sector on our website, and can contact Elliot or Adam directly via their LinkedIn profiles:](#)

[Elliot Birtwistle](#) [Adam Hawisa](#)

TV STAR GARETH

Did you spot our MD Gareth on the TV recently? Gareth was asked to interview for ITV Calendar News, to discuss the shortage of skilled construction workers in the UK Construction industry, with the effects of both Brexit and the pandemic coming into play. He focused on how we need to change some of the misconceptions surrounding the construction industry, and ensure businesses have robust recruitment strategies in place, with more apprenticeships and training and development in the workplace.

Take a look at the video below (either click the image or the link).



<https://youtu.be/WaGKy2ySvdg>

We have a celebrity in our office now. Fame hasn't gone to his head just yet. Next stop Strictly? Love Island 2023?!



MORE STARS...OF THE QUARTERS

A huge congratulations to Joe Poste who was our Star of the Quarter for quarter one of 2022.

Joe is our Operations Manager for our Rail | Power | Infrastructure division, and not only did he lead his team to achieve a very challenging budget (don't tell him that), it was actually exceeded by over 20%.



The award is also in recognition of Joe's contribution to the Sheffield office. Always positive, conscientious and effective, Joe is a team player in the truest sense and we value him greatly.

Well done Joe and thank you for all your hard work and efforts.

A huge congratulations also goes to our Payroll Manager Amy Haynes who has won Star of the Quarter for quarter two.



Amy does a fantastic job running our weekly payroll and works extremely hard. There were some tricky weeks in quarter two with the pressures of the Jubilee bank holiday, but Amy and the team steered us through it with sheer hard work and organisation.

Congratulations Amy, this is very well deserved indeed.

NEW STARTERS

We've welcomed a host of new starters to the Linear team this year as we build on our achievements and look to further strengthen the teams.

There have been two new additions to the Rail | Power | Infrastructure team in the shape of Angel Watson and Chris Coleman, who are taking on the roles of Resourcers.

It's been an incredibly busy start to the year in the Newcastle office, which has meant we've had a whole new bunch of talent join us. We welcomed Elliot Birtwistle in January. Elliot is a Senior Recruitment Consultant and started our new Architecture & Design sector (see our interview with Elliot on page 4) and we're seeing phenomenal growth in this area, which meant we then welcomed Adam Hawisa to work alongside Elliot in June.

Marc Cameron joined as a Recruitment Consultant in March, specialising in Trades & Labour roles. Amy Nolan joined the team in June, working as a Trainee Recruitment Consultant for white collar roles across the North East. July saw two more starters; Adrian Di Domenico and Ashleigh Roddham, both of whom joined us as Trainee Recruitment Consultants.

In our Sheffield Construction team, Alex Wasawo came on board in January, working on white collar roles across Yorkshire and the Midlands. Eshanthi Goonetilleke joined us in July, working as our Administrator making sure the team in Sheffield run smoothly! George Vaughton is the final addition to the team in Sheffield, working as a Resourcer for blue collar roles. In Manchester, they said hello to Morgan Burgess, who has joined as a Recruitment Consultant along with Bethan Parr, who is the office's new Administrator.

There were a few additions to Linear Industrial & Engineering too, with Spiros Shenjergji and Tomas Putys joining us as Co-ordinators, and Anna Zemczak coming on board as a Resourcer. We've also welcomed Melanie Mitchell, who joins us as a Business Development Manager.

A big welcome to all our new starters, and we wish you every success in your new roles.

BAKEWELL TOWN FC SPONSORSHIP

We're delighted to be the proud sponsor of not one, but TWO of Bakewell Town FC's players for the upcoming season.



Joe Poste and Alex Moth will provide their footballing prowess to the team. Joe takes the reigns as Skipper, and Alex has already been one of their top goal scorers, so it's set to be an exciting and hopefully successful season ahead for them!



Good luck to everyone involved with the team.



TOUGH MUDDER CHARITY EVENT

The 30th July saw a group of 11 of the Linear team embarking on Yorkshire's Tough Mudder.

Just what is Tough Mudder?

Well it's definitely tough for starters! The course in Skipton consisted of a 15K course, with a mere 30 obstacles across the route.

What are the obstacles?

Think challenging and to be honest, scary. There's Electroshock Therapy, where our team had to dash through 10,000v of electricity, through wet mud, Shawshanked where they had to drag their muddy bodies up a pipe and drop five foot into the cold water below. Or how about Lumberjacked, where you have to climb over six foot tall logs, and if that's not challenging enough, Pitall features a muddy swamp filled with hidden sinkholes. Plus much more.....

Who took part?

The team consisted of some of Linear's craziest athletes: Adam Turner, Gareth Tomkins, Alex Moth, Joe Poste, Marc Cameron, Don Collins, Grant Patterson, Amy Nolan, Ashley Kelly and Alex Wasawo.

