

## About the role

**Role**

Security Assurance Lead

**Location and hours**

Bristol or London

35 hours per week

Hybrid working with minimum 3 days per week in the office

**Career Framework****Salary**

Competitive salary plus excellent Benefits

### What you'll be doing

Reporting to the Application Security Team Lead and Programme Manager for Sustainability & Business Change (SBC), the Security & Governance Engineer will act as the embedded security contact for the SBC programme, working closely with delivery squads to embed security throughout the design, implementation and operation of technology. Alongside this core responsibility, you'll support the wider Security Engineering function, helping mature how Information Security engages with delivery teams across Motability Operations.

As part of the Information Security function, you'll be the