

Introduction from Gregory Kinsman-Chauvet, Founder and Cycling Enthusiast Officer (CEO)

It is an extremely exciting time to join Bike for Good as we are planning to take many of our award-winning programmes on a national level, such as:

- Bike for Good's bike social prescription service
- UK's first impact led bicycle subscription scheme, developing a circular economy model in collaboration with other organisations
- Free Kids Bikes for School in collaboration with Transport Scotland

We are also extremely proud of a few exciting new programmes and projects we hope in time will be launched nationally in line with our company strategy for growth. These are::

- The first bicycle mechanic traineeship for women and all non binary people in Scotland;
- A fully self accredited Bicycle National Training academy. We wish to set up a Training school for bicycle technicians in Scotland, where we will deliver bespoke one day courses to fully accredited courses. The vision and aim of us having sole responsibility and ownership for each course will ensure we deliver the highest quality of accreditation for cycling industry professionals

Bike for Good also created [Motion Forward](#), a joint venture with [Velogik](#), a European leader in bicycle fleet maintenance. Our new partner will invest in developing the Joint Venture Motion forward nationally and implementing its digital transformation.

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

With the continued interest and increase in cycling and the cycle industry boom, we have a fantastic opportunity for our social enterprise to grow financially which will allow us to focus and grow our number of social impact outcomes, whether as a customer or beneficiary user.

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

Peter Walker, Bike Nation



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.

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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 organisation

Users and customers - Deliver outstanding service

Impact - Embed better ways to monitor and utilise our data

Who are we looking for?

We are looking to enhance our Board of Trustees and welcome all applicants from all backgrounds, and in particular, representing groups that are currently underrepresented in our organisation such as women and 'people of minoritised ethnicity ([diversity & inclusion statement](#)).

We are seeking a number of appointments including:

- **Secretary** to be a part of the Trustee Board. Are you organised and methodical, can you keep accurate records? You will be primarily responsible for the efficient running of meetings of the trustee board (taking minutes, preparing agendas, etc), AGM and general duties such as organising board files and folders.
- **Trustees** with experience, skills and knowledge of one or more of the following:
 - Human Resources (HR) / Employment Law
 - Diversity and inclusion to inform our strategy
 - Digital, branding and social media to help us ensure we develop a strategy to communicate our work effectively;
 - Sales & Marketing helping steer our marketing strategy and supporting and advising our staff who are selling programmes and services;
 - Organisational development to support our scaling ambitions;
 - Finance director level, to scrutinise and advise on our finance – for this role you would need to have experience of financial reporting and control, to help us maximise the benefit of every pound we raise
- **Service users** who've used our service on a long term basis - their input is valuable and we believe they should have a say on the board - they do not need board experience or specialist skills.

“Trustees have overall control of a charity and are responsible for making sure it’s doing what it was set up to do. They may be known by other titles, such as: directors; board members; governors; committee members. Whatever they are called, trustees are the people who lead the charity and decide how it is run.”

(The Charity Commission)

Commitment

Time commitment is from 5 to 10 hours per month with a minimum of three years term.

- 4 x quarterly in-person meetings (depending on COVID rules) at one of our venues in Glasgow (3 hours)
- 1 x AGM per year (hybrid)

