

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

Joining Bike for Good during this transformative period is an incredible opportunity for anyone passionate about cycling and community impact. As we develop our award-winning programmes, we seek dedicated individuals who want to make a real difference.

Have you heard about Scotland's first Cytech training centre, which has empowered passionate cycling enthusiasts with essential skills? By joining our team, you can support initiatives like our New Scots project, which ensures that cycling skills, training, and activities are inclusive and accessible to all communities, including asylum seekers and refugees.

Imagine being part of the world's first impact-led bicycle subscription scheme, collaborating with other organisations to develop a pioneering circular economy model! As Glasgow's leading community cycling organisation—one of the largest in the UK—we're excited about our recent partnership with an international cycling organisation, set to elevate our programmes even further.

With the growing interest in cycling and the expanding cycle industry, there's a tremendous opportunity for social enterprises like ours to thrive and create lasting social impact. If you're ready to contribute to meaningful change, whether as a customer or a beneficiary, exciting times await you at Bike for Good! Join us and be a part of this inspiring journey!

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

Peter Walker, Bike Nation



About Us

Are you passionate about cycling and making a positive impact in your community? Join us at Bike For Good, a dynamic organisation founded in 2010 dedicated to transforming lives through cycling. We're not just about selling and servicing refurbished bikes; we offer a supportive environment that fosters growth, learning, and connection.

At Bike For Good, we run maintenance classes, provide cycle training, and implement community programs designed to engage individuals from all walks of life—whether you're a seasoned cyclist, a curious commuter, or someone comfortable on two wheels for the first time. Our mission is to welcome and uplift everyone, including young people, refugees, asylum seekers, and individuals living with physical and mental health conditions.

As part of our team, you'll collaborate with fellow cycling enthusiasts, professional bike mechanics, and our dedicated delivery team—all committed to making cycling accessible and enjoyable for our diverse community. Your work will contribute to a sustainable funding model supported by the sales of cycling goods and services and generous donations and grants.

By joining Bike For Good, you'll enhance your skills and be a part of a rewarding journey that changes lives for the better. If you're ready to roll up your sleeves and contribute to a cause that truly matters, we'd love to hear from you. Let's pedal forward together!

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 (volunteers 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, particularly those representing groups that are currently underrepresented in our organisation, such as women and people of minoritised ethnicity ([diversity & inclusion statement](#)).

We are seeking several appointments, including:

- **Service users** who've used our service or volunteered - your input is valuable, and we believe they should have a say on the board. You do not need board experience or specialist skills, but training will be provided.
- **Applicants** with experience, skills and knowledge of one or more of the following:
 - Human Resources (HR) / Employment Law
 - Diversity and inclusion to inform our strategy
 - Sales & Marketing helping steer our marketing strategy and supporting and advising our staff who are selling programmes and services;
 - Training and Employability for our
 - H&S

“Trustees have overall control of a charity and are responsible for ensuring 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

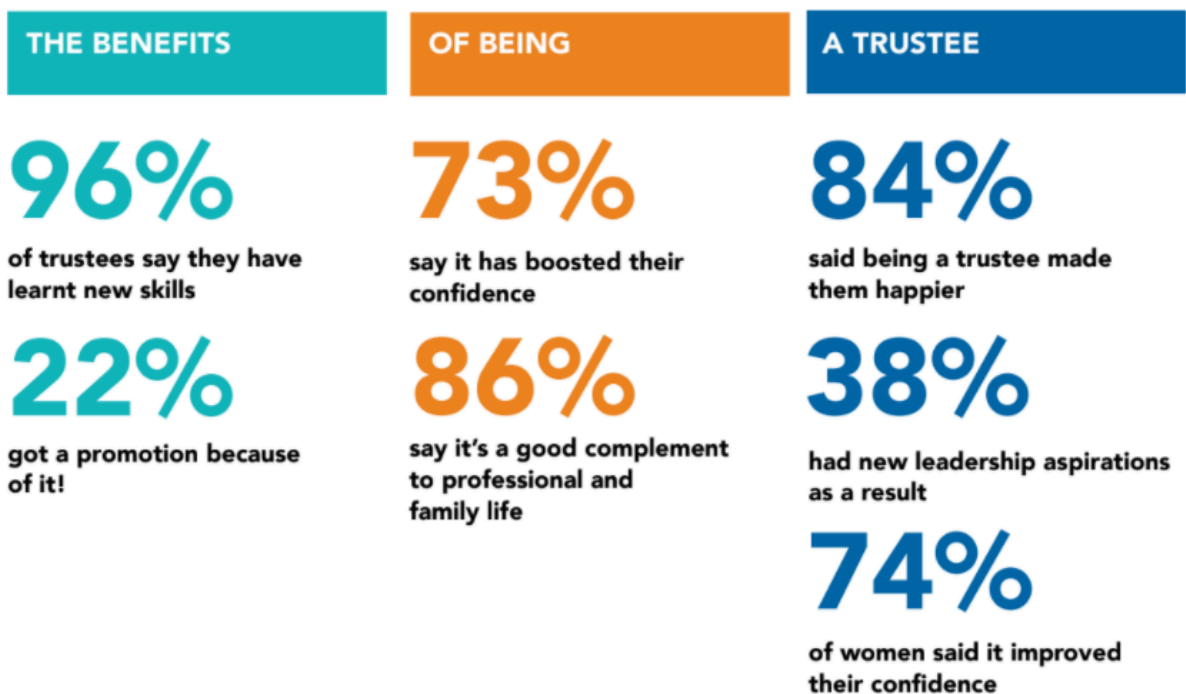
The time commitment for this position is approximately 10 hours per month, with a minimum term of three years.

You will need to attend four quarterly in-person meetings at one of our venues in Glasgow, each lasting three hours. Additionally, there may be other meetings as needed if you are part of other committees. There will also be one annual general meeting (AGM) each year, conducted in a hybrid format.

You are expected to join and actively participate in subgroups or committees between the quarterly meetings. These may include areas such as safeguarding, finance, recruitment, diversity and inclusion, and health & safety. The frequency of these subgroup meetings can vary, ranging from monthly to annually.

Benefits

- Staff discount on bikes and accessories
- Making a difference: Trustees play a vital role in guiding the charity towards achieving its goals. You'll be contributing to a cause you care about and making a real difference in the lives of others.
- Personal growth: You'll develop new skills and gain valuable experience in areas such as leadership, governance, and financial management. This can be a great boost to your personal and professional development.
- Meeting new people: You'll have the opportunity to work alongside other trustees, staff, and volunteers from diverse backgrounds, expanding your network and building valuable relationships.
- Giving back to your community: Trusteeship is a way to give back to your community and make a positive impact on the lives of others



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 the following to laura@bikeforgood.org.uk , write "Trustee" in the subject line of your email

- your CV or your LinkedIn profile

AND

- **cover letter or 3-minute video**

Recruitment Process:

1. Application reviews
2. Interview
3. Group facilitated Session (i.e attend a meeting as an observer)

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 the 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

Any questions please contact our CEO [Gregory Kinsman-Chauvet](#) greg@bikeforgood.org.uk

