

BSBC Lead Mechanic

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The Short Version

The Lead Mechanic ensures the bikes that are repaired, sold, and donated by the BSBC are safe, functional, and reliable. The bikes donated to the BSBC all need work. The lead mechanic will bring the skills and knowledge needed to fix these bikes, while supporting volunteers to develop their skills and confidence.

What Makes This Moment (and Hiring Process) Special

You're about to dive into a people-powered process at a people-powered organization.

Since our founding in 2015, the Bradley Street Bicycle Co-op (BSBC) has been the heart of D.I.Y. bike culture and community in New Haven. On any day, you'll see dozens of volunteers rolling up their sleeves to learn bike repair skills to help get bikes in shape for donating or selling back to the public (and then hanging out and eating cookies after). You'll meet community leaders using the space to host climate action meetings or get involved in bike advocacy. You'll see big group rides gathering to enjoy biking around New Haven and beyond. It's a pretty great place.

Today we're in the midst of our first hiring process as our founder transitions out of his Executive Director role (😊) by Fall 2022. This has sparked an exciting moment in our history: dozens of volunteers have stepped up as visionary, strategic partners to shape the future of BSBC. This hiring process is the result of their work.

Here are a few things you should note:

- + **This is not a description for just one job, but the types of work our community needs done to thrive.** If you find yourself interested in more than one role—maybe you love working on bikes *and* leading volunteer communities—you should say so! [Check out the other descriptions here.](#) We are open to a variety of ideal candidates. In your response, make clear the types of work you'd want to do in this position.
- + **All paid staff will work collaboratively with volunteers.** You'll be seen as a steward of the dreams of our greater community, not a lone actor in a traditional hierarchy. You'll be a facilitator, not a "boss".

Time & Pay

- + Part-time; 20ish hours per week
- + \$20/hr
- + Must be on-site in the shop (shop hours are currently Mon.-Thurs. 4-7pm, but that could change)

Your day-to-day would include

- + **Helping to manage orders.** You'll assist with managing orders from QBP and J+B.
- + **Building bicycles for sale and donation.** You'll build and make repairs to bicycles that will be sold or donated. You'll make use of our large supply of used parts to get bicycles up and running. You'll work with the Programs Manager and Shop Manager to prioritize building bicycles that will be sold to the public from the our salesroom floor, bicycles that are required to support our ongoing donation programs, and you'll tackle the more involved bicycles that volunteers are reluctant to work on.
- + **Diagnosing and repairing bikes during Open Shop Hours.** You'll work side-by-side with our Shop Manager to diagnose problems, and make appropriate repairs to community members' bikes. You will also provide support and oversight to volunteer mechanics in the space. You'll be able to triage repairs and delegate tasks to volunteers provided they are willing to and capable of assisting.
- + **Performing safety checks on bicycles.** Before any bicycle is sold or donated you'll ensure every bicycle is in good working order and safe. This includes checking that brakes and cables are adjusted correctly and are in good condition, checking shifting and limit screws, ensuring all bolts are tightened, checking for play in bearings, making sure the wheels are true, etc. You'll either be fixing these problems yourself, or will be delegating the necessary repairs to volunteers to complete.
- + **Supporting inventory management.** You'll communicate with the Shop manager to ensure that all necessary parts and tools are available at the BSBC.
- + **Empowering volunteers and other staff to become better mechanics.** You'll be available to pass on your skills to others. This might be during Open Shop Hours, or on ad hoc working days, with an eye towards supporting marginalized & less experienced folks in learning bike maintenance and dealing with interpersonal or structural barriers to learning & empowerment.
- + **Orienting new volunteers and members.** You'll be able to give short tours of the workshop part of the BSBC to new members, showing them the bicycle repair workflow, where tools and consumables are kept, and making them feel welcome.

About You

- + **You love all bikes, not only high-end and modern bikes.** Much of the stock at the BSBC is donated bikes, 10-70 years old, ranging from bike-boom and department store bikes to middle of the road 90s rigid mountain bikes, with the rare higher-end bike in the mix.
- + **You'd rate yourself as a "highly skilled" bike mechanic.** You have 1-3 years of bike shop experience (or something equivalent) and you're able to diagnose and fix 95% of the most common issues in bike repair. You're comfortable researching and

trying out what you don't know. You'll work in tandem with our Shop Manager and other skilled volunteers in answering questions and assisting on bikes.

- + **You're able to creatively solve problems.** Sometimes we don't have the perfect substitution for a broken part in our used parts section. You're able to cobble together a work-around that is almost as good as the original.
- + **You're an effective multitasker.** During shop hours you'll be repairing bikes for customers, while maintaining awareness of what the volunteers are up to—is someone stuck on a bottom bracket, or frustrated setting up cantilever brakes? You'll be able to step in to provide assistance. You also wouldn't mind being pulled away from your task to answer a question or provide a demonstration.
- + **You like leading a team.** You're someone volunteers and staff will look to for support when fixing bikes gets tricky. You will also help organize and coordinate volunteers to make sure we are helping as many customers as possible during our busy summer shop hours.
- + **You are a good teacher.** You're able to facilitate positive learning experiences and will apply that to your work at the BSBC.
- + **You lead with BSBC values, anti-racism, and inclusion at the heart of everything you do.** These inform everything from your one-on-one interactions to your part in crafting a safe and welcoming space for all every day. You're aware of social identity & power dynamics in the space, and can give appropriate support to a diverse group of volunteers and intervene in situations that arise in the space.

EEO

We are committed to building a creative and dynamic work environment that celebrates individual differences and diversity and treats everyone with fairness and respect. We do not discriminate in practices or employment opportunities on the basis of an individual's race, color, national or ethnic origin, religion, age, sex, gender, sexual orientation, gender identity, marital status, veteran status, disability, or any other category protected by federal, state, or local regulations. We strongly encourage candidates of color to apply.

More about the Bradley Street Bicycle Co-Op

At its core, the Bradley Street Bicycle Co-op is a community bike shop working towards an equitable New Haven by getting people on bikes.

In practice, this looks like many beautiful things. From the outside, we are an old brick building with a small sign above our door, a glowing 'BSBC' sign illuminating the window at night. But inside we are warmed under lights, friends, knowledge, dirty hands, and the betterment of our city. We make decisions based on principles and beliefs, not based on what makes us more money. We take care of each other, and love meeting new friends. We

show up, to the shop, to events, to things that mean something to one another. We all run this shop together.

We are a community of workers, learning with our hands, laughing with friends, and building a better world together. We'd love for you to join our community!

[Read more about BSBC here.](#)