



# Linear News



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# OUR DECEMBER 2022 NEWSLETTER



Dear All,

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

I am very pleased to announce that 2022 has been another successful year for Linear. The strategic tasks that we carried out in 2021 are now bearing fruit and we have had a number of success stories throughout the year. In 2021 we updated our company vision and values and we have been living and breathing these values all year to great effect.

We put a new vision in place along with three-year plans of which I am pleased to say we are following and are well on course to achieve. However we never stop there and this year we've added to our three plans and are currently in the process of putting new five-year plans in place. This forward thinking is a must if businesses want to grow and continue to improve working practices and that is definitely the case at Linear.

A huge success story of 2022 has been our new Architecture division. We opened the division at the end of 2021 with the addition of Elliot Birtwistle to head it up in our North East office. Elliot specialises in Architecture and has a number of years experience. We are supplying clients across the UK and due to the success and huge demand we quickly added to the team and plan to continue to grow the division in 2023 and beyond. We have recently produced an Architecture salary survey which has an abundance of comprehensive and very useful data within it. More details are on page 9 of this newsletter, or please feel free to contact us to request a copy.

One major event in 2022 within Linear was the change in ownership of the company, as we became employee- owned. Again this is forward thinking and strategic planning for the future and it was also the catalyst of the new five year plans that gave the new owners (our staff) a vision for the future to work towards. It is early days for the Employee Owned Trust but the initial signs are that it has been a fantastic move and of huge benefit to everyone involved. Obviously it is a huge benefit for our wonderful staff who are now owners of the company they work for and is a reward for all their hard work.

As we move into 2023 and more economic uncertainty, we will see changes in the jobs market. Employers may become more cautious and we would expect there to be a shift to the engagement of more temporary labour. The temporary labour market offers companies flexibility which is a huge advantage in uncertain times. Despite the negative press and gloomy forecasts we are still very confident about next year and believe there will be many opportunities to take advantage of, for instance in the month of November the rate of pay inflation eased to a 19-month low and we expect this to continue to fall. But as we head into the end of 2022, high levels of job vacancies persist and the issue of labour and skills shortages will continue into next year. This is where Linear can help; we have a comprehensive database of candidates along with skilled consultants on hand to help fill your recruitment gaps. We can also provide our clients with vital data and up to date market information which many of our clients find very useful when making important decisions.

Finally here at Linear we really like to hear how we are performing, from both our clients and candidates as we are always thriving to improve. If you have used our service recently can I please kindly ask that you complete one of our customer satisfaction surveys; again more details are available in our newsletter on page 10.

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

# LINEAR RECRUITMENT OWNERSHIP UPDATE

## Linear Recruitment Ltd is now Employee owned

We are delighted to announce that in September the owners of Linear Recruitment completed a deal to move the ownership of the business to an Employee Ownership Trust.

This is fantastic news for all our staff who now become owners of the company they work for.

### Why have we done it?

- We wanted to reward our loyal and hardworking employees and this is fantastic way to do it
- It gives the company stability moving forward with ownership succession that preserves the business and its culture
- It gives our employees a voice on the board enabling a clear and collaborative way of working

The Company was formed in 2001 and over the past twenty one years we have employed many fantastic employees, of which a number are still with us today, and have been with us a very long time and are actually running the company on a day to day basis. We have a very strong and loyal management team, who, like all our staff, live and breathe by our values. The greater sense of employee engagement enables our management team and wonderful staff to continue the fantastic work they have been doing over the years and gives them the extra reward as owners of the company.

One big attraction for us was ownership succession which preserves the business, its culture and values. The EOT provides us with the opportunity to do this which we also believe will result in a stronger performing business with commitment to the longer term and a fantastic way to reward our hard working employees.

When we started out in 2001 we had a simple, honest and direct approach to recruitment, and a people-first ethos and this continues to be our ambition over twenty years later. Everyone involved is extremely excited about the ownership move and what the future will bring for Linear Recruitment and its new owners.

