



HIRING MADE SIMPLE

DROVER

4 MINS TO READ

Getting Drover to the Finishing Line How Tempo helped Drover hire at volume

Launched in January 2016, Drover offers car drivers a new alternative to ownership, with their flexible monthly car subscriptions inclusive of insurance, maintenance, tax and breakdown cover. Drover also allows people to swap, upgrade, downgrade or cancel their car, without any long-term commitment or steep upfront payments.

The company has handled tens of thousands of subscriptions since its launch and continues to grow at a rapid rate.

Key stats

TOTAL HIRES	SAVINGS	TIME TO HIRE
40	£29,000	3.2 DAYS <small>Average</small>



Challenge

As a rapidly growing start-up, they needed complete flexibility, especially as some weeks the business was growing by more than 20%.

"If we don't have enough people to meet demand, holes could start appearing and our service could suffer", says Thomas Hanks, Head of Growth at Drover."

But the vision of instantly scaling their team in line with increased demand was far from the reality. Drover used traditional recruitment companies to try and fill vacancies, without great success. "It was taking us weeks to fill roles. It wasn't just holding us back, but stifling any growth", says Hanks.

"None of the agencies we used understood our needs or the pressure we were under. They frequently passed on candidates who were a poor fit, for instance some were not immediately available or lacked any relevant experience."



Process

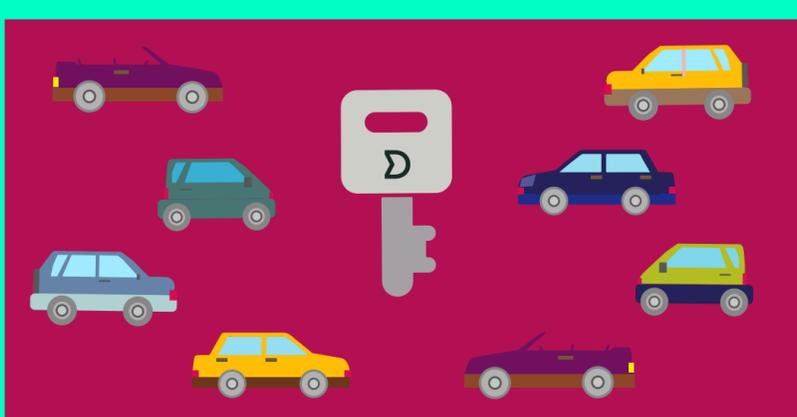
To solve their hiring dilemma, Drover turned to Tempo. Tempo uses AI technology to match vacancies with the relevant skills and experience, instantly creating a shortlist of the most suitable candidates for employers to view. Employers are then able to manage the entire recruitment process in the platform, eliminating the need for third party involvement.

"When we started looking at recruitment, our main challenge was speed - we needed to cut our hire time down substantially."

"Tempo was the only solution that could give us the quality of candidate we were after, in the time frame we needed", says Hanks.

Using Tempo, the end-to-end control of the whole process meant Drover could select the candidates they liked from the outset, enabling their hiring managers to make quick and informed decisions.

This not only helped improve their interview to hire ratio, but also delivered cost-savings and freed up senior leadership time.



Results

The impact of the Tempo platform on the business was immediate and transformational. The senior team can now hire quickly and efficiently, while the platform supports the business so it does not lose out on revenue and can deliver the best standard of customer experience.

"Over 35 temporary hires have been made through Tempo, with five becoming permanent."

"When we first started using the platform we were a bit sceptical, but the quality has been incredible. Being able to control the candidate you want, means that you have complete control from the off and can select the people you think would fit. Ultimately, we know the business better than a recruiter ever will and Tempo lets us decide the candidates we like."

Drover is planning to take on more people through Tempo. "If we ever need to fill a position quickly, it's the first place we turn to. It's been invaluable to where we are now and will be in the future."

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