



Gear Shifter

Walk Bike Nashville is looking for a team of Gear Shifters.

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About Walk Bike Nashville

Since 1998, Walk Bike Nashville has advocated for a more walkable, bikeable, and livable city. We want our streets, sidewalks, and bikeways to support multimodal commuting options, active living, and recreational opportunities. As a 501(c)(3) nonprofit organization we are working to advance mobility justice, eliminate pedestrian and cyclist crashes, and build a walking and biking culture. We envision a Nashville where all people have the freedom, dignity, and choice to move through a comprehensive and safe network of sidewalks, bikeways, and transit routes. We acknowledge the harm done by car-centric planning and believe transportation investments should remove barriers to mobility and prioritize the needs of Black, Indigenous, and people of color (BIPOC), and low-income people who stand to gain the most from a human-centric city.

Our Values

- **Community-driven:** We are inclusive and collaborative, prioritizing the interests of the people who have the most at stake over the interests of profit and power. We strive to meet people where they are and seek to empower communities to join the process of co-creation and decision making.
- **Imaginative:** We are creative, curious, and adaptable to the constant state of change. We acknowledge that the status quo and “best practices” often perpetuate inequality in mobility. We subscribe to an impact-driven approach that tangibly reflects the diverse perspectives, needs, and ideas that are often dismissed or disputed by a one-size-fits-all approach.
- **Accountable:** We are committed to racial, economic, and environmental justice. We take time to be reflective of the history of our organization and of Nashville, acknowledging historical and current injustices and repairing harm when possible. As stewards championing multimodal infrastructure, we must critically examine the impact of our projects and work against the displacement and cultural erasure that can accompany shifts in our built environment.

- **Kind:** We are empathetic and perceptive. We actively listen to your story because we believe lived experience IS expertise. We value local knowledge and fair compensation, recognizing that community voices bring quantitative data to life. We purposefully seek to bring organizations, neighborhoods, and individuals together for the betterment of each other.
- **Tenacious:** We are bold and diligent in acknowledging social, civic, and infrastructure barriers in Nashville. We reject policing as the sole street safety solution and embrace experimentation and collaboration to advance mobility justice. We seek to build new ways to interact and share power as we work towards a transportation system that is welcoming to all.

Contract Summary

Walk Bike Nashville Gear Shifters are independent contractors that serve as ambassadors of the organization's mission and vision at events throughout the city. This team also often provides bike valet services to promote biking as a viable and environmentally sustainable mode of transportation. Coordinating with the Marketing and Communications Manager, Gear Shifters will play an important role in our organization's continued effort to ensure that we are working with all of Nashville, especially those who have been harmed by car centric planning.

Pay and Benefits

- Independent Contractor, Hourly
- \$18 per hour (hours dependent on scheduled events)
- Benefits: WeGo pass; BCycle pass

Schedule

- Mostly weekend and evening shifts for 2 to 8 hours.
- Some regularly scheduled events include all home Nashville Soccer Club matches at Geodis Park, all home Titans Football games at Nissan Stadium, Shelby Recreation Open House in March, Cherry Blossom Festival and Earth Day in April, Pride Festival in June, Tomato Arts Festival in August.

Key Responsibilities

The successful independent contractor is confident to:

1. Ambassador
 - Set up a Walk Bike booth or table to promote our mission, initiatives, and ways to get involved at local events.
 - Represent Walk Bike Nashville in a positive and enthusiastic manner.
 - Encourage attendee participation in current campaigns such as our transportation story photo campaign, petitions, etc.
 - Promote and secure new memberships and donations.
 - Attend quarterly training sessions to connect with existing staff and learn about current priorities and initiatives.
2. Bike Valet
 - Provide bike valet service while serving as an ambassador at events.
 - Set up bike racks, table, tent, and signage for bike valet.
 - Check in event attendees' bikes by tagging them and hanging them on the bike racks.
 - Ensure safety of the bikes throughout the event.
 - Return bikes to owners at the end of the event and breakdown and load supplies and materials.
 - Train and oversee volunteers that are assisting.
3. Administrative Tasks
 - Communicate with the Marketing and Communications Manager on the scheduling of shifts and to ensure event needs are covered.
 - Turn in valet sign-in sheets and event email sign-ups after each event.
 - Track time worked and submit timesheets with monthly invoices.
 - Return donations to the Walk Bike office when collected.

Personal Attributes

The successful independent contractor is the following:

- Enthusiastic champion of safe streets for all and user of multiple modes of transportation.
- Highly dependable, punctual, organized, and motivated.
- Enjoys interacting with diverse audiences and serving as the connector between people and relevant resources and opportunities.
- Outgoing, personable, and skilled at active listening.
- A proactive problem solver dedicated to ensuring a high-quality experience for all.
- Eager to work as a part of a team and independently.
- Comfortable working evenings and weekends.
- Committed to safety and organizational mission and values.

Required Experience and Knowledge

The successful independent contractor ideally possesses all of the following experiences and skills:

- Minimum 1 year of relevant experience in recruitment, customer service, non-profit relations, or community engagement.
- Strong interpersonal and verbal communication skills.

Preferred Experience and Knowledge

The successful independent contractor may possess some of the following ideal experiences and skills:

- Knowledge of local transportation issues, Nashville's walking, biking, and transit communities, and how mobility intersects with other issues.
- Fluent in Spanish or other languages and dialects spoken in Nashville (such as Kurdish, Arabic, American Sign Language, or African American Vernacular English).
- Valid Tennessee driver's license.

Work Culture

Walkability, bikeability, and livability are multifaceted issues and the nature of Walk Bike Nashville's work is complex. Therefore, we believe it is imperative that our workplace culture fosters creativity, inquiry, inclusivity, risk-taking, collaboration, and accountability. We strive to cultivate a sense of belonging within our organization so we are better equipped to tackle the big mission-driven work that is necessary to achieve our vision.

Work Environment

Events often take place outside and can include inclement weather, hot temperatures, or cold temperatures, and may be loud at times due to large crowds, generators, live music, and/or traffic noise.

This position is regularly required to communicate clearly by verbal presentation; remain in a stationary position for prolonged periods; move, lift, and load/unload event supplies and equipment up to 35 pounds; lift bikes and gently place them about 4 feet off the ground; observe and assess event spaces and attendees; and move frequently to receive, park, and return bikes.

Equal Opportunity

WBN is an equal opportunity employer and fully committed to attracting, retaining, developing, and promoting the most qualified employees without regard to their race, color, religion, sexual orientation, gender identity or expression (includes pregnancy or related medical conditions), national origin, age, physical or mental disability, citizenship status, veteran status, or any other protected characteristics as required by state and federal law. Walk Bike Nashville is committed to providing a work environment that is free of discrimination and welcomes applicants from a diversity of backgrounds, experiences, abilities, and ideas.

How to Apply

Please send a resume and cover letter to jobs@walkbikenashville.org. In your cover letter, indicate how you found out about this opening, why you are interested in this position, your most relevant experience and qualifications, and what you think you can bring to the Walk Bike team. We will accept applications on a rolling basis until the positions are filled.