Linear's Operations Director Geoff Taylor has been appointed as one of the Directors of the Trust, and shares his thoughts:

“It's really good for the business and it is a significant show of faith from Adam Turner (Linear's Chairman) that he has made this decision. It's something that will help us stand out from the crowd and also it should help us attract and retain staff. Off the back of this move we have longer term plans to open new offices and expand our client base and we're really excited about what the future holds for Linear Recruitment.”

Gareth Tomkins and Geoff have shared more of their thoughts on what they think the EOT will mean to the business going forward on video; you can take a look at these following the links below:

Gareth Tomkins: <https://youtu.be/qDCJlFDsC6g>

Geoff Taylor: <https://youtu.be/OKPsD8vL9C8>

# EMPLOYEE FOCUS: GEOFF TAYLOR



Geoff Taylor is Linear Recruitment's longest serving employee, having been with the company for almost twenty years. In that time his role has continued to develop, and he now holds the fort as Operations Director for the North, along with Director for Linear's Employee Owned Trust.

Here we learn more about him and his career development.

**Tell us about your career with Linear so far, how it started, how it's developed and what it is you do now?**

I graduated (eventually) from Sheffield University with a degree in Business and Economics in 2002; there wasn't any real thought process behind the degree other than I knew it would stand me in fairly decent stead for any kind of employment afterwards. I eventually joined Linear in January 2003 and after a short period I commenced working on the Permanent Housing desk across the Yorkshire region. I always enjoyed working within the Construction sector as it was clear to see the contribution our work was making to the various clients we dealt with. After 7 years working in Sheffield I, along with my now wife, made the move to her homeland, Newcastle Upon Tyne where, alongside a colleague, we set up Linear's North East region out of a small cupboard of an office looking on to the Tyne Bridge (or part of it).

Since 2010 we have been providing complete services from Trades and Labour, Freelance White Collar and Permanent Recruitment across the North East of England and into Scotland with a wide range of clients, and I am proud that we are still working with clients that we brought up from Yorkshire with us all those years ago.

I am now responsible for both our Newcastle office and our Construction Team in Sheffield, making sure we achieve the high standards our clients and candidates expect of us, while continuing to look for new business opportunities across the North East and Yorkshire.

This year I was delighted to be asked to become Director of the Employee Owned Trust (EOT) for Linear, which I've been doing for the last few months.

**What exactly is an EOT and what will it mean for Linear and for you?**

An EOT is a trust that enables a company to become

owned by its employees and can be set up by a company's existing owners. Linear Recruitment has grown over the years due to the hard work of the employees within and it's a sign of trust and gratitude that the owners of the business decided to transfer the ownership into an EOT. This will help us attract and retain high quality staff and help us achieve our long term growth goals.

**How has the industry changed in the time that you've been with Linear?**

The basics of the Recruitment Industry are the same and will continue to be so going forward; it's about forging strong relationships with clients and identifying the right talent for their requirements. How recruitment operates around this has changed wildly; when I first started out we still used fax machines and in some cases the post to send out resumes to our clients!

One thing I have noted is the increase in the number of Recruitment firms currently operating; this shows that there is a big demand for Recruitment services and it helps keep all of us on our toes, making sure our service provision is up to scratch.

How clients interact with Recruitment Agencies has changed fundamentally with many companies operating with internal Recruitment teams, but in my humble opinion there will also be a place for Recruitment firms within.

**What's been your biggest challenge in your career?**

Challenges are common within Recruitment – anyone who tells you otherwise is lying! There is a constant battle with identifying candidates for hard-to-fill roles, trying to coax clients through the recruitment process and of course dealing with the occasional counter-offer scenario.

The biggest challenge I have personally faced was the economic downturn in 2008. Looking back, I remember having a board full of vacancies one week, wiping it down and replacing those vacancies with names of people looking for work. We lost a great deal of talent during that period, and it also affected the amount of young people entering the Construction Industry; I think we are still feeling the affects of this over 10 years later.

It took a lot of grit, determination and a lot of resolve from our Directors to get us through that very tough period.



