



JOB DESCRIPTION: Instructor

Amount of Time: Part Time - 3-6 hr/week

Compensation: \$13.00/hr – plus \$100 bonus for each completed 5-6 week program

Description: At Open Roads Bike Program, our mission is to engage and empower youth through bicycles to learn practical life skills for their future. We are searching for a few Instructors to join us for Spring and Summer programming. Open Roads Instructors work with our team to help run our bike-centered 5-6 week youth-development programs. This job includes responsibilities directly related to educating youth in social and bike mechanic skills, as well as providing positive behavior support.

To Apply: Submit a resume by email to Ian Smith at info@openroadsbike.org

Requirements

- Basic competency in bike mechanic repair skills with a willingness and interest in advancing those skills (we will teach you what you need to know if you lack this knowledge)
- Basic Tool Knowledge
- Ability to develop strong, positive relationships with youth and teens, parents, and community agencies
- Commitment to embracing and understanding diversity, inclusion, and equity in thoughts, words, and practice
- Ability to work collaboratively with a team
- Ability to effectively employ multicultural approaches in resolving problems
- Strong communication skills
- High attention to detail

Responsibilities

- Coach youth in advancing their social and life skills
- Coach youth through completing mechanic repairs on their bicycle
- Facilitate bike programs in the community for youth, families, adults, and volunteers
- Communicate with colleagues regarding programs, youth, and all relevant issues and concerns in a timely manner
- Support and demonstrate all Open Roads behavioral expectations:
Respect, Own your actions, Attitude counts, Discipline, Safety
- Attend Open Roads special events as needed (fundraisers, safety events, demonstrations, etc.)



Equal Opportunity Employer Policy

Open Roads is an equal opportunity employer, and pledges equal opportunity for all our employees and applicants. All individual employment decisions will be based on the individual's qualifications, performance and effort. Open Roads does not discriminate against employees or applicants on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, genetic information, age, height, weight, marital status, physical or mental disability, veteran status or citizenship. Open Roads will, however, only hire those individuals who are legally authorized to work in the United States.

Additionally, it is our intent to provide a workplace that fosters the respect and dignity of each person. To this end, we are committed to maintaining a working environment free of harassment or intimidation. This policy applies to everyone who works at Open Roads, regardless of position or level of authority.

This policy provides guidance on the type of conduct which constitutes unlawful harassment, including sexual harassment, and also unprofessional conduct which may or may not be unlawful, but is still prohibited. All behavior which fits into these two categories is unacceptable and will result in appropriate disciplinary action. This policy also includes a complaint procedure for persons who feel that they have been subject to unlawful harassment and/or unprofessional conduct.

Open Roads Bike Program embraces and values the diversity of Kalamazoo and the world around us. We are people of all ages, from all walks of life, working together to use bicycles as a vehicle for skill development and community engagement. We encourage people of all abilities, ages, economic statuses, faiths, ideologies, genders, gender identities, ethnic origins, nationalities, races, and sexual orientations to be a part of the Open Roads Bike Program community.