

Introduction from Gregory Kinsman-Chauvet, Founder and CEO

It is an extremely exciting time to join Bike for Good as it is planning to take its award-winning programmes on a national level.

Bike for Good recently created a joint venture with Velogik, the European leader in bicycle fleet maintenance. Our new partner will invest in developing the JV nationally and implementing its digital transformation.

In addition, we've piloted the world's first impact led bicycle subscription scheme. A real opportunity to develop this circular economy model in collaboration with other organisations.

Bike for Good is the go-to community cycling organisation in Glasgow, and one of the largest ones in the UK. We're ready to develop our most innovative solutions to the Scottish national (UCI 2023, Cop26) and the UK national level (the Joint Venture).

With the upswing in interest in cycling and the cycle industry boom, we have a fantastic opportunity for our social enterprise to grow its profit to deliver more social impact outcomes, whether as a customer or a beneficiary user.

"You do not need to be a cyclist to ride a bike"

Peter Walker, Bike Nation

We look forward to meeting candidates who are up for the unique and important challenge to take Bike for Good forward at what is an exciting time for the organisation and the cycling community in the UK.



About Us

Bike For Good is a cycling charity based in Scotland, **our mission is:**

We enable people to ride a bike. We believe that cycling is the most effective and sustainable form of transport; we believe it enhances our chances for a healthy life and environment.

Founded in 2010, Bike For Good sell and service refurbished bikes, run maintenance classes, provide cycle training, and deliver community projects; changing lives for the better through cycling. Bike For Good welcomes any and all new or existing cyclists to engage with their cycling community hubs. Beneficiaries include bike lovers, curious commuters, those with physical and mental health conditions, young people, refugees and asylum seekers, and those who have never cycled before in their lives.

Funding of the organisation comes from the sale of refurbished bikes, and through grants and external funding aimed at tackling environmental, inclusion and health issues (impact).

The Bike For Good team is made up of cycling enthusiasts including professional bike mechanics, and a dedicated outreach team to deliver community projects.

You can view our social impact report here: <https://view.genial.ly/5ee89267e2e75a0d8bce2fe5/dossier-reporting-bike-for-good-social-impact-report-2021>

More information: <https://www.bikeforgood.org.uk/>



Vision

“A healthy and inclusive environment where everyone in the community benefits from more people cycling”

Mission

“We enable people to ride a bike. We believe that cycling is the most effective and sustainable form of transport; we believe it enhances our chances for a healthy life and environment.”

Values

Passionate

We are passionate about cycling as a tool for positive change

Supportive

We work at the heart of communities, empowering people and building partnerships. To make this happen, we nurture a collaborative work environment.

Expertise

We continuously develop our skills and share them with our volunteers and staff, and throughout the community.

Environmentally aware

We protect and preserve the environment for the benefit of all.

Strategic Themes

People - Invest in our teams (volunteer and staff)

Finance - Establish a financially robust Social Enterprise

Users and customers - Deliver outstanding service

Impact - Embed better ways to monitor and report

Job Description

Salary £18525.50 gross per annum (£11,115 pro rata)

Location Glasgow South Hub - Victoria Road, Glasgow

Contract Permanent, part time 22.hours per week (3 days worked flexibly across Tuesday-Saturday)

Purpose

Reporting to the Community Bike Shop Coordinator, your primary responsibility is to service and repair customer bicycles. Additional tasks being to build and refurbish bicycles and to serve customers. You will also be asked to help keep the workshop running smoothly at all times and to assist with the delivery of other Bike for Good services.

The successful candidate must have a minimum of two year's professional experience in servicing bicycles and sufficient knowledge and ability to work on any type of bicycle.

Reporting Line

The Bicycle Mechanic reports to the Community Bike Shop Coordinator.

Key Responsibilities:

Principal Accountability

- The service and repair of bicycles
- Refurbishment of second hand bicycles and building of new ones.
- Sales and customer service.

Planning and Organising

- Give advice and information about all other shop/workshop's operations to members of the public.
- Assist with all other store operations
- Present a professional image of Bike for Good.
- Ensure that all customers receive an excellent level of customer service.
- Maintain excellent standards of presentation and cleanliness in the workshop at all times. ● Maintain and follow correct store procedures for storing bikes prior to and post repair, ensuring no damage will occur to the frame or bike components.
- Accuracy and attention to details - All bikes and repairs must be completed to the correct specification
- Any other tasks and activities as reasonably required to fulfil the needs of the business.

Knowledge, Skills and Experience

- Must have at least two years' professional experience as a bike mechanic
 - EPOS and Microsoft Office Applications knowledge required
 - Ability to deliver great customer service and maintain quality standards .
 - Knowledge of cycling industry
 - Keen interest in cycling and bikes
 - Full Driving License - (applicants without a full drivers licence will be considered)
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- The above list is illustrative, not exhaustive. There may be a requirement to undertake additional duties, consistent with the level of the post.

Person Specification

- Committed to realising the vision of Bike for Good and embracing our values.
- The ability to work alone and as part of a team.
- A flexible, self-starter with excellent communication skills.
- High level of planning and organisation skills
- Excellent team worker and interpersonal relationships.

Committed to realising the vision of Bike for Good and embracing our values



Bike for Good Benefits, Reward and Recognition Provisions.

Lifestyle	
Pension Scheme	Eligible employees are automatically enrolled in the Bike for Good Pension scheme operated by Nest within three months from their start date. At present Bike for Good contributes 3% with employees contributing 5% (less tax relief)
Stress Counselling Helpline	Confidential service provided by a team of Counsellors who are qualified and experienced in assessing work related problems.
Annual Holiday	37 days per leave (pro rata for part time staff)
Enhanced Sick and absence pay	Company paid sickness absence in accordance with the Absence from Work Policy.
Enhanced Jury Service	Full salary paid during Jury service minus deductions for expenses received from the court.
Bike Purchase / Cycle to Work Scheme	
Staff Discounts on Cycling Goods and Services	
Flexible working Practices	
Long service recognition - 5, 10 and 20 years	

Other	
Staff Survey	Have your say in the quarter and annual anonymous staff surveys.
Training & Development	Opportunities to gain skills and receive formal training, participate in working groups (such as Diversity and Inclusion) and undertake CPD.

How to Apply

Please complete our online equal opportunities form and application form and return to:

Karen@bikeforgood.org.uk

If you require further information or a confidential discussion, please contact Karen on the email address above.

Bike for Good is committed to ensuring that people under-represented in cycling are supported and encouraged at every step in their cycling journey. To achieve this, we want to build an inclusive and representative community, both within our organisation and in the communities we work. As an organisation we are committed to attracting, developing and retaining the best people for Bike for Good and the communities we serve. Everyone will be respected and valued for their contributions.

We encourage people that identify with a marginalised background to apply for our roles, however all applications are welcome and will be treated fairly and equally. If you need additional support or information to aid your application, please contact our HR Officer Karen@bikeforgood.org.uk.

You can read more about our work to increase diversity and inclusion in cycling here on our website: <https://www.bikeforgood.org.uk/about-us/equality-diversity-and-inclusion/>