### What's been the best thing to happen in your career?

Being given the opportunity to open a new office in a completely new region to both Linear and myself – it hasn't been a completely comfortable ride, but it has been rewarding to see us develop longstanding relationships with Clients and Candidates, and also to see the team here growing, allowing our employees to forge out long term careers.

### What do you enjoy most about your role?

I still genuinely get a buzz from identifying, targeting and working with a new client for the betterment of the Linear brand. I still love speaking to clients regarding their plans for their businesses going forward and establishing how we can support them on that journey.

### What are you looking forward to achieving?

We are always looking to expand our horizons; we appointed our first Architectural Consultant at the start of 2022 and following a very strong first year I am particularly looking forward to helping this team develop and grow over the course of the next 12 months. In line with this, I am looking forward to plotting the next steps in the careers of our teams in Newcastle and Sheffield.



### And work aside, what do you like to do in your spare time?

I am Bradford born and so I am an avid (from afar) follower of Bradford City and still try to get to local away games and the odd home game when I can. When I am not working, I spend my time taking my two beautiful daughters to various sports clubs, whilst trying to convince them (and failing) that they should be spending their pocket money on Bradford City shirts and not Black & White ones. Aside from family life I like to spend my time running; I have completed numerous half marathons in my time and have one full one under my belt – I am planning for a second marathon in the not-too-distant future...

## FROM RUGBY TO RECRUITMENT



Our Manchester office welcomed Morgan Burgess on board in August and he's had a cracking start in the world of recruitment. With a long playing career in Rugby, how's he finding the world of recruitment?

I joined Warrington's academy when I was 16, moving away from Barrow to live in Warrington to allow me to play. I spent two years playing in the academy alongside going to college. After I finished college I went into a full time environment for two years, being around the first team squad. I had friends who were in recruitment and I always liked the sound of it and it was something that I always considered for when I moved away from rugby.

I had seen the opportunity to join Linear and be involved in recruitment; I'd also always had an interest in construction so it was an opportunity that really grabbed me. It was coming to the end of my contract with Warrington and I decided to move away from the full time environment and pursue a career in recruitment. I did, however, miss playing rugby so decided the best option was to play part time at the best level I could. I currently play for Swinton Lions who have just been promoted to the championship, which allows me to play at a high level but also be able to work.

I like the fast-paced element of working on the blue collar desk at Linear; the satisfaction you get when a client is happy with your supply is great. Building relationships with people comes with this; I've discovered when you work with someone closely over an amount of time you can sit and talk about non-work related topics rather than just work all the time. I really enjoy this element because you're more than just a voice on the end of a phone to them - you get to go and meet them and become a part of their work life and not be just another agency.

Playing rugby has definitely given me a competitive streak, which helps in the world of recruitment. When playing rugby it's a sink or swim environment - you have to perform or you won't be there. Doing that for a number of years has helped me develop the desire to be successful and set myself high standards which I think carry over into recruitment, with it being such a competitive sector between different agencies. This gives me the motivation to try to be the only person supplying a site and I'm almost disappointed if I hear they have used a different agency. Hopefully this kind of attitude can help me build a thriving trades desk at Linear.

# FOOTBALLING NEWS



We are delighted to announce that we are sponsoring Woodhouse Juniors under 8's football team in what is their first season in the league. It's a great way for the company to give something back to the community and it's extra special for us as our Managing Director Gareth Tomkin's son Harry plays in the team.

We hope they have a brilliant season!

Our Sheffield office footballing stars took part in the Business Fives Doncaster Corporate Football Event in November. As part of the Business Fives commitment, 10% of the revenue from the event goes to the charity and the overall winners and runners up at the national final decide the destination of the donation.

Well team Linear only went and won! The team, made up of Gareth Tomkins, Alex Moth, Gareth Arnold, Joe Poste, Ashley Kelly, Alex Wasawo and George Vaughton, were playing for our nominated charity, The Sheffield Children's Hospital Charity, and we're delighted that it means a £350 donation to them.

They managed to go unbeaten, and won 3-1 in the final, and have now qualified for the National Finals in April. Alex Moth also earned the award for Player of the Match for the final too.