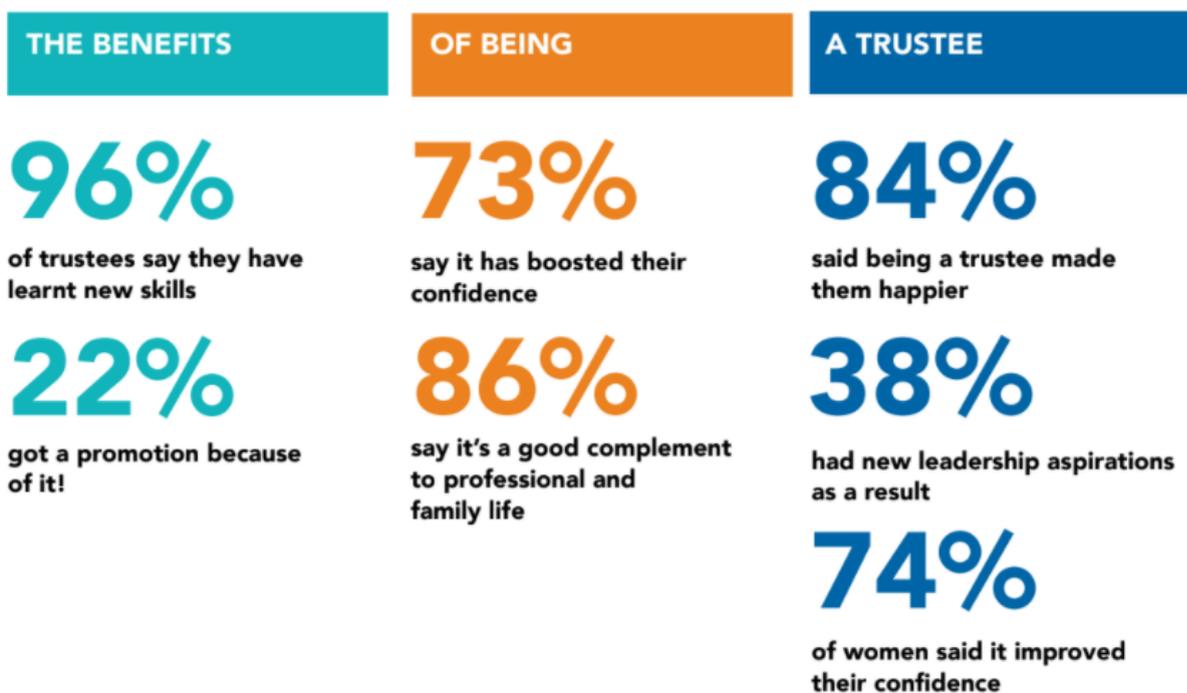
You will be expected to join and work with a couple subgroups or committees in between the quarterly report meetings: safeguarding, finance, recruitment, diversity and inclusion, H&S etc. The frequency of these meetings can range from being monthly to annually.

Benefits

- Staff discount on bike and accessories
- We set an annual budget for board training.

As part of this recruitment process, we've secured [Social Enterprise Academy 's Enterprising board programme](#). Full training will be delivered by one of their facilitators from your first session.

- Other benefits of being a Trustee:



How to Apply

Bike for Good is fully committed to equity of opportunity and diversity to ensure that we reflect the full breadth of citizens we aim to support. We welcome applications from all suitably qualified people. However, as people from minority ethnic communities and women are currently somewhat under-represented on our board, we would particularly welcome applications from these groups

Please email to Gregory Kinsman-Chauvet, CEO, email: greg@bikeforgood.org.uk, write "Trustee" in the subject line of your email

- your CV or linkedin profile or online profile
- AND cover letter or 3 minute video

Recruitment Process:

1. Application scoring
2. Interview
3. Group facilitated Session

After the facilitated session, you will be given the opportunity and time to decide if you would like to join Bike for Good as a Trustee.

Bike for Good will take up two references for successful candidates and a potential Disclosure and Barring Service (DBS) check. Appointment is subject to agreement of the existing trustees and vote at the Annual General Meeting in March.

Notes on who is eligible/ineligible to become a Charity Trustee e.g. Under section 69 of the Charities and Trustee Investment (Scotland) Act 2005 the following are disqualified from acting as charity trustees e.g.:

- Someone with an unspent conviction for dishonesty or an offence under the Act
- An undischarged bankrupt
- Someone who has been removed under either Scottish or English Law or the courts from being a charity trustee
- A person disqualified from being a company director

Key dates

- **Applications closing date:** Sunday 16th January 2022
- **Interview placeholders:** Week commencing 31st January 2022
- **First facilitated session:** Last two weeks of February , 4hours in person, Glasgow location

