

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

Job Title: Health and Wellbeing Practitioner

Salary: £19,831.00 gross per annum

Location: Glasgow across both our hubs in the south and west of the city

Contract: Fixed Term until 31 March 2023, full time 37.5 hours per week, however, consideration will be given to a working week of 30 hours. (flexibility required to cover a variety of community groups, and includes occasional weekends)

Please note that a full and valid drivers licence is required for this role.

Purpose

Reporting to the Health and Wellbeing Lead, you will deliver cycle training and group cycling activities for adults who are keen to improve their physical and mental health through cycling. The Health and Wellbeing Practitioner will contribute towards the setup, running and on-going planning of Health and Wellbeing group engagement and 1:1 lessons.

Reporting Line

The Health & Wellbeing Lead.

Key Responsibilities:

- Support the Health and Wellbeing Coordinator with the set-up and running of community cycling groups and Bikes for All sign ups, including supporting groups to become self-sustaining.
- To plan and deliver 1:1/group cycle sessions and indoor activities such as basic maintenance classes.
- Act as a mentor to support participants to gradually increase their physical activity levels and general wellbeing.
- Ensure all participant paperwork is filled out correctly and entered onto the database.
- Support participants to track their progress, manage their Bikes for All account and support them to appreciate positive changes made.
- Ensure evaluation and monitoring of participants is completed for all participants.
- Support the Health and Wellbeing Coordinator to create and develop adult cycling resources.
- Communicate with local stakeholders such as community groups.
- Source resources (tools, consumables, first aid kits etc) required for Health & Wellbeing activities and for the setup of community cycling groups.
- Support the Health and Wellbeing coordinator to ensure all H&S policies and safeguarding procedures are in place and implemented (e.g, vulnerable adult protection, risk assessment procedures, first aid etc).
- Act as a mentor for local people and volunteers involved in Health and Wellbeing sessions.
- Support the delivery of wider Bike for Good services.
- Support the Health and Wellbeing Coordinator to manage and maintain fleet bikes.
- Support the H&W Coordinator and Lead to develop the monitoring and evaluation process to assess the effectiveness of Health & Wellbeing activities and report findings back to them.
- Support the H&W Coordinator and Lead to create a long-term sustainability plan for Health and Wellbeing.
- Any other reasonable duties as required by your line manager.

Knowledge, skills & experience:

- Qualified Ride Leader and Cycle Trainer
- Experience of delivering training in a community setting
- Excellent organisational skills and the ability to manage time accordingly
- Experience of working with the public in a community setting
- A valid driving licence and be willing to drive for work purposes (please note this is essential for the role)
- Ability to network and present a positive image when representing Bike for Good at external events
- Experience in working as part of a team
- Understanding and knowledge of barriers to cycling
- Passionate about cycle promotion and development with a focus on inclusivity
- Experience in bike mechanics
- Qualified bike mechanic
- Experience of designing community activity programmes
- Experience communicating with hard to reach demographics
- Experience of report writing and delivering presentations
- Experience of working with volunteers

Person Specification:

- Ability to work independently
- Well-developed communication skills
- A flexible approach to working
- Self-starter with an enterprising attitude
- A passion for cycling



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/>

