



Dynamo Glasgow Recruitment
Board of Directors
2024-2025



Thanks for being interested in joining The Dynamo Glasgow CIC board! We are super excited to meet you and hear about your dreams and ambitions for building LGBTQ+ cycling community with our organisation.

About Us

Dynamo Glasgow CIC started in the back of Glasgow Bike Hive in 2023, formed by a group of queers who wanted to see more inclusion in the cycling world.

In the face of bans on trans people across different official sporting bodies, we wanted to show that queer people are here in cycling, we belong, and also to build up the resources and support to make that a continued reality. The political landscape has not improved for trans and queer people since then, and we want to stay true to our values to champion LGBTQ+ inclusion in cycling.

We began running bike repair workshops mostly for LGBTQ+ people, but not exclusively. When Glasgow Bike Hive closed its doors in November 2023 we decided to fill the gap left for a bike shop in Hayburn Lane, Hyndland. Keeping our core goal of building and serving queer community in cycling, we also provide Dr Bike services on contract for other organisations and community groups across the Third Sector, and colleges and universities.

Earlier this year we partnered with LEAP Sports Scotland and over a year we delivered a series of workshops, lessons, and bike rides for LGBTQ+ people, culminating in a cycle touring trip to Arran.

In 2023 we began cataloguing and soft launching a membership based equipment library, which people can borrow what they need from. This includes touring/bikepacking gear and saddles.

Our bike workshop serves everyone for bike repairs from Tuesday to Friday, and our equipment library runs on Mondays 4pm-8pm.

We have fixed over 200 bikes since we opened and have gone from six to over sixty items in our library since this time last year. In 2024 we were heavily focused on making the business financially viable at our new premises, while developing important partnerships in line with our core values and aims.

What's Next?

In 2025 we aim to expand the social and community enterprise aspects of the work we do. We will relaunch the equipment library with improved digital lending software, acquiring more high quality items, and a goal of reaching **50 memberships**.

We also plan to run more workshops and practical cycling trips with partners, and kickstart some formal and informal training opportunities for aspiring LGBTQ+ mechanics and cyclists. This will include the introduction of a weekly bike kitchen, where people can come to fix their own bikes with support from trained mechanics and skillshare with other LGBTQ+ people.

Finally, we want to support more social rides and foster a sense of continued development and community beyond the standalone programmes we run. We aim to engage **30 new volunteers across the year**, providing people with further ride leader or other technical cycle training and maintenance skills.

To achieve our goals we are looking for people who are representative of the LGBTQ+ community, and especially people from the global majority and trans and nonbinary people, to join our board of directors.

About You

We're looking for board members with some of the following skills and experience. Don't worry - we don't expect you to have all of them!

- Social enterprise / business experience
- Writing funding bids and reporting
- Finance skills in start-ups (including cashflow, reporting and managing investment)
- Tech - website design and coding (Python)
- Digital design and social media marketing
- Human Resources and Payroll

As a queer-led organisation, our board has always been majority LGBTQ+, however we also really value LGBTQ+ allies on our board where they bring specialist experience and share the same commitment to our vision.

We will need you to be available for our board meetings: these happen quarterly, with monthly co-working operational sessions in between. They usually take place on weekday evenings after 5pm, and can be remote, in person, or hybrid. Our workshop is not yet step free, but we do have an accessible toilet. We want to be as accessible as possible and we welcome feedback about this.

We're asking for up to five hours of your time each month. Some months that might look like a meeting or co-working session, other times it might involve discrete tasks that you do remotely.

If you want more information about the role before applying, we will be hosting an online meeting where you can ask questions on Monday 27th January - [\[join here\]](#)

Timeline

Applications Open - 16th December - 2nd February: We will be reviewing applications on a rolling basis and might close applications early if we get enough interest. - The application form is [here](#).

Online meeting - 27th January 7pm - this gives you a chance to meet us and ask any questions. The link is [here](#).

Shortlisting - Monday 3rd February - Applicants informed

Interview dates - w/c Monday 3rd February, and will take place in person or online, on Mondays and Fridays in the afternoon.

Board members appointed - end of February



Meet the Board



Sylwia (they/she)

Dynamo co-founder and head mechanic. My love for bicycles began at age six, when I “borrowed” my grandma’s shopper bike and launched off the tallest curb I could find—and I’ve never looked back. The freedom, joy, and connections that cycling brings are unparalleled, and sharing this with others has always been my passion. With over a decade of cycle industry experience, I saw a need for more accessible spaces, especially for the LGBTQI+ community. Dynamo felt like a natural next step to help create that space.



Siraj (he/him)

I’ve always enjoyed being outdoors and the sense of freedom that comes with cycling. My journey into the cycling industry began with volunteering for various organisations, where I saw firsthand the positive impact cycling can have on individuals and communities. As someone from an underrepresented group and a different ethnicity, I bring a unique perspective that aligns with Dynamo’s goals. I’m passionate about creating more inclusive cycling opportunities and making cycling accessible to all communities.



Finn (they/them)

I started cycling in 2013. I loved pedalling to the coast, and fixing my beaten up 90s mountain bike until I could go as far as my body and the land would let me. Previous projects include Ipswich Bike Kitchen and Norwich Bicycle Repair Co-op. A teacher turned bike mechanic and cycle trainer, I now work in a community cycling programme development role, where I support and mentor volunteers. I am currently developing the equipment library and social programming at Dynamo.