



Building the Future of Cycling Careers — With Transparency & Purpose

Cycle-Jobs.com is an independent, community-driven job platform making cycling and outdoor industry roles more visible, fair and accessible — with no data tracking, no dark patterns and no pay-to-play listings.

♥ Independent & non-commercial

No agency fees, no paid placement without clear disclosure.

🌍 Global cycling focus

Jobs and brands from Europe, North America and beyond.

🛡️ No data collected

No CV storage, no candidate tracking, no profiling.

About Cycle-Jobs

Cycle-Jobs.com is a community-driven, non-commercial platform created to make career opportunities in the cycling and outdoor industry more visible, transparent and accessible.

Whether you're a mechanic, a marketing manager or an engineer, Cycle-Jobs helps you connect with the right opportunities — across brands, countries and disciplines.

Over the past decade, Yvaral has been **researching and analysing the global cycling industry** — from brand evolution and hiring trends to workplace transparency. Cycle-Jobs is the result of that work: an open, independent job platform built on trust, not on data extraction.

The Problems We're Solving

The cycling and outdoor industry is full of passion — but not always of transparency. High-quality job opportunities remain hard to find, scattered across multiple platforms, with inconsistent salary information and short-lived listings.

📊 **74 %** of industry job postings do not mention salary or pay bands.

🔍 **61 %** of cycling brands lack a structured careers page.

🕒 **42 %** of job ads found on generalist platforms are already expired after 30 days.

Cycle-Jobs is designed as an independent, transparent gateway to careers in the global cycling industry, with no candidate data harvesting and no dark patterns.

Behind Cycle-Jobs: experience from inside the cycling industry, and a transparent methodology.

Who's Behind Cycle-Jobs?



Yvaral Villier has 25+ years of experience in the cycling industry across distribution, sales, logistics, product management, and leadership roles in France and Canada.

A former cycling champion, instructor, club leader and long-time industry builder, he has helped develop brands, teams and markets on both sides of the Atlantic.

Today, Cycle-Jobs reflects decades of research on hiring trends, brand transparency, and how to make the industry more open and accessible.

[in Connect on LinkedIn](#)

How Cycle-Jobs Measures Transparency

Data Sources

Brand career pages, ATS feeds, LinkedIn company data, public job boards and direct brand monitoring.

Job Processing

AI-assisted title normalisation, mapping to role families and seniority levels, salary extraction or estimation, and location standardisation.

HR Indicators & Transparency Score

Employer Snapshot, benefits signals, salary clarity, job structure consistency and update frequency — all visible on each job listing.

The goal: **help candidates compare employers** using transparent, structured information — instead of opaque or incomplete job ads.

Cycle-Jobs combines lived industry experience with structured analysis to make cycling careers easier to navigate.

Key Metrics

350+

cycling & outdoor brands tracked

1 500+

job listings monitored across multiple sources

3 regions

Europe, North America and selected global markets

Our Values

Transparency first

No hidden listings, no dark patterns, no pay-to-play offers without clear labelling.

No manipulation

No CV storage, no candidate tracking, no behavioural profiling, no reselling of personal data.

Community over profit

Built for riders, mechanics, marketers, engineers and leaders who care about a healthier cycling industry.

Who We Work With

We collaborate with:

- Cycling and outdoor brands
- Events, races and series
- NGOs and advocacy groups
- Media and content publishers
- HR and talent teams working in or around the cycling industry

All collaborations follow the same rule: full transparency, no hidden affiliations, and no data sharing without explicit consent.

Press & Partnership Contact

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Partnerships & projects

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Cycle-Jobs collaborates transparently with brands, organisations and media who share the same values.