Roll on April



## 2023 CHARITY EVENT

Each year at Linear we try to embark on one BIG charity event, and for 2023, we've decided we will be completing the Yorkshire Three Peaks Challenge. Just a little walk then.....

The Yorkshire Three Peaks Challenge is a 24-mile (38.6km) round trip route, and includes 1585m (5200ft) of ascent. It takes in the peaks of Pen-y-Ghent (694 metres), Wharfedale (736 metres) and Ingleborough (723 metres), usually in this order, and in under 12 hours. These hills form part of the Pennine range and encircle the head of the valley of the River Ribbles, in the Yorkshire Dales National Park.



The provisional date set for us to complete this is Saturday July 15th and we've decided that one of the charities that we'll be raising funds for is TOFS, a charity that gives lifelong support to those born unable to swallow, with their vision being for anyone being born with OA/TOF to be able to live life unlimited.

Oesophageal Atresia (OA) and Tracheo-Oesophageal Fistula (TOF) are rare congenital malformations of the oesophagus (food pipe) and/or trachea (airway) which typically occur together and affect one in every 3,500 babies. About half of these babies have additional problems, most notably heart malformations. Babies born with OA/TOF need to have intensive neo-natal care prior to corrective surgery, normally within days of birth. Prior to 1941, almost all OA/TOF babies died.

TOFS supports children who suffer from these conditions, and a key aspect of what TOFS does is to provide hard-to-find detailed information about what it's like to live with the impact of OA/TOF (and how to do so more easily), based upon the experience of those who have 'been there'. Linear's Elliot Birtwistle has a child who is affected, so we thought this would be a really appropriate charity to support. We'll post further updates on our challenge once details are finalised, and get our walking boots on!



## PROMOTIONS



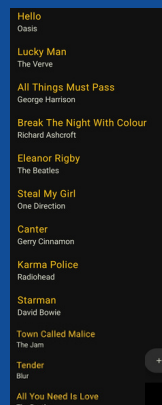
Congratulations to both Amy Kaur and Alex Moth, who have both had well-deserved promotions.

Amy started with us in December 2021 as a Trainee Recruitment Consultant and has worked so hard in a very fast-paced environment to make sure sites have everything they need and that our labour force is looked after. Her promotion to Recruitment Consultant is a natural and much earned progression for her.

From January 2023 Alex Moth will be operating as Managing Consultant of our Sheffield Construction Team. Alex joined in the midst of the Covid Pandemic in September 2020 and has an extremely successful last two years. More importantly, he has shown the enthusiasm and dedication to help support his colleagues and we are certain he will continue to lead by example in his new role.

We look forward to both Amy and Alex continuing to grow in the roles, and are excited to see what they achieve. A huge well done to you both.

## ROCK AND ROLL



After a hiatus of over 25 years, our Rail | Power | Infrastructure Director Gareth Arnold made his singing comeback at Grenoside Beer Festival in September - and what a performance it was! Nerves kicked in as he didn't have his band with him this time around, but he did an amazing job.

Well done Gaz and roll on the next gig!



# LINEAR INDUSTRIAL & ENGINEERING NEWS

## Frasers Group Challenge 150

We were proud to take part in and support our client Frasers Group's Challenge 150 event in November - 1 team, 5 cyclists, 150 miles.

The aim was to raise £2000 to help to support local organisations around the Shirebrook area, cycling a distance of 150 miles, the equivalent of Shirebrook to London.

And they smashed their target! A great day, and well done to everybody involved in making the event as special as it was. Well done to Linear's Dean Plumb for his cycling efforts too - he's no stranger to charity cycles rides, having taken part in Linear's previous fundraising cycling events and helped us to raise thousands for our nominated charities.



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.

Here's just a snapshot of some of our fantastic team and employees getting involved in some of them.





# ARCHITECTURE SALARY SURVEY RESULTS

## LINEAR RECRUITMENT ARCHITECTURE SALARY SURVEY



### SALARY SURVEY 2022 ARCHITECTURE & DESIGN

Welcome to our first Architecture & Design salary survey. We're really excited to be able to present this data, and will be using it each year, building on it, to provide invaluable insight into the Architectural sector pay and conditions, as well as gauging overall job satisfaction.

