Hire More, Hire Better, Hire Faster

Wyatts Towing is the largest provider of parking management services in the nation, and it counts on Team Engine to find great candidates and to move them through the hiring process faster than their competitors.
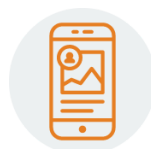
THE CHALLENGE

What started in 1965 as a family-owned, two-truck towing company, Wyatts Towing is now the largest parking management towing company in the nation. Their success, according to COO Trevor Forbes, is due to the company's commitment to honesty, consistency, and strong work ethic—all of which relies on the quality of their drivers.

Trevor wanted to continue the growth they had experienced in the past, but ad hoc hiring practices meant they were never able to reach enough of the best drivers, who typically already held jobs and weren't actively searching for new, better roles. On top of that, promising candidates would drop out in the middle of the hiring process while waiting on approval from stringent insurance policies.

No way to get in front of the best candidates

Lost candidates due to long, complicated process

Limited visibility & collaboration across the org

THE SOLUTION

With Team Engine, the Wyatts Towing hiring process works like a well-oiled machine. They are able to target the most experienced and skilled drivers using smart ads across job boards and social media. And while they have more applications than ever, they spend less time sorting through them thanks to Team Engine's intelligent hiring assistant. Applications are scored according to qualifications, and missing details are filled in via automated text messaging with the candidate. Through Team Engine, Wyatts hiring process has improved to the point that it only takes 18 days to get an applicant into the driver's seat as a new tow truck operator. As a result, their revenue has increased by almost half a million dollars per year through Team Engine's software.

> " Before Team Engine, there was no process behind the way we handled hiring. Now we have a consistent stream of applicants, great visibility, and constant growth.

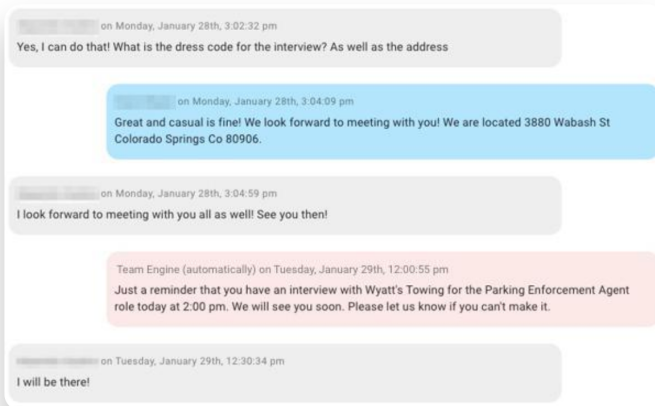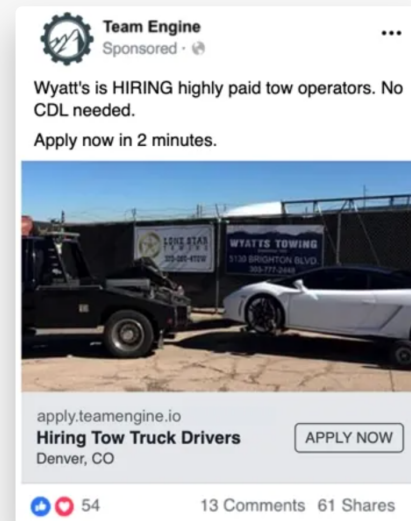Trevor Forbes
COO of Wyatts Towing

LEARN MORE AT **TEAMENGINE.IO**

Reaching Passive Job-Seekers Using Targeted Ads

Job listings on Craigslist would get Wyatts plenty of candidates, but very few of them would be of the caliber they needed. They wanted the best, and as Trevor puts it:

"The strongest employees already have jobs. They aren't browsing job listings on Craigslist, but they are on Facebook. Team Engine got our ads in front of people who are already employed but open to better opportunities."

With Team Engine, Trevor can boost Wyatts highly-targeted job postings knowing that his jobs will end up in front of the right people.
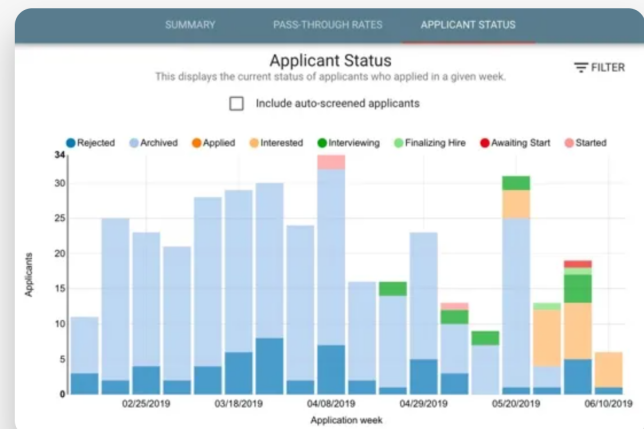

Beating the Competition with Automated Texting

Unlike leaving voicemails or sending emails, texting has a 90% open rate within 3 minutes. This means that Wyatts can connect with candidates and get them scheduled for interviews faster than their competitors. They don't have to worry nearly as much about people not showing up for interviews either. Team Engine sends interview confirmation texts to candidates a day before and two hours before their interview. When an applicant confirms they can make it, the software records their response and lets Trevor and his team know.

Creating Organization-Wide Visibility

With over 180 employees, one of the hardest parts for Wyatts HR team was maintaining an organized hiring process. Instead of relying on individual hiring managers working on their own to find, interview, and hire new employees, Team Engine created one single, universal location for every hiring manager to collaborate. Trevor and his staff can now see every scheduled interview, conversation, and application for every candidate.

Daily performance reports and weekly executive summaries gave Trevor a way to hold his staff accountable when it came to hiring, letting him know who to help and providing tangible proof that his staff was moving the company forward.