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Fact Sheet

We are Tempton



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At a glance



Experience

Over 30 years' experience
on the German market



Position

Leading provider of
HR solutions in Germany



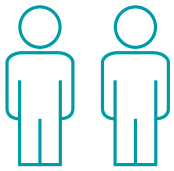
Customers

Around 11,500



Locations

Present at more
than 250 locations
across Germany



Employees

Around 13,000



Turnover

Around €450 million
in 2025



Headquarters

Essen

Tailored staffing solutions for companies

Here at Tempton, we have made it our business to find the perfect solution for any kind of staffing issue. Our portfolio features more than just the standard temporary staff services:

↗ Temporary staff
We can supply you with temporary staff for virtually any industry and with diverse qualifications.

↗ Direct recruitment
We can also provide permanent employees. We have a very large pool of applicants and workers.

↗ Recruitment consulting
Specialists in IT, telecommunications and engineering: through individual consultation and strategic active sourcing strategies, we precisely identify the experts your company needs.

↗ Personnel transfer
We take over your staff in times of surplus – temporarily or permanently.

↗ Recruitment
You can choose between a classic job placement or complete candidate management – from the advertising to the hiring. The benefits for you: a simplified recruitment process and purchasing advantages for advertisements.

↗ Technical services
Tempton Technik will support you with its own service teams during the implementation of technical infrastructure projects in telecommunications and data centers. Tempton Next Level Experts will provide you with experts in the field of telecommunications who specialize in the planning, management and documentation of such projects.

↗ Outsourcing
Entrust complete processes or individual service areas to us – temporarily or permanently.

↗ Freelancers
We supply you with highly qualified technical or commercial experts and IT specialists or complete teams.

↗ Managed Services
Our managed services combine three approaches for working together:

1. As a neutral vendor, Tempton manages your various temporary employment agencies on a completely equitable basis.
2. Master vendor: in this role, Tempton acts as a manager and principal supplier among your temporary employment agencies.
3. The Tempton Partner Management System is a software-based solution which enables us to manage all the requirement, recruitment and management processes, as well as the invoicing digitally. The system is tailored precisely to your requirements.

↗ International recruitment
To tackle workforce shortages comprehensively, we recruit, train and integrate skilled foreign professionals – responsibly and transparently.

↗ International Talent Academy (ITA)
We promote independent staff development: with ITA, we have our own training institution ensuring a seamless education and integration pathway for our industry professionals.











Tempton combines the strength of a national organisation with local market knowledge.

Why work with us?

Tempton has one of the widest ranging portfolios of any recruitment agency. This means that we can support our clients in all phases of their company development: from staffing in times of growth, to managing overstaffing in any situation, through to domestic and international recruiting and the outsourcing of certain roles.

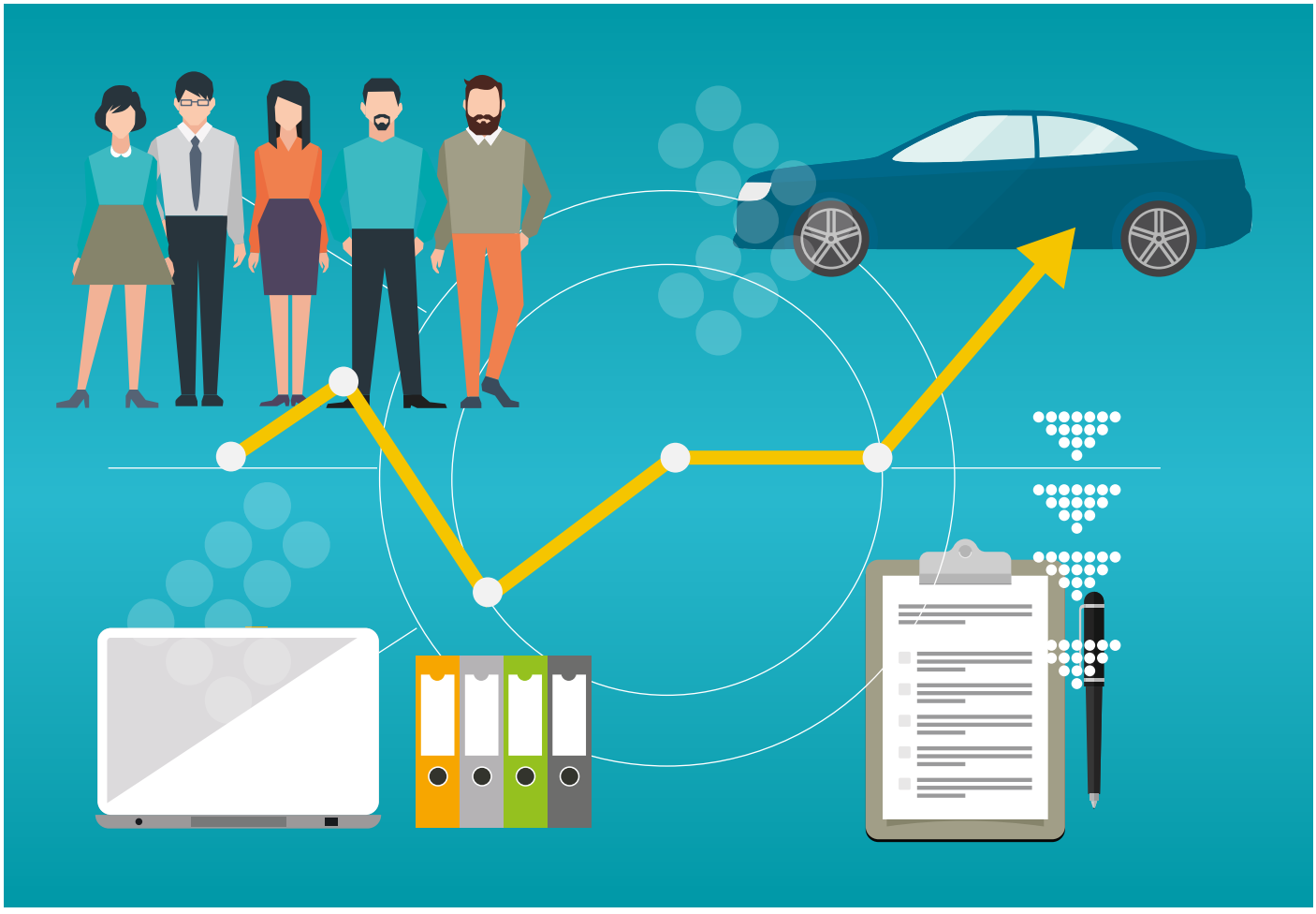
Our core business encompasses the provision of personnel with all qualifications, and from a wide variety of industries – from assistants to master craftsmen from commercial and technical trades, to nurses, pedagogues and airport staff through to personnel from the commercial sector, IT experts and engineers. Tempton is always able to offer you the right person for the job.

