

A photograph of two young women with blonde hair, smiling and talking to each other. They are wearing branded clothing: a white t-shirt and a maroon t-shirt, both with the 'BIKE SHIFT' logo. The woman on the right is also wearing a lanyard. In the foreground, a black cap with the 'BIKE SHIFT' logo is visible. The background shows a city street with buildings and trees. The entire image has a blue color overlay.

BIKE SHIFT

www.bikeshift.com

Welcome and about

4 - 5

Recruitment and planning

6 - 7

Hourly registration and data driven

8 - 9

Employership and recruitment

10 - 11

Review of a Client

12 - 13

Join the ride!

14 - 15





WELCOME TO BIKESHIFT

The demand for fast, flexible, and eco-friendly delivery solutions is growing day by day. Cities are getting more populated and so is the number of product and food delivery services. Especially finding and managing the right personnel and equipment can be a headache and a potential risk.

Over the last ten years Bikeshift worked hard to develop the perfect solution for these so-called last mile deliveries. Clients can now outsource HR, legislation, payrolling at Bikeshift. Providing clients focus, growth and above all happy customers.

We are therefore very proud to share that we currently work together with the biggest last mile couriers in Europe such as Gorillas, Zapp, Cycloon and Rocket.

Join the ride!

1403 Shifters **27** Cities **2** Countries **4** Awards



RECRUITMENT AND PLANNING

Bikeshift is a company with a wide range of experience within recruitment of bicycle couriers within the Benelux. For many years already Bikeshift has been active in this market, which brought us a grand amount of knowledge within the field. We can help your company grow!

Applications from candidates are carefully considered. Various conversations and video calls ensure that the needs of the client and the candidate are a good match.

Bikeshift handles not only the recruitment and pre-selection, but also the planning and payments of the couriers through our custom-build mobile application.

Bikeshift can bring you planning solutions with our own planning app. This app can be downloaded in the [Apple App Store](#), as well as in the [Google Play Store](#). Our planners make sure that you will receive a tailored export file, so you will be able to add this into your own planning system.



HOURLY REGISTRATION AND PAYROLL

Punching in and out of employees, if required, is one of the possibilities of our application. The application uses QR-codes for the punching in- and out. This ensures a tight registration of hours. Weekly payment for hours worked is made through our payroll service. Each Monday the payments will be done. This results in quick satisfaction and motivation of the rider!

DATA DRIVEN

Using the big data that we collected throughout the years we know the market, as well as the riders. Bikeshift always provides the right courier for the job, whenever and wherever.

With the collected data and experience we are a partner of knowledge for our clients. We know exactly how the current market is developing, during the course of the year. Today's market is tough when it comes to finding new personnel. The "war for riders" is on. The market is overstrained, but we will make sure you get all the help necessary.

GOOD EMPLOYERSHIP

We care for our riders! All couriers are **directly employed** at Bikeshift, manage their **own schedule**, **get paid weekly**, get **continued payment** in case of illness and are well-insured.

Bikeshift is always looking for original incentives for our riders to increase engagement. We want to keep the riders on board. A loyal employee ensures success on the bike.

Moreover, our team will be available throughout the day to answer possible questions, and make sure a personal connection is established with the drivers.

We are not just a platform where people sign up for shifts, but a platform where they are taken care of and accounted for. This results in a good performance of our drivers.

STEPS OF RECRUITMENT

- 1 **Candidate applies**
- 2 **Intake of the candidate by phone**
- 3 **Video call to get to know each other**
- 4 **Tips and tricks for trial day (wishing good luck)**
- 5 **Contact after trial day + schedule**



“Soon after the start in NL, we contacted Bikeshift to support us in cities where our growth in orders was faster than the growth in our own riders. We have started to work together more and more, because speed and change are very important to both of us. The growth we have been able to experience in existing and new cities is partly driven by Bikeshift. Bikeshift has a lot of expertise in recruiting and motivating riders and we discuss a lot about common challenges. It helps that they can be critical to us and in that way we strengthen each other.”

JOOST CLAESSENS

Deputy General Manager Gorillas





BIKESHIFT X DOCKR

Delivery services and other logistics service providers face two major challenges: hard-to-reach inner cities with high parking costs and environmental zones on the one hand, and staff shortages on the other. Entirely in line with the vision that things can always be done differently, DOCKR and Bikeshift now offer their customers the option of using both electric company cargo bikes and bicycle couriers at the same time. Not only does this tackle the challenges in terms of accessibility and personnel, this all-in solution also offers customers of both companies maximum security and flexibility for their operations.





DOCKR's electric company cargo bikes are ideal for avoiding difficult accessibility, parking problems and environmental zones in city centers. All models come with flexible, monthly terminable all-in rental contracts, which are feasible for any business. DOCKR offers preventive maintenance, breakdown assistance, insurance against damage and theft and fast replacement transport, so that users' business processes never have to stand still for long.

Bikeshift now employs more than 1,600 bicycle couriers in 27 Dutch and Belgian cities. Through smart, data-driven planning, the company ensures that customers have easy access to motivated, well-insured and fairly paid bicycle couriers with an employment contract. Bikeshift takes care of everything: from recruitment and selection to wage payment, insurance and continued payment in case of illness. In this way, the company offers an attractive alternative to the undesirable 'self-employed bogus self-employment' that is increasingly becoming the norm in the bicycle courier industry.

You can find more info about DOCKR at www.dockrmobility.com



Motivated, well-insured and fairly paid bicycle couriers with an employment contract.





JOIN THE RIDE

When collaborating with Bikeshift, we will be working as your partner, be the extension of your HR-department and support your operations. Whenever you decide on a next move, we would be delighted to plan a video call to get to know more important information about your operation, such as locations, gear, salary, onboarding, and all other relevant matters. Based on this method, we have been working successfully with our partners for years!

Please feel free to reach out to us at any time, and we hope to speak to you soon!

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