Why?

Good question, and the team members have asked themselves that a lot over the last few months! But it's all worth it and it's all in need for our two nominated charities for 2022; The Sheffield Children's Hospital Charity and The Christie Charity in the North West.

The Children's Hospital in Sheffield is very close to a lot of our hearts at Linear and the Charity does amazing work to raise funds over and above the NHS provision. It's currently fundraising to build a helipad on their hospital site, and we'd love to be able to help out.

The Christie Charity is an amazing charity helping those affected by cancer. We're supporting The Christie in memory of Linear's Diane Duncan. The support she received from them was a massive help and relief for her and her family, and she spoke so highly of the nurses, who were always upbeat and positive.

Our JustGiving page will be live until the end of the September. If you could spare any donation, we'd really appreciate it. Just click on the link below.

[Linear's JustGiving Tough Mudder](#)



WHAT HAS LINEAR INDUSTRIAL & ENGINEERING BEEN UP TO?

Lots! It's been a busy 2022 so far for Linear's Industrial team and there's no signs of it letting up. Our team has continued to grow, and our onsite presence goes from strength to strength.

It's a proper team affair at our Onsite locations, and we're proud to support our clients with their huge range of recognition days, initiatives and celebrations that they have.

To name but a few, we've marked and recognised Mental Health Awareness Week and International Women's Day, shared the love on Valentine's Day and Random Acts of Kindness Day, handed out masses of chocolate at Easter, and celebrated the month of Pride.

And of course we couldn't let the Queen's Platinum Jubilee go amiss. We had a fantastic day involving our clients, partner agencies, employees and candidates.



Q&A WITH EVELINA



Evelina Jakimova has been with Linear since 2017, and currently works as an Account Manager in Linear Industrial & Engineering.

Tell us a bit about yourself

I am originally from Lithuania and moved to England in 2015. My sister was already studying here and she gave me lots of help to get settled in the UK. I have had many different jobs and most were in customer service roles. The funny thing is that I was always a very shy person and most of the time I wouldn't speak to people, but my mother always encouraged me to challenge myself and not to be afraid. I think this helped me develop the passion and skills to be able to speak to people, and want to help them. Since starting working for Linear I've been able to use all these skills; helping people find jobs, interacting with them, and now, being an Account Manager, I always try to make sure our candidates are always happy with our service and that any issues are dealt with straight away. We get great feedback - not only from candidates - but from our Clients as well. I love working for Linear and think I'm a very hard and dedicated worker.

When did you start with Linear and how has your role changed in that time?

I started working for Linear in October 2017 as a Trainee Account Manager, within Linear's Industrial sector. My main client at that point was a large supermarket and I was responsible for supplying delivery drivers. I moved across to the Power & Utilities division in October 2018, working as a Resourcer, building my own candidate pipeline, which was a new side to recruitment for me. In May 2021 I decided that I'd like to pursue my career back in the Industrial side, so moved back to Linear Industrial & Engineering, taking up my current role of Account Manager,

What did you do before you joined Linear?

I have had plenty of different jobs as I was trying to find the right career path for me. I've worked for an environmental charity, then moved into retail positions, working for companies like Primark and M&S. Whilst working in M&S's bureau de change, I saw the Linear opportunity, went for it, and the rest is history!

What does a typical day at Linear Industrial look like?

Every day is different, and it's always very busy and hectic. I often have various client meetings, I can be speaking and meeting with our Co-ordinators to make plans how to improve and manage our candidates, and we often have events that are celebrated on different days, so we lend our support to our Clients for those. It's so varied and enjoyable.

What do you like most about your role?

Because it's different each day, there are constantly new things happening, and it keeps me motivated and active each day.

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

Don't be afraid to ask things! Linear is a great company to work for as everyone goes above and beyond to support each other, and we work together as a team so you never feel left out. It's always scary to start a new career, but since I've worked for Linear, I have always been provided with plenty of training to help develop my skills and prepare me for my role.

What do you like to do outside of work?

I have two dogs which I love taking for long walks, and I love sightseeing and exploring England.

If you were on a desert island what three items would you take?

My two dogs and my fiancé!



MANCHESTER OFFICE NEWS

Q&A WITH AMY



Amy Kaur is one of Manchester's most recent recruits, working in our Trades & Labour division. Let's learn more about her!

Tell us a little about yourself

I joined Linear back in December after leaving Manchester Airport where I worked as an Aircraft Dispatcher. I have a degree in Biomedical Science, so I'm a bit of a science geek! I love binge watching shows, going shopping and cocktails.

How long have you been with Linear?

I have been with Linear since the end of 2021, and this is my first recruitment role.

What do you like most about your job?

