

About the role

Role

Data Engineer

Location and hours

Bristol, London or Edinburgh, 35 hours,
minimum three days per week in the office

Band

Senior Specialist

What you'll be doing

The D&A team works on allowing integration, transformation and visualisation throughout MO, allowing the organisation to maximise on the power of its data.

The successful candidate would be:

- Working in an agile scrum team to design and build data feeds and related applications
- Writing, testing and peer review of ETL code in Oracle ODI, dbt, Snowflake and AWS.
- Working with business users to design and configure self-serve data environments within our data warehouse and data lake
- Analysing, developing, delivering, and managing BI reports
- Assisting in the design of the data processes, including data quality, reconciliation, testing, and governance
- Contributing to technical process improvement initiatives
- Releasing and supporting software through environments including production support and working with stakeholders to sign-off business requirements
- Assisting in prioritisation and estimation

About you

In addition to a candidate who is technically very strong, we are also seeking:

Communication

- Ability to interact with Business users in a professional manner
- Ability to communicate directly with peers and customers remotely or face-to-face
- Excellent presentation skills
- Highly customer focused with a drive to work collaboratively

High Performer

- Strong analytical and problem-solving skills
- Ability to make recommendations and take decisions
- Highly organised with effective time management and planning skills
- Excellent attention to detail
- Able to perform well as a sole developer on a project and as part of a wider Data team within the organization
- Willingness to adapt to change
- Ability to work to deadlines
- Enjoys technical challenges and learning new skills
- Willingness to take part in overnight support rota

Motability Operations

Minimum criteria

- Experience of building a data warehouse using an ETL/ELT tool, preferably dbt or Oracle ODI
- Significant database experience in Snowflake or Oracle
- Star schema/dimensional modelling.
- Excellent SQL skills
- Good knowledge of standard data formats (XML, JSON, csv, etc)
- Proven experience of delivering Data solutions for business requirements
- Experience of developing using an Agile development approach
- Proven experience working in a cloud environment

Desirable

- Proven Experience of Oracle ODI / OAS, dbt or Snowflake
- Experience in AWS (in particular terraform, lambda, step functions, S3)
- Understanding of machine learning or data science, including python.
- Experience working with customer or vehicle data.

Who you'll be working with

This role would be to join one of our high performing Data Product teams, where we work across the business to digitise and improve interactions with our customers and business partners. This could be data transfer from third parties, ETL into the data warehouse or data lake, providing insights and metrics, or improving performance or processes. You will be part of a dynamic team, with data engineers and analysts working closely alongside members of wider Technology and the business in an agile way to deliver quick, innovative value. The wider D&BI team has around 40 data engineers, allowing team members significant opportunity for training and movement within the team.

We're Motability Operations

About us

We're the company behind the Motability Scheme. We exist to deliver smart, sustainable solutions that improve our customers' mobility in a fast-changing world. We're the UK's largest car leasing company and we help over 800,000 people get on the road.

We employ over 1800 people, across London, Bristol, Edinburgh, and Coalville. We know our people are key to our success, so we aim to create an environment that allows our employees to flourish. We look for highly motivated people with a combination of commercial sense and real enthusiasm to meet our customers' needs.

What we do

We lease a wide range of tailored mobility solutions to people who receive one of the Government's qualifying mobility allowances. Our customers choose a car, Wheelchair Accessible Vehicle (WAV), scooter or powered wheelchair that best suits their needs. We take care of their insurance, breakdown, servicing and more, as part of our worry-free package.

Motability Operations

At the end of the lease, our customers can exchange their vehicle for a brand-new model. Each year we sell and move around 200,000 cars. This makes us the largest supplier of single-source vehicles back into the used car market.

The Scheme has been providing affordable, worry-free motoring for over 45 years. We pride ourselves on delivering outstanding customer service, with an independent customer satisfaction rating of 9.6 out of 10.

How we work

We work in a hybrid way. That means remotely for up to two days each week and in our great office spaces the rest of the time. This gives us a good work/life balance and lets us collaborate and deliver for our customers. [Visit our website](#) to find out more.

We do our best to accommodate part-time and flexible working requests, where possible, to build on our culture of trust, empowerment, and flexibility.

Our beliefs and values

We believe in building a diverse workforce, where our people are empowered to attend work as their true selves. We encourage people from all backgrounds to apply.

We want to sustain a nurturing culture. And our people to be rewarded equally, regardless of race, national or ethnic origin, sexual orientation, age, disability, or gender.

Our values are at the heart of everything we do:

- We believe no one should be left behind → We find solutions
- We believe we must take the lead → We drive change
- We believe everything starts with the customer → We care

What we can offer you



Pay: competitive salary, with a yearly discretionary bonus, based on your performance



Holiday: 28 days, and you can buy and sell days



Pension: 15% non-contributory pension (9% during probation)



Health and wellbeing: Private Medical Insurance cover available for all employees and free health screenings for over 50s. Life assurance at four times your basic salary, to give you a peace of mind. Free access to healthcare apps like Peppy, Unmind, and Aviva Digital GP. Mental Health Allies and an Employee Assistance Programme



Development: A library of internal training on our myLearn platform



Family friendly: We have competitive family leave policies



Diversity and inclusion: We embrace the diversity of our people and empower them to come to work as their true selves. We want them to flourish and be rewarded equally. We have Employee Network Groups, and we pride ourselves on being inclusive and all our offices have first-rate disability access



Helping our community: One volunteering day each year, and access to volunteering platform Neighbourly



Schemes: Car Benefit Scheme for electric and hybrid cars. This means you can lease a brand-new electric or plug-in hybrid car, with insurance and more, for a

Motability Operations

fixed monthly amount. Cycle to Work Scheme. Employee Discount Scheme, to save money across lots of retailers



Other, voluntary benefits: charitable giving, critical illness insurance, dental insurance, health and cancer screenings for you and your partner, discounted gym memberships and season ticket loans, free fresh fruit and snacks in the office