To produce this report, we've combined our own data on placements we have made this year and vacancies we are currently work on, along with the results from an external salary survey that we created, sending the survey out to candidates on our database along with distributing it across our social channels.

We believe this report will help us continue to improve our service levels and give us a greater understanding of our market, enabling us to serve our clients and candidates better and better. It will help us to ensure we work with the best clients and place the best candidates in roles that are well-remunerated and where job satisfaction is paramount.

According to data taken from the RIBA Business Benchmarking 2021 report, the Architecture sector contributed over £3 billion to the UK economy and employed over 38,000 people. With a huge focus on the importance of the Construction sector and its role in the UK economic recovery, it is clear that demand for Architecture professionals is soaring, and thus this will have a knock on effect on the salaries that can be commanded. However, one startling observation that we made from the responses we had from our survey, is that the majority of respondents (over 60%) believed their overall salary and benefits package to be lower than their expectations, and most were not happy with their overall package, as can be seen from the charts below. It is worth noting that this is a relatively small set of data and might not necessarily represent the wider market, and might be more of a reflection of the current cost of living crisis and inflation levels leading to falls in real income.



And what about job satisfaction? Around 59% of respondents were happy in their current role, but we were surprised to see that almost 30% were not.

[www.linearrecruitment.co.uk](http://www.linearrecruitment.co.uk)

## LINEAR RECRUITMENT ARCHITECTURE SALARY SURVEY

### Salary Survey Results

Breaking the data down from the survey, the results below show the average salary by job title. These tend to be in line with RIBA's guidelines which is positive.

Job Title	Average Salary
Architect	£76,191
Architectural Assistant	£23,000
Architectural Technologist	£23,320
Architectural Technician	£28,829
Junior Architectural Technologist	£20,000
Part 1 Architectural Assistant	£21,500
Part 2 Architectural Assistant	£29,750
Senior Architect	£63,726
Senior Technologist	£28,829

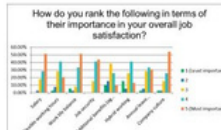
Technologist was higher across the North East and the North West, with the number of years worth of experience coming into play and meaning employees have been able to command a higher salary. Respondents of the survey who hold the position of Senior Architect in the North West have higher average salaries than those that responded in the South East - we are seeing and are working on a huge rise in job vacancies across the North West in the Architecture sector. The switch to a more hybrid working model, along with many large construction projects across the North West is leading to a rise in average salaries, especially for those with lots of experience.

What additional benefits did our respondents receive and what's deemed most important?

Around a third of respondents received some sort of annual bonus; some as a percentage of their salary, others as a fixed quarterly or annual amount. In addition approximately 38.5% of the people who responded have private health insurance as part of their remuneration package.

It is clear to see in the switch towards remote and flexible working. Almost 75% of respondents have the ability to work from home or work on a more flexible basis. The normalisation of hybrid and flexible working is something positive that has arisen from the pandemic, and what we are seeing is that almost all of our vacancies that we work on have some element of this, giving candidates much more choice.

We also tried to determine what aspects of a role people find important other than their salary. This really helps us to understand what candidates are looking for in their job searches and ensures we work with clients who are the best fit. We asked people to rank how they viewed certain factors of their job package, including being able to work flexibly, hybrid working, their work-life balance, the culture of the business etc. The results are shown in the chart below. Key findings we found interesting were that over 50% (53.9%) of respondents ranked the culture of the organisation as the most important, along with the importance of a work-life balance. As mentioned previously the cultural shift towards flexible and hybrid working has been immense since the covid pandemic, as businesses have realised employees do not need to be chained to a desk 9-5 in the office in order to carry out their work; over 50% of respondents said that their work-life balance ranked as most important.