At the same time, we have the strength of a nationwide organisation combined with specialist knowledge of the local markets. Our strong cash flow allows us to invest in further growth.

Remain attractive as an employer

- Tempton is a responsible and fair employer, both for our around 13,000 temporary staff as well as for 1,000 internal employees.
- Attractive jobs at all qualification levels and in virtually all industries. Long-term relationships with temporary workers with open-ended contracts.
- Supportive and challenging working environment with interesting additional services (e.g. company vehicle, salary in excess of the agreed scale, bonus programmes, further training, etc.).
- Investments in employees: Training and further education for employees in our Tempton Academy as well as at our educational institute, the International Talent Academy (ITA).

Attractive jobs at all qualification levels and in virtually all industries.



We seal our promises

Tempton offers its clients outstanding services – and we can prove it reliably.

We hold an indefinite permit for temporary employment, which was granted without objection. In addition, our processes hold multiple certifications according to internationally recognized standards, including ISO 9001 (quality management), ISO 14001 (environmental management), ISO 45001 (occupational health and safety), ISO 50001 (energy management), SCP (safety sertificate Personaldienstleister) at three locations, and SA8000 (social accountability).The implementation of quality assurance measures is reviewed during regular internal audits.

CrefoZert© and IZS

From a financial perspective, we also provide our customers with maximum security: Since 2020, Tempton has been awarded the CrefoZert© by Creditreform every year. It confirms our excellent credit rating. This is especially important for companies taking on temporary personnel, as liabilities such as social security contributions and payroll taxes can be transferred to them in the event of insolvency. Both the CrefoZert© and our registration with the IZS (Institute for Payment Security – Institut für Zahlungssicherheit) confirm that our customers are on the safe side with us.

Customer and employee satisfaction

In addition to our ISO certifications, we are particularly proud of the awards we have received from other companies and employees. These awards reflect that our work is not only convincing on paper, but also in everyday life. For example, in 2026, Tempton was named “TOP Personnel Service Provider” by FOCUS Business for the 13th consecutive year. In a survey conducted by WirtschaftsWoche, we once again took the top spot in the “Highest Customer Trust” category. We are also honored by the feedback from our colleagues: we consistently receive strong ratings on Kununu, which have earned us the “TOP COMPANY” seal.

Company and management structure

Management structure

Tempton Group GmbH
- Dr. Annett Tischendorf (Managing Partner)
- Oliver Hecker, MBA (Managing Partner)

Tempton Personaldienstleistungen GmbH
- Dr. Annett Tischendorf (Managing Partner)
- Oliver Hecker, MBA (Managing Partner)
- Michael Hollstein (Managing Partner)

Tempton Verwaltungs GmbH
- Dr. Annett Tischendorf (Managing Partner)
- Gisela Kopka (Managing Partner)
- Frank Seipenbusch (Managing Partner)

Tempton Personalservice GmbH
- Gisela Kopka (Managing Partner)

Tempton Managed Services GmbH
- Gisela Kopka (Managing Partner)
- Christian Schmalen (Managing Director)

Tempton Outsourcing Services GmbH
- Alain van Dijk (Managing Director)

Tempton Outsourcing GmbH
- Marcus Grubusch (Managing Partner)

Tempton Next Level Experts GmbH
- Marcus Grubusch (Managing Partner)
- Oliver Hecker, MBA (Managing Partner)
- George Medow (Managing Director)

Tempton Technik GmbH
- Marcus Grubusch (Managing Partner)
- George Medow (Managing Director)

Truecare GmbH
- Benjamin Nabert (Managing Partner)
- Oliver Hecker, MBA (Managing Director)
- Dr. h. c. Andreas Westerfellhaus (Managing Director)

Tempton Advisory Board
- Dr. Sven Tischendorf, MBA
- Uwe Klärner
- Dr. Matthias Müller, MBA

Company structure

Tempton Group GmbH is the mother company. It is made up of eight operative units: Tempton Personaldienstleisungten GmbH, Truecare GmbH, Tempton Next Level Experts GmbH, Tempton Outsourcing GmbH, Tempton Outsourcing Services GmbH, Tempton Personalservice GmbH, Tempton Managed Services GmbH and Tempton Technik GmbH.

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Tempton Personaldienstleistungen GmbH

Company contact:
Tempton Verwaltungs GmbH
Schürmannstraße 24
45136 Essen
Phone: +49 201 89479-0

Press contact:
Tanja Tengler, Phone: +49 201 89479-25
Elisabeth Götz, Phone: +49 201 89479-65

tempton.de