

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

It is an inspiring time to join Bike for Good as it plans to take its award-winning programmes to a national level.

We've launched Scotland's first bike mechanic traineeship for women and non-binary and became Scotland's first [Cytech](#) training centre. Cytech Training Scotland has welcomed and trained 138 enthusiasts, empowering them with valuable skills in bicycle maintenance. As well as our fantastic New Scots project offering skills, training, and cycling activities to over 80 asylum seekers and refugees.

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. You can find out a lot more [here](#).

Bike for Good is Glasgow's go-to community cycling organisation and one of the largest ones in the UK. We've secured a partnership with an international cycling organisation to take our programmes to the next level!

With the upswing in interest in cycling and the growth of the cycle industry, 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. Exciting times!

"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 sells and services refurbished bikes, runs maintenance classes, provides cycle training, and delivers community programmes, changing lives for the better through cycling. Bike For Good welcomes 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.

The organisation's funding comes from sales of cycling goods and services, donations and grants.

The Bike For Good team comprises cycling enthusiasts, professional bike mechanics, and a dedicated delivery team working with various community centres.

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 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 - Training & Employability Practitioner

Salary - Grade 2 Band 1 £22,927.78 to £25,298.78 per annum. The salary is at the start of the pay band on the appointment.

Location - Glasgow area

Contract Temporary - until 31st of March 2025, 37.5 hours per week (part-time hours will be considered)

Purpose

The Practitioner will deliver a weekly programme of cycling and maintenance drop-in activities to our participants, including New Scots (asylum seekers, refugees, and migrants) and young people and encourage participants to move onto further volunteering and development opportunities where appropriate.

Experience in bike mechanics is essential for this role as well as non-judgmental attitude and ability to build rapport with people of all backgrounds.

Reporting Line

Training & Employability Department Lead

Key Responsibilities

- Plan and deliver a programme of drop-in cycling activity sessions for New Scots based on the needs and wants of the participants. This will include maintenance- and ride-focused sessions.
- Work directly with volunteers to design bespoke training and development plans for each of the individuals involved in our programme.
- Supervise and mentor volunteers on a daily/regular basis, ensuring that they have a rewarding experience and worthwhile tasks.
- Monitor the development of each volunteer on an ongoing basis via regular check-ins, ensure they are receiving the support and development that they need
- Deliver mechanical training to volunteers, assisting them to achieve the Cytech Tech 1 qualification in Cycle Mechanics where desired.
- Coordinate training for volunteers in Cycle Training, Ride Leading, First Aid and other areas of interest
- Assist volunteers to pursue further opportunities, be that with partner cycling organisations or elsewhere
- Maintain the programme's bicycle fleet on an ongoing basis
- Assist with the monitoring and evaluation of the project

The above list is illustrative, not exhaustive. There will be a requirement to undertake additional duties, consistent with the level of the post.

Person Specification

Essential:

- Experienced and skilled bicycle mechanic
- Strong cyclist, confident to teach others cycling (training will be provided)
- Experience of working within a community setting with individuals from a diverse range of backgrounds
- Empathetic and friendly individual with proven ability to lead, motivate and manage project participants
- Experience of working with individuals in a development and mentoring role
- Able to form strong and appropriate relationships, demonstrating excellent communication skills at all levels
- Can work independently, supervise and motivate participants

Desirable:

- Knowledge and/or lived experience of the UK asylum process, and the issues affecting those currently in the asylum system
- Experience of supporting learning opportunities in the community setting
- Good organisation and time management skills; able to prioritise workloads effectively and meet deadlines and monitor outcomes
- Experience of delivering cycling/ bike-related projects
- Cycle Trainer Qualification
- Formal qualification in youth work, community development or similar

The job description is current at the date of issue, however, is subject to updates and changes throughout the recruitment process and beyond.



Bike for Good Benefits, Reward and Recognition Provisions.

Pension Scheme	<input checked="" type="checkbox"/> 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)
Stress Counselling Helpline	<input checked="" type="checkbox"/> Confidential service is provided by a team of <input checked="" type="checkbox"/> Counsellors who are qualified and experienced in assessing work-related problems.
Annual Holiday	<input checked="" type="checkbox"/> 37 days per leave (pro rata for part-time staff)
Enhanced Sick and absence pay	<input checked="" type="checkbox"/> Company paid sickness absence in accordance with the Absence from Work Policy.
Bike Purchase / Cycle to Work Scheme	<input checked="" type="checkbox"/>

Staff Discounts on Cycling Goods and Services	<input checked="" type="checkbox"/>
Flexible working Practices	<input checked="" type="checkbox"/>
Long service recognition - 5, 10 and 20 years	<input checked="" type="checkbox"/>

Staff Survey Have your say in the quarter 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

stating the position you are applying for in the 'Subject' line.

DEADLINE: Friday, 24th of May 2024

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

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. Please contact us if you need 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 are a Disability Confident and Real Living Wage Employer.