[www.linearrecruitment.co.uk](http://www.linearrecruitment.co.uk)

We recently conducted a salary survey for our Architecture sector, and we're really excited to be able to present this data, and will be using it each year, building on it, to provide invaluable insight into the Architectural sector pay and conditions, as well as gauging overall job satisfaction.

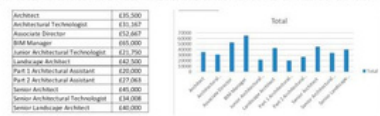
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## LINEAR RECRUITMENT ARCHITECTURE SALARY SURVEY

### Linear Recruitment Placements

What about placements that we have made and how do they compare to the results of the survey?



Linear's Architecture division began at the start of 2022, and in that short time, we have placed a large number of candidates into placements across the country. We've broken down some data for the main job roles that we work on, with the average salaries being displayed in the table above. On the whole, the salaries are similar to what our salary survey indicated, with regional variances accounting for some of the differences. Salaries in the North West are stronger than average, particularly for Architectural Technologists and Senior Architects, and we've seen salaries for Architects and Architectural Technologists performing well in the North East.

We've also included details of some of the vacancies that we are currently working on. The below tables have the minimum and maximum average salaries for some of these roles, and we've split it by location.

	Min	Max	North West	Min	Max
Architect	£24,000	£75,000	Architect	£30,000	£40,000
Architectural Technologist	£24,000	£40,000	Architectural Technologist	£20,000	£25,000
Architectural Technician	£24,000	£40,000	Architectural Technician	£20,000	£25,000
Junior Architectural Technologist	£24,000	£40,000	Junior Architectural Technologist	£20,000	£25,000
Part 1 Architectural Assistant	£24,000	£40,000	Part 1 Architectural Assistant	£20,000	£25,000
Part 2 Architectural Assistant	£24,000	£40,000	Part 2 Architectural Assistant	£20,000	£25,000
Senior Architect	£24,000	£40,000	Senior Architect	£20,000	£25,000
Senior Architectural Technologist	£24,000	£40,000	Senior Architectural Technologist	£20,000	£25,000
Senior Landscape Architect	£24,000	£40,000	Senior Landscape Architect	£20,000	£25,000

Linear Recruitment works in partnership with Architectural and Interior Design practices, engineering and multi-disciplinary firms, Property Developers, Landscape and Urban Design Consultancies, Retailers and Local Authorities. We have developed strong links with leading Design and Architectural Clients and whatever the stage of the cycle, our expert Recruitment Consultants are experienced in locating and placing contract and permanent industry professionals. With a large number of recruitment agencies out there, competing, we understand we need to stand out from the rest and earn the top recognition, and we do this in a simple way - we work with you. We have an honest and dedicated approach. We know our markets, we really take the time to understand the business we work with and their recruitment requirements, and ensure we match the right candidates and talent into the right positions. For more information and to see how we can help you, you can get in touch with either Elliot or Adam on the contact details below.



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To download a copy of the full report, you can click on [this link](#), or simply scan the QR code with your phone camera.



## STARS OF THE QUARTERS

Congratulations to Amy Kaur for winning our Star of the Quarter for quarter three.

Amy smashed all her targets and successfully managed a trades desk whilst ensuring all her workers were 100% fully compliant. She works tirelessly to ensure her clients are serviced and her candidates are looked after.

Well Done Amy.



Congratulations to our Star of the Quarter for quarter four, Monika Gecaite.

Monika drives our business forward with her outstanding passion and commitment to our clients. She has developed and mentored her people throughout the year into the awesome teams that they are and now.

Nobody deserves this award more, and we'd like to say a huge thank you Monika.

## FEEDBACK PLEASE!

At Linear feedback is incredibly important to us - not only does it form a crucial part of our ISO:9001 audit, but it's 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. Our annual Customer Satisfaction Survey for 2023 is now live - the survey only takes a few minutes, and will really help us to understand more about how we are performing.

To take part in the survey, you can either scan the below QR code, or follow the link. We really appreciate your support.

<https://www.surveymonkey.co.uk/r/SGFKHZW>



We're also currently in the process of trying to collect as many Google reviews as we can for our different locations.

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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