



Warehouse and Operations Specialist
Forbidden Bike Company – Cumberland, BC

ABOUT FORBIDDEN BIKE COMPANY

Forbidden Bike Company was founded in 2018 on Vancouver Island, Canada, taking its name from the Forbidden Plateau, the riding ground that surrounds our headquarters in Cumberland, BC. We started with a single product, the Druid, a steadfast approach to bicycle design, and a refusal to follow mass market trends. Today we're a premium mountain bike brand with a full range and a team that genuinely loves to ride what we build.

We're rider led, ambitious, and grounded in the riding community we come from. We're building the kind of company we want to work at: product focused, relaxed but efficient, and proud of the people doing the work. If that sounds like the kind of place you'd thrive, we'd love to hear from you.

POSITION OVERVIEW

The Warehouse and Operations Specialist centers on the warehouse and assembly side of the business — inventory, shipping, bike builds, the demo fleet, facilities, and day-to-day warehouse operations — while flexing to support other teams where an extra set of capable hands keeps things moving.

This position is full-time and will have an average work schedule of **37.5 hrs per week**, and the annual salary will be **\$54,075 per year**. The position is based in Cumberland BC and the successful candidate must be able to work on-site at Forbidden HQ.

The ideal candidate brings strong hands-on bike-building and broad warehouse and operations knowledge, is comfortable working independently with minimal direction, and takes pride in getting things done well regardless of the task.

Responsibilities include (but are not limited to):

Bike, Small Parts & Warranty Assembly

- Build and assemble bikes across a range of build types — photo samples, demo bikes, R&D builds, D2C customer builds, and warranty carbon repairs — ensuring quality and accuracy on every build.
- Manufacture small parts and warranty kits. Lead preparation and assembly, staging and kitting components for production or fulfillment.

Demo Fleet

- Build, prep, and maintain the demo fleet so bikes are dialed and ready to ride.
- Service and turn demo bikes around between events; coordinate fleet readiness with the Field Marketing Coordinator, who owns demo logistics, booking, and scheduling.

Warehouse Operations

- Run day-to-day warehouse operations — support receiving, put-away, picking, staging, and general organization.



- Keep the warehouse tidy, efficient, and set up to support production and fulfillment without bottlenecks.

Inventory Control

- Maintain inventory accuracy through cycle counts, stock reconciliation, and tidy, well-tracked stock locations.

Shipping

- Process and pack outbound shipments — dealer, distributor, and D2C orders — accurately and on time.
- Receive and check inbound deliveries and prepare goods for put-away or fulfillment, coordinating with carriers as needed.

Facilities Management

- Keep the head office, workshop, and warehouse organized, safe, and well-maintained — including basic equipment upkeep and WorkSafeBC safety compliance — escalating larger needs as required.

Additional Support

- Support the shock tuning process, including shuttling and wrenching duties during tuning sessions as required.
- Provide hands-on support to the Brand team's visual content function — mechanical setup and preparation of photo sample bikes.
- Step in with general cross-departmental support wherever the team needs an extra set of capable hands.
- Other tasks as reasonably assigned by the Operations Manager or COO.

WHO YOU ARE

- Strong hands-on bike building and mechanical skills across a range of build types.
- Broad operational knowledge across warehouse, shipping/fulfillment, and manufacturing environments.
- Solid on inventory accuracy, warehouse operations, and shipping and receiving.
- Comfortable maintaining a demo fleet and supporting basic facilities upkeep and safety.
- Able to work independently and self-manage priorities with minimal supervision.
- Comfortable moving between tasks and departments week to week.
- Familiarity with Forbidden Bike Company products, processes, and team is a significant advantage.

HOW TO APPLY

Please submit a cover letter and resume via email to: employment@forbiddenbike.com
Applications will be received until **3pm June 24, 2026**. Only those shortlisted will be notified. We look forward to hearing from you!

Some benefits to working at Forbidden Bike Company include:

- Competitive salary, commensurate with experience.
- Performance bonuses.
- Rider discount on Forbidden bikes and gear.
- A small, high-trust team that moves fast and builds things that matter.