



**BIKE
SHIFT**

www.bikeshift.com

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About

01. Bikeshift



Let's work together with flexible shifts and sustainable choices to create future-proof delivery options!

With flexible shifts and sustainable choices, we are working together to create future-proof delivery options! The demand for fast, flexible, and green delivery keeps increasing. With cities becoming more crowded and expansion of delivery services, this is the perfect moment to take action. At Bikeshift, we are at the beginning of last-mile delivery and on a mission to make it more sustainable. We believe that sustainability is more than just a buzzword; it is the core of how we work and how we build strong, lasting relationships with everyone — from clients to Bikeshifters.



Shifters

1520



Cities

100



Countries

2

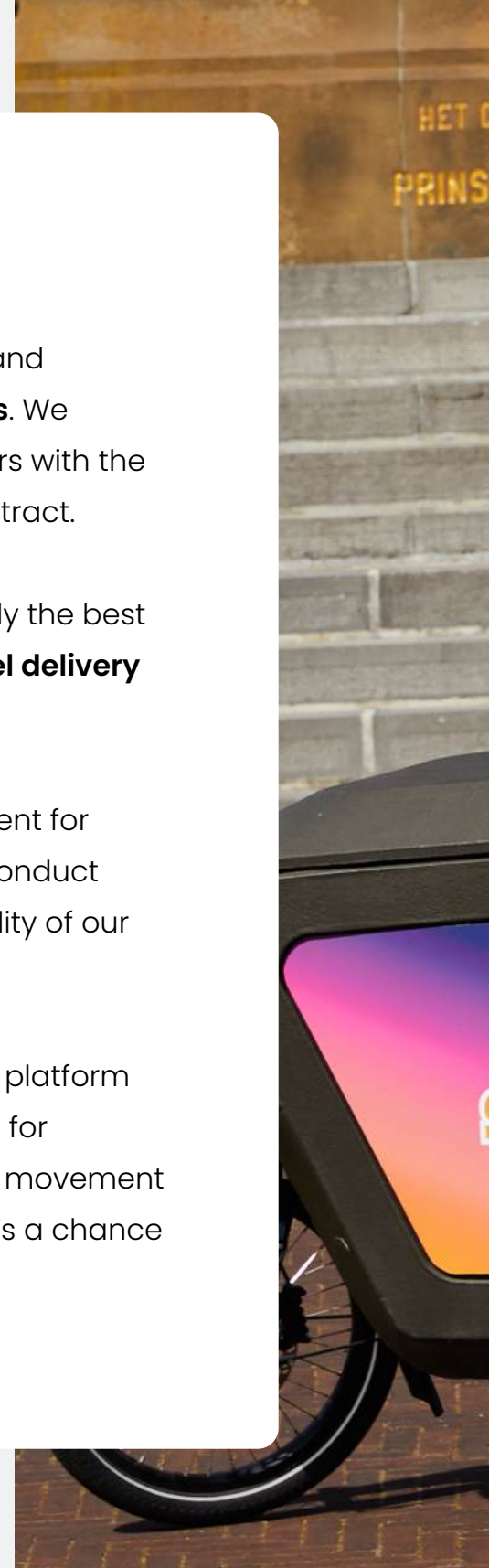
Mission

It is our mission to contribute to social responsibility, sustainability, and economic growth by offering ecological and **flexible work solutions**. We ensure **good working conditions** and provide our temporary workers with the opportunity to work for different clients under one employment contract.

. With our experience in recruitment, we make it a point to select only the best logistics personnel for jobs such as **order picking, postal and parcel delivery via bicycle, scooter, or electric vehicles**.

Bikeshift expects its clients to provide safe and sustainable equipment for our employees, contributing to the **livability** of cities. In return, we conduct strict screenings of candidates to guarantee the reliability and quality of our personnel.

We have the ambitious goal of becoming the most sustainable job platform for last-mile delivery in Europe. Does your company have a passion for sustainability and logistics? Then this is your chance to be part of a movement that truly makes a difference. At Bikeshift, it's more than just a job; it's a chance to make an **impact**.



GEDENKTEEKEN PLECHTIG ONTHULD
DOOR
FREDERIK DER NEDERLANDEN
17 NOVEMBER 1869



Bikeshift provides personnel in the entire sustainable last-mile delivery sector.

This includes order pickers, postal delivery, and drivers of bicycles, scooters, or electric vehicles. All with a focus on Zero-impact. For us, this means improving the **livability** in city centers, using sustainable transportation, and providing good employment conditions, including always offering our employees a contract.



Orderpicker



Before an order is shipped to your customer, it must first be gathered. This process, known as “order picking,” is performed by warehouse employees who ensure that all items in the order are ready for shipment. Bikeshift provides order pickers across the Netherlands for night, morning, afternoon, and evening shifts, ensuring that your logistics processes run smoothly and efficiently.

