

About the role

Role

Application Security Engineer

Location and hours

Bristol, London or Edinburgh

35 hours per week

Hybrid working with minimum 3 days per week in the office

Band

Expert

Salary

Competitive salary

What you'll be doing

Reporting to the Application Security Team Lead, this role provides product security expertise to digital product and engineering teams as part of the Cyber Security function.

This is a hands-on engineering position - not just advisory. You'll actively contribute to code, set up and integrate security tooling, respond to product-related security incidents, and work directly on solutions. The aim is to take as much of the security burden off product and engineering teams as possible, while embedding best practices throughout.

You'll be integrated into multiple engineering squads, acting as their dedicated security expert and trusted partner. Day to day, that means building strong relationships with stakeholders, demonstrating the value of security, and influencing positive outcomes—all while enabling teams to move quickly and deliver safely.

Beyond supporting individual products, you'll also play a pivotal role in raising our overall software security maturity—helping to shape governance, champion secure development practices, and drive Motability Operations toward operational excellence in application security.

About you

You are passionate about the technical security aspects of application development, with a focus on protecting customer data and driving high standards of engineering.

You'll bring a background in hands-on secure software development or application security testing, along with proven experience working directly with development teams on security-related topics. Strong communication skills are essential: you'll need to influence engineers and stakeholders at all levels while building trusted partnerships.

You understand the importance of “shifting left” in secure development, helping teams get early security feedback through the right practices and tooling. You'll also have a solid grasp of modern software delivery approaches, including agile, and experience with technologies such as Java, Spring Boot, React, and Node. Familiarity with infrastructure-as-code and cloud platforms like AWS is also important.

A strong working knowledge of the OWASP Top Ten, common application security frameworks and best practices, and threat modelling techniques is critical. Hands-on

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experience with application security tooling and the ability to apply it effectively in engineering contexts will set you up for success.

Minimum criteria

Experience in a hands-on Cyber Security focused role, primarily in the application security domain. Alternatively, candidates with strong hands-on application development role with a demonstratable level of cyber security knowledge and its application within a development environment would be considered.

Who you'll be working with

The purpose of the Cyber Security team is to protect the organisation from levels of cyber risk that sit outside of our risk appetite and allow our customers to trust that we safeguard their data.

We pride ourselves in providing value to our customers, our stakeholders and to projects. We take a risk-based approach and provide pragmatic and helpful advice. We deliver quality work, take a stand on our security principles and help others in adopting them. We work collaboratively and imaginatively.

We'll check these

DBS

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.

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

Motability Operations

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



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