



## 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 achieve this, we nurture a collaborative work environment.

### **Expertise**

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

### **Environmentally aware**

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

## Job Description -

**Job Title - Full-Time; Bike Mechanic - Community & Workshop**

**Salary - £ 25,742 - £29,659 FTE (increment in May 2026)**

**Annual Leave - 37 days including bank holidays**

**Pension - 3% Employer contribution**

**Location** Bike for Good West and South

**Contract** Fixed Term (12 months) with likelihood of extension subject to funding

**Hours** 22.5 to 37.5 hours - hours are open to discussion

### Join Our Team as a Bike Mechanic

As a Bike for Good work colleague, you will be part of our vision for a healthy and inclusive environment where everyone in the community benefits from more people cycling. This job role is hybrid with your time shared between the Active Travel and Workshop Departments. This will be subject to the hours you prefer to work.

#### Key responsibilities:

- Standard, e-bike and cargo bike fleet maintenance and management
- Leading and supporting Dr Bike sessions
- Refurbishing bikes and second checking bike builds

Developing and delivering quality standards and professionalism is a key priority and ensuring that Bike for Good's commitment to delivering prompt and professional customer service is achieved at all time.

Confident supervising and working without supervision to achieve objectives

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

Active Travel Department Manager/Workshop Dept Manager

## Key Responsibilities

This job description provides a general overview of the position's responsibilities. The incumbent is expected to be a flexible and adaptable team player willing to take on new challenges and responsibilities as they arise, consistent with their skills and experience.

## Person Specification

Knowledge, Experience & Skills Required

### Essential:

- Proven experience in bicycle mechanics and technical expertise with 2+ years in the bike industry
- Proven experience working with Bosch and Shimano ebike systems, including maintenance, diagnostics, repairs and brand communication processes.
- Proficient with basic IT tasks including use of POS systems
- Commitment and experience in providing exceptional customer service
- A positive approach and the ability to be systematic and solve problems.
- Ability to manage competing priorities and keep calm under pressure
- Ability to undertake refurbishing, building, servicing and repairs
- Ability to work to meet objectives
- Excellent teamwork and interpersonal skills
- Passion for promoting cycling and sustainable transportation

### Desirable:

- Experience in a retail role
- Experience using point of sale systems
- Passion for cycling and community impact
- Ability to follow procedures around stock control

*Join us in our mission to make biking accessible and promote sustainable living. Apply today and be a part of the Bike for Good South team!* 🚲 🛠️

The job description is current at the date of issue, however, is subject to updates and changes throughout the recruitment process and beyond. Please note that we may interview strong candidates before the closing date.



## Bike for Good Benefits, Reward and Recognition Provisions.

Pension Scheme	<ul style="list-style-type: none"> <li>✓ Eligible employees are automatically enrolled in Nest's Bike for Good Pension scheme within three months from their start date. At present, Bike for Good contributes 3%, with employees contributing 5% (less tax relief)</li> </ul>
Employee Assistance Programme	<ul style="list-style-type: none"> <li>✓ Confidential service is provided by a team of</li> <li>✓ Counsellors and advisors who are qualified and experienced in providing support with work and personal issues</li> </ul>
Annual Holiday	<ul style="list-style-type: none"> <li>✓ 37 days per leave (pro rata for part-time staff), including bank holidays</li> </ul>
Enhanced Sick and absence pay	<ul style="list-style-type: none"> <li>✓ Company paid sickness absence in accordance with the Absence from Work Policy.</li> </ul>
Staff Discounts on Cycling Goods and Services	<ul style="list-style-type: none"> <li>✓</li> </ul>
Flexible working Practices	<ul style="list-style-type: none"> <li>✓</li> </ul>

Staff Survey: Have your say in the quarterly and annual anonymous staff surveys.

## How to Apply

Please complete our [online equal opportunities form](#)

And fill in the attached application form and return it to:

[Laura.ferguson@bikeforgood.org.uk](mailto:Laura.ferguson@bikeforgood.org.uk) - please add the job position to the subject line

DEADLINE: 31 May 2026 - We will interview applicants as they come in, and we may close early as required.

If you require further information or a confidential discussion, please contact us.

Bike for Good is committed to ensuring that people underrepresented in cycling are supported and encouraged at every step of their cycling journey. To achieve this, we want to build an inclusive and representative community within our organisation and in our communities. 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 who identify with a marginalised background to apply for our roles. However, all applications are welcome and will be treated fairly and equally. Please contact us for additional support or information to aid your application.

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/>

Bike for Good is a Disability Confident and Real Living Wage Employer.