Driver



To get various parcels into the city center, they are first transported by a larger (electric) vehicle to a central HUB. From there, they are delivered to their final destination in the city by a smaller (electric) vehicle. Bikeshift has an extensive database of experienced drivers with a B license for vans and an A license for minibuses, ready to meet the logistics needs of our clients.

Bike Courier



Our bike couriers ensure that smaller parcels reach the city center safely and in an environmentally friendly manner. Bikeshift provides bike couriers in various forms, from couriers with backpacks to drivers of electric cargo bikes. In consultation with the client, we determine the most suitable means of transportation and whether the candidate needs to provide it themselves, ensuring delivery is always efficient and sustainable.

Postal Delivery



As a postal courier, you ensure the delivery of various parcels and letters, often using different options of transportation. Bikeshift offers flexible and reliable postal deliverers who ensure that all your mail, large and small, is delivered on time and accurately.



02.

For Employers

With nearly 10 years of recruitment experience, we put all our energy and expertise into recruiting the best logistics personnel. Bikeshift not only handles recruitment and pre-selection but also manages scheduling and fast payments through our custom-designed mobile application. Using the data we've collected over the years, we can propose and deploy the right candidate for the job, anytime and anywhere. All employees are directly employed by Bikeshift, manage their own schedules, get paid weekly, and are well-insured.

Join the ride. Enjoy the ride. Bikeshift.



Planning



Selection



Data driven



Flexible

Good employment practices

We take care of our riders! All couriers are directly employed by Bikeshift, manage their own schedules, get paid weekly, receive paid sick leave, and are well-insured.

Bikeshift is always looking for original incentives for our riders to increase engagement. We aim to keep our riders onboard. Moreover, our team will be available all day to answer any questions and ensure a personal connection with the riders.

We are not just a platform where people sign up for shifts, but also a platform that takes care of them and holds them accountable. This results in high performance from our riders.

