

DROVER

COMPANY NAME

Drover (acquired by Cazoo)

LOCATION

London

INDUSTRY

Tech • Automotive

CHALLENGES

Agencies not delivering

Time-to-hire

Poor candidate quality via job boards

ROLES HIRED

Admin

Growth

Sales

Operations

Customer Support



THOMAS HANKS

Head of Growth at Drover

TRADITIONAL RECRUITMENT PROCESSES FAILED DROVER

“None of the agencies we used understood our needs. It was taking us weeks to fill roles, which wasn’t just holding us back but actually stifling any growth.”

TEMPO HELPED DROVER FIND QUALITY CANDIDATES AT SPEED

“If we don’t have enough people to meet demand our service will suffer. Tempo was the only solution that could give us the quality of candidates we were after, in the timeframe we needed.”

SAVINGS

£37K

TIME TO HIRE

3

days

POSITIONS FILLED

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.

SOLUTION

To solve their hiring dilemma, Drover turned to Tempo, using our platform to instantly create a shortlist of the most suitable candidates. They were then able to manage the entire recruitment process in the platform, eliminating the need for third party involvement. The end-to-end control of the whole process meant their hiring managers could 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.