I really enjoy the fact that that no day is ever the same; trades people and labourers really do keep you guessing! You never know what phone call you are going to get on a Monday morning. I also really like that I am able to help someone find work and the gratitude that comes with that.

What does a typical day look like?

Every day is busy. There's lots of phone calls to clients and candidates, a lot of rate negotiations, no two days are the same at all.

Do you have any advice for someone starting a role with Linear?

Be open and honest with clients and with candidates. I think this is what really helps to build solid relationships.

What do you like to do outside of work?

I love baking and experimenting with different flavours for brownies and cupcakes. I like to read books when I get the chance and catching up with friends for some shopping and bottomless brunches!

[To connect with Amy on LinkedIn click here](#)

PROMOTION NEWS



We'd like to say a huge congratulations to Manchester's Jayne Francis who's just been promoted.

Jayne has been with us for ten months, and has become a positive and dedicated part of the Manchester team. She has worked hard and met and surpassed her targets, as well as at the same time gaining herself a great reputation in the white collar market. She's well respected and liked by her clients, candidates and colleagues alike.

Thanks for all your hard work Jayne, and well done!

[To connect with Jayne on LinkedIn click here](#)

CAROLINE ANNIVERSARY



We're celebrating the eight-year anniversary of our North West Regional Director Caroline Oberman working at Linear Recruitment.

Caroline opened the company's first Manchester office on Deansgate back in 2014 which has subsequently moved to Old Trafford. From a blank canvass Caroline has built a great team and also some fantastic Client relationships. The Linear brand continues to go from strength to strength in the region and that is down to Caroline and her team who work very hard and provide a fantastic service to their clients.

Caroline is extremely dedicated and strives to improve the performance of the office year on year, as such she was rewarded for her success in 2019 when promoted to Regional Director.

Congratulations Caroline, you are a credit to the company and long may it continue.

FOCUS ON THE ENERGY INDUSTRY

With rising energy prices constantly in the news across the UK, our Rail | Power | Infrastructure Director, Gareth Arnold discusses his thoughts on the industry and what he foresees will happen.

Through various conversations and across social media, it seems the most unfathomable question being asked is why are energy prices rising? In short, why are our utility bills going up?

The short answer is the cost of importing gas has increased, with iNews stating that gas prices on global markets 'have surged as much as sixfold'. This has happened as countries around the world kick-started their economies, trying to return to normality through the Covid-19 pandemic.

It is also reported that following a particularly long winter, countries in Asia and Europe used a massive amount of gas stocks, causing a hike in the price, which could be perceived as opportunist and exploitive on the suppliers' part.



Of course, the horrendous attack on Ukraine has led to the price of Russian gas becoming exorbitant. Whilst the UK bought little gas directly from Russia, its suppliers do, which has unfortunately seen the cost passed down the supply chain. Worryingly, this situation could actually worsen, if Russia further disrupts gas supplies.



“So many energy retailers were unprepared for these rising costs”

The price that we pay for electricity and gas is clearly precarious and susceptible to political events, but the cost of transmission and distribution, actually delivering energy, has also gone up. We have to look back at Autumn 2021, when it was telling that so many energy retailers were unprepared for these rising costs and the demand. As such, as pointed out by Economics Observatory, many were relying on short-term markets and had to pay much more than Ofgem assumed when it was setting the price cap. It could be said that this was like trying to do your typical full weekly shop in a local convenience store; the demand can be met, but at a price. The ultimate warning sign came to fruition, when a number of companies, with millions of customers between them, became bankrupt as they did not have the financial reserves to cover the losses from selling energy (to the consumer) for less than it had cost them to buy.

Our Government will have to intervene and ensure that energy providers don't exploit the customer, but of course, these companies have to make money or the entire system collapses.

Environmental concerns and commitments demand that we produce more green, sustainable energy and that should be the immediate goal, but as the cost of living mounts, it has to be commercially viable for everyone. In the meantime, it should be noted that this is written in the warmth of Summer. We can only hope that wholesale prices return to a fair level before Winter.



OUT AND ABOUT

We are absolutely loving being able to go on site visits once more, and have been making the most of it recently, armed with goodie bags galore!

We don't think we realise how much we missed it when we weren't able to do it.



FEEDBACK PLEASE!

We're currently in the process of trying to collect as many Google reviews as we can. Not only do these form a crucial part of our ISO:9001 audit, but they're also incredibly important for us to learn where we're performing well - but also where we could do better, and if we need to address any training requirements or service level improvements.

If you could spare a few minutes to leave us a review, we'd really appreciate it. You can simply scan the QR codes for each office below, and click on the Reviews button.



Linear Industrial & Engineering



Newcastle office



Sheffield office including
Rail | Power | Infrastructure



Manchester office

Hardworking

Integrity

Passionate

Uncomplicated ”

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