THE MECHANICS REPORT

What the industry actually asks of its bike mechanics.

Everyone's talking about the mechanic shortage. This is what the job ads really say: demand, geography, who's hiring, and every skill and certification they ask for.

787

mechanic vacancies analysed

n = 787 vacancies · 741 job descriptions · Jan to Sep 2026

02 THE DEMAND

The shortage talk isn't coming from nowhere.

22.7% of every vacancy tracked is a mechanic role

2nd biggest

of all 14 functions, just behind in-store retail (23.4%).

35% entry

entry-level share, against 20% across the rest of the industry. The widest open door there is.

n = 3,460 vacancies tracked, Jan to Sep 2026.

03 WHERE IT MATTERS MOST

Some markets lean on mechanics more than others.

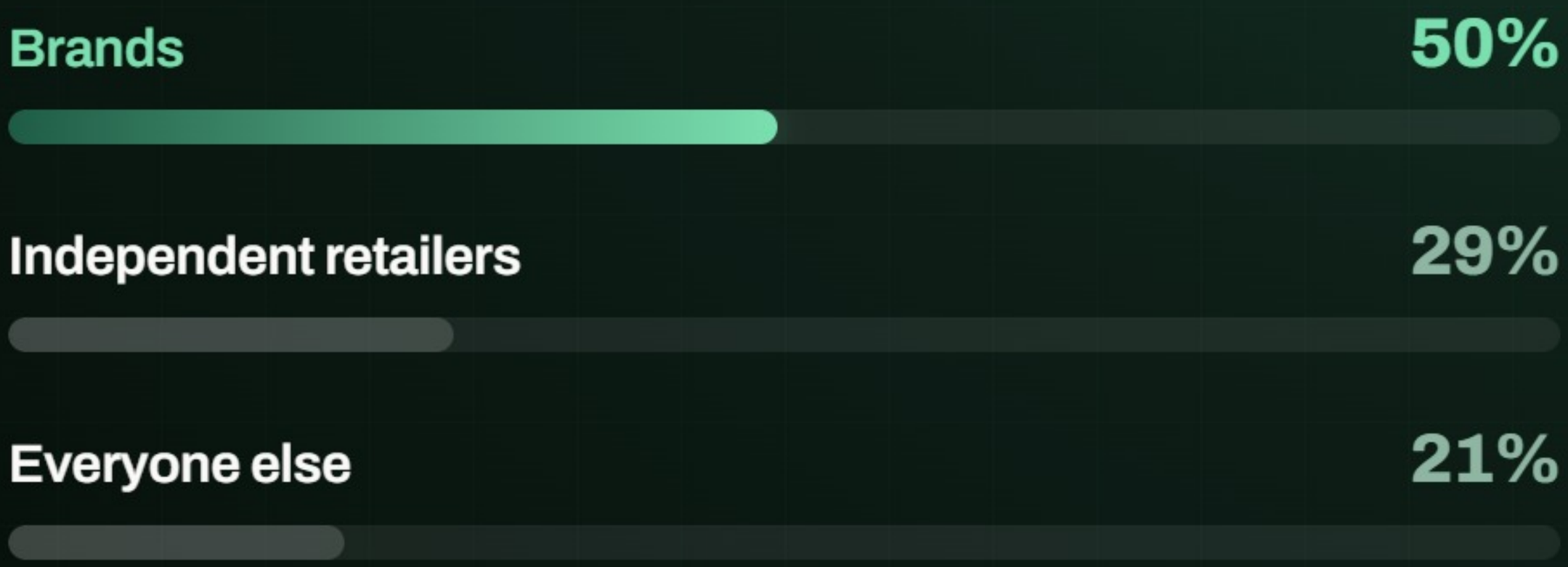
Mechanic roles as a share of each country's own vacancies.

COUNTRY	% OF MARKET
Spain	27.5%
United States	27.2%
United Kingdom	26.0%
Germany	24.9%
France	20.9%
Netherlands	19.8%
Switzerland	17.7%

Only countries with 100+ tracked vacancies.
Mint badge marks the highest value, mint text the lowest.

04 WHO HIRES

The local bike shop isn't where most of these jobs are.



Half of all mechanic roles sit inside **brands**: their own stores, showrooms and service centres.

Share of mechanic vacancies by employer type. "Everyone else" includes service, manufacturers, mobility and uncategorised employers.

05 THE CERTIFICATE MYTH

You'd expect the entry bar to be a qualification.

1 in 14

Fewer than 1 in 14 mechanic ads ask for even the most common qualification.

Cytech, the single most common one, appears in **6.9%** of ads. Every other formal certification combined: **under 1%**.

n = 741 mechanic job descriptions analysed

06 WHAT THEY WANT

Attitude first. Technical skill second. Paper last.

ATTITUDE & FIT

Customer focus	85%
Teamwork	76%
Passion for cycling	38%

TECHNICAL & FORMAL

E-bike / Bosch systems	31%
Apprenticeship / training	13%
Cytech certification	7%
Years of experience	6%
Named components	5%
Brake / suspension service	4%

Share of mechanic ads mentioning each. Attitude words partly reflect standard job-ad phrasing; the technical column is the better guide to real skill demand.

07 THE E-BIKE SHIFT

The real skill in demand isn't on a certificate.

4x

more likely to be asked to service an e-bike than to hold any certificate

31%

mention e-bike / Bosch systems

7%

mention any formal certificate

The electric transition is rewriting the job faster than any training scheme is. n = 741 descriptions.

08 LET'S CONNECT

Curious about the full dataset?

I share these findings as a personal project. Follow along, or reach out and tell me what to dig into next.



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IN CONNECT ON LINKEDIN /TIAGOTTORRES

SCAN TO OPEN