



BigFishLittleFish

INDEPENDENT RECRUITMENT AGENCY | SHEFFIELD

The **Right** People Every Time First **Time**

Recruitment built on experience, relationships and results, placing exceptional candidates in roles where they truly belong.

21⁺

YEARS IN BUSINESS

250⁺

PLACEMENTS PER YEAR

500k⁺

CANDIDATE DATABASE

4 mo.

GUARANTEE

WHO WE ARE

Recruitment With a Human Touch

Successful recruitment is more than just filling the job opening. Successful recruitment is about understanding what a business needs, what makes a team work well together and what motivates the people within it, and we excel in that.

Big Fish Little Fish was founded in 2005 with the simple belief that recruitment should be personal. We are an independent agency based in Sheffield, with real people behind our operations who have worked across a wide variety of industries.

With us, recruitment has always been about people first.

For more than 21 years, we've been helping businesses find the right people and helping candidates find opportunities where they can genuinely thrive.

Our approach is personal, straightforward and relationship-driven, and we can help you whether you need short-term support, a permanent hire or help finding specialist talent.

Bespoke by Design

We visit your business, understand your culture and find candidates who fit, not just on paper but in person too.

A Partnership, Not a Transaction

We take the time to understand you properly and we remain invested long after the offer is accepted.

Open and Transparent

No hidden fees and no surprises. We believe in honest conversations and straightforward business.

Industry Experience That Counts

Our team has worked in the industries we recruit for, giving us insight and credibility that recruiters value.

WHAT WE DO

Three Ways We Find Your Perfect Hire

01 Temporary Recruitment

Need cover now? We work quickly to source reliable temporary staff when you need them most. Through our established networks and recruitment expertise, we can identify suitable candidates fast and ensure they are fully vetted before being introduced to your business.

FLEXIBLE & FAST

02 Permanent Recruitment

The right hire can make a real difference to your business. We ensure to understand your business culture, the role you're recruiting for and the qualities that will make someone successful in your team, resulting in a stronger shortlist, a smoother process and a better long-term fit.

NO UPFRONT FEES

03 Retained Recruitment

For senior or specialist roles, our retained service offers a dedicated consultant, a headhunter approach and priority access to talent who aren't actively browsing job boards. What's more? Our retainer recruitment services fee is less than our contingency recruitment fee.

DEEP & DEDICATED

Our Guarantee To You

We offer an extensive 4-month guarantee on all permanent placements which is one of the longest in the industry, and we don't charge you until your candidate has been in the placement for at least 4 weeks.

We're confident in our matches and our guarantee reflects that.

**4 month
guarantee**

Temporary Recruitment

QUICK SOLUTIONS FOR UNEXPECTED STAFFING GAPS, CAREFULLY SOURCED

Sometimes businesses need support quickly and our temporary recruitment service provides access to reliable, skilled professionals who can step in when you need them most.

Temporary recruitment can be an ideal solution for:

- Short-term projects
- Seasonal peaks in workload
- Maternity or sickness cover
- Unexpected staff shortages
- Supporting periods of business growth

We carefully screen and vet all candidates to ensure they are ready to contribute from day one, helping your business maintain productivity without any disruptions.

Permanent Recruitment

PEOPLE WHO FIT YOUR BUSINESS, NOT JUST THE JOB DESCRIPTION

Hiring a permanent employee is one of the most important decisions a business makes. Our permanent recruitment service helps you find the right people who will not only perform well in the role but also fit naturally within your team and company culture.

Permanent recruitment can be the right solution when you are:

- Expanding your team
- Replacing a key member of staff
- Creating a new role within the business
- Strengthening your team with additional skills and experience
- Planning for long-term growth

Our focus is always on quality rather than quantity, and we only introduce candidates who have the right experience, the right attitude and the right values to succeed in your business.

Retained Recruitment

TARGETED RECRUITMENT FOR SENIOR AND SPECIALIST ROLES

For senior, specialist or difficult to fill roles, our retained recruitment service offers a more focused and strategic search. With retained recruitment, we work in close partnership with you to carry out a dedicated search for the best possible candidates in the market.

This approach allows us to:

- Conduct a deeper and more targeted search
- Proactively approach high-quality candidates
- Represent your business professionally in the market
- Manage the process from initial search through to offer and acceptance

The result is a more structured and proactive recruitment process designed to secure exceptional talent.

WHY US

21 Years of Recruitment Experience

Pay Only When It Works

Our fees are clearly explained and agreed in advance so there are no surprises. Every client relationship is slightly different which is why we prefer to discuss your requirements and tailor our approach accordingly.

We also offer guarantees on our placements, providing reassurance that we stand behind the quality of the candidates we introduce.

With over two decades in the recruitment industry, we understand how challenging hiring can be. Markets change, skills shortages evolve and finding the right person can often take far more time and energy than you expect. We know exactly where to look for talent, how to identify the right candidates and how to ensure the people we introduce are genuinely suited to the role.

We've built a reputation for reliability, strong industry knowledge and long-term partnerships with clients across multiple sectors, and we offer a truly bespoke recruitment service that no large corporate agency can replicate.

Covering Yorkshire · Derbyshire · North West · North East · UK & Northern Ireland

GET IN TOUCH

Ready to find the right person?

No need to be filling a role right now, maybe you just simply want to understand how we work.

CALL: 0114 349 8679

EMAIL: info@bigfishlittlefish.co.uk

WEBSITE: <https://www.bigfishlittlefish.co.uk/>