Permanent contract



Choose your own work hours



Well-insured



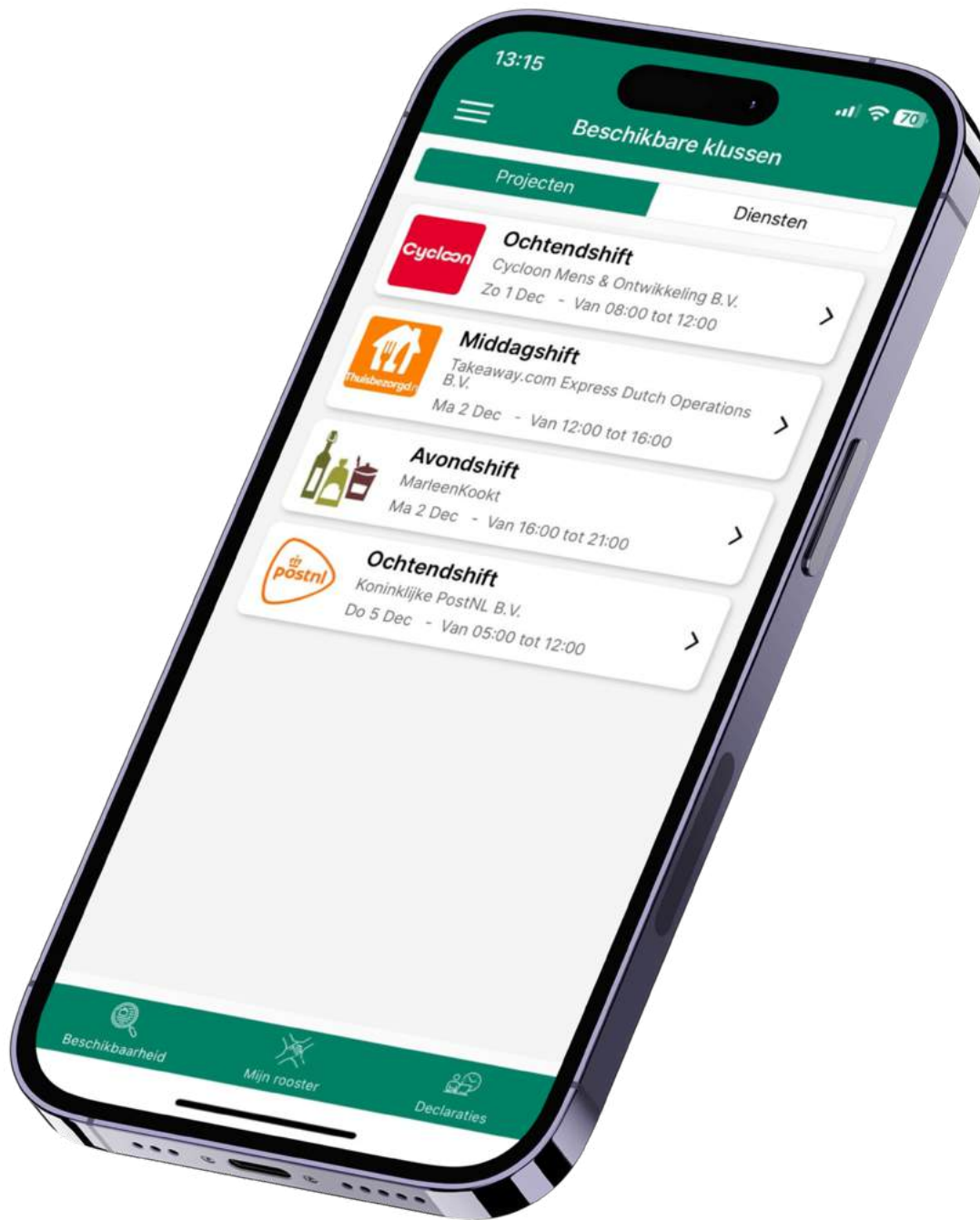
Weekly paid trial day





We are proud of our SNA certification, which guarantees reliability and quality.





Recruitment and planning

Bikeshift is a company with extensive experience in recruiting bike couriers in the Benelux. Bikeshift has been active in this market for many years, providing us with a wealth of knowledge. We can help your company grow!

Applications from candidates are carefully reviewed. Various interviews and video interviews ensure that the client's and candidate's wishes are well-aligned. Bikeshift not only handles recruitment and pre-selection but also manages the scheduling and payments for couriers through our custom-built mobile application.

Bikeshift can offer you planning solutions with our own planning app, available for download in both the Apple App Store and Google Play Store. Our planners will provide you with a customized export file, so you can add it to your own planning system.





Time tracking and payroll administration

Logging employees in and out, if necessary, is one of the features of our application. The app uses QR codes for clocking in and out. This ensures precise time tracking. Weekly payment of worked hours takes place via our payroll service. Payments are made every Monday. This results in quick satisfaction and motivation of the rider!

Data driven

Over the years, we have collected extensive data, allowing us to know both the market and our employees inside out. Bikeshift always delivers the right employee for every job, wherever and whenever needed. Thanks to our data and experience, we are a valuable knowledge partner for our clients. We understand exactly how the market evolves throughout the year, especially now, during a time when finding new talent is difficult due to the “war for talent.” Despite the tight labor market, we ensure that you get the support you need.

WE'RE CARRY

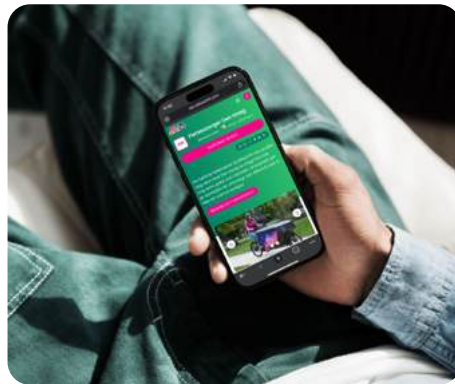
Hassle free
city logistics

“We are not just a platform where employees sign up for shifts, but also a platform that takes care of them and where accountability is upheld.”

- Lodewijk van Nooten
Owner Bikeshift

03.

Our application process



1. Apply within 1 minute



2. Telephone intake



3. Online
job interview



4. Yes, you're
a shifter!

04.

Customer experiences

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“The collaboration between Bikeshift and Cycloon allows us to recruit motivated bike couriers who contribute to our mission of sustainable urban logistics. By joining forces, we can build a strong and dedicated team that ensures every delivery is made with speed, reliability, and a smile.”

- **Menne Smallenbroek**
Operations Manager Cycloon

Cycloon

”

“With Bikeshift, we have a staffing partner who understands what customer-focused work means. Their proactive approach and ability to think effectively about operational challenges make the collaboration with Bikeshift successful. With a positively critical attitude, they not only provide temporary workers but also contribute to the further improvement of internal processes.”

- **Thom Heijman**
Staffing Manager Post NL

postnl



Join the ride

When you partner with Bikeshift, we will act as your partner, extending your HR department and supporting your operations. When you decide to take the next step, we are happy to schedule a video call to learn more about your company's key details, such as locations, equipment, salary, onboarding, and any other relevant matters. This method has enabled us to collaborate successfully with our partners for years!

Contact us and we hope to speak to you soon.

Contact

Lodewijk van Nooten

Founder Bikeshift
lodewijk@bikeshift.com
+31(0)6 36 42 94 59

Sanne Staal


Manager Operations
sanne@bikeshift.com
+31(0)6 12 53 38 61

General information

NED +31(0)70 20 02 530 / BE +32(0)38 08 22 58
Zeestraat 66, 2518 AC, Den Haag, Netherlands
www.bikeshift.com

Follow us



A person wearing a white t-shirt with 'BIKE SHIFT' printed on the back and a helmet is riding a bicycle with a large black delivery box attached to the back. The background shows an outdoor area with other people and buildings, all overlaid with a semi-transparent teal filter.

“Employees will not only find services with us, but also the care and support they deserve.”

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