

## About the role

### Role

Software Engineer in Test

### Location and hours

Bristol, 35 hours, three days in the office

### What you'll be doing

As a Software Engineer in Test (SET), you will be responsible for developing and maintaining automated test scripts using industry-standard testing tools and frameworks. These scripts will validate software functionality, performance, and security. This will cover front end testing using tools like Cypress or Playwright and backend testing with SOAPUI or similar.

Ensuring the observability and reliability of the product is another key responsibility. You will utilize tools like Dynatrace, Splunk, and OpsGenie to achieve this. This role requires the SET to become the custodian of all things quality for their team.

Additionally, you may conduct exploratory testing sessions to uncover defects, usability issues, and edge cases that may not be covered by automated or scripted tests. The SET will also ensure CFT and Performance testing activity is carried out, the output is reviewed and remediation of issues is in place.

You will work within a product team collaborating to deliver and maintain a high-quality product. Participating in requirements reviews, design discussions, and planning sessions to provide input on testability and quality considerations is also expected.

Analysing test results to identify trends, patterns, and areas for improvement in the software development process is crucial. You will work closely with the Automation team to enhance and optimize test automation frameworks and test coverage. Advocating for quality assurance best practices, including test-driven development, continuous integration, and agile testing methodologies, is also part of your role.

You will be responsible for maintaining a reliable suite of test cases and testing processes, that remain suitable for our products as our teams adapt to new ways of working.

You will stay updated on industry trends and emerging technologies to identify opportunities for automation and innovation across the whole SDLC.

### About you

You will have a background in wider quality/testing activity. You will have some automation skills in either front or back-end testing. The successful candidate will have a strong desire to progress their team and themselves by establishing new skills and ways of working.

- You have a proven interest in delivering and maintaining automation tests
- You can take the lead and show enthusiasm for tackling challenges
- You have a passion for solving technical challenges
- You can demonstrate strategic thinking and planning

# Motability Operations

- You will bring your strong analytical skills and technical aptitude to the table
- You enjoy keeping up with the latest technologies and trends in the test automation space and in the wider software development industry
- You possess excellent problem-solving skills and can think critically
- You have effective communication skills and can manage a diverse range of stakeholders
- You have strong organisational skills and can juggle multiple test activities simultaneously with a focus on efficiency and effectiveness
- You exercise both influencing and negotiating skills in a personable and professional manner; collaboration is at the heart of what we do
- You are passionate about developing yourself and your peers

## Minimum criteria

- Experience as an automation or quality engineer within delivery teams
- In-depth knowledge of testing principles, methodologies and best practices
- Practical knowledge of either Cypress or Playwright, or a strong desire to gain this
- Ideally some knowledge of API testing tools, e.g. SOAPUI or Postman and a desire to improve this
- You may have related skills in software engineering, e.g. Javascript, Java or SQL, monitoring and analytics
- Ability to analyse requirements, user stories, and acceptance criteria to derive test scenarios and test cases
- Excellent stakeholder management and collaboration skills
- Excellent communication, interpersonal, presentation and facilitation skills
- Excellent judgement, decision-making & influencing skills
- Innovative and solution-focused with strong problem-solving and analytical skills
- Experience of working alongside delivery partner leads and third parties

## Who you'll be working with

You will be working within a Product Team and reporting to an Engineering Team Lead.

You act as a custodian of quality for your product and lead the automation vision for it. You will be liaising with the other SETs, Engineers, Product Owners, the Automation team and wider stakeholders. Always balancing product initiatives and continuous improvement in your domain.

## 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 860,000 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.

# Motability Operations

## 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.

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 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

# Motability Operations



**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 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