

## GETTING TO THE FINISH LINE

# Drover hires at volume using Tempo

Launched in January 2016, Drover offers car drivers a new alternative to ownership, with 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.

## SAVINGS

# £37,000

## TIME TO HIRE (DAYS)

# 3.2

## HIRES

# 51

## CHALLENGE

As a fast-growing startup, Drover needed complete flexibility, especially as some weeks the business was growing by more than 20%.

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 actually stifling any growth,' says Thomas Hanks, Head of Growth at Drover.

'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.'

"If we don't have enough people to meet demand, holes could start appearing and our service could suffer"

## SOLUTION

To solve their hiring dilemma, Drover turned to Tempo. Tempo uses smart technology to match roles with candidate 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.

'Tempo was the only solution that could give us the quality of candidates we were after, in the timeframe we needed.'

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.

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