

To whom it may concern,

I am pleased to provide this reference for Steve at Parmar Staffing.

We worked together on the placement of a senior IT Engineer within our business at Novus IT. The brief was not straightforward. We required someone technically strong, commercially aware and capable of operating at a senior level within the organisation.

Steve took the time to properly understand what we needed, translating our requirements into a clear candidate profile rather than simply working from a job description. The result was a terrific candidate who has since become a highly valued addition to our team. With previous experience at CTO level, he has brought strategic insight as well as hands on technical capability, adding real value to the business.

Throughout the process, Steve managed everything thoroughly and professionally. He handled the testing, DISC profiling and full referencing, ensuring that we had confidence in both the technical and cultural fit before making an offer. Communication was clear, timelines were met and expectations were managed properly on all sides.

I would have no hesitation in recommending Steve and Parmar Staffing to any business looking for a recruitment partner who takes the time to understand the brief and delivers quality over volume.

Yours sincerely,



Simon Herzig
Managing Director
Novus IT Ltd

25 February 2026

To whom it may concern

Steve at Parmar Staffing has been working as a recruitment partner with OryxAlign as a PSL agency to provide support with sourcing IT technical talent. Parmar Staffing always ensure they fully understand the brief both technically and culturally before embarking on sourcing candidates. Their conscientious and diligent approach provide confidence that we are in safe hands.

Yours faithfully

A handwritten signature in blue ink, appearing to read "Helen Peckham", with a long horizontal flourish extending to the right.

Helen Peckham
OryxAlign, Head of HR

Parmar Staffing were an impeccable partner in sourcing and providing technical support staff for us. The due diligence, communication and process was easy to accommodate into our busy work schedules. Steve and Anita truly understand how other businesses operate and feel when talent is required. That is the big difference.

James Lawson
Chief Customer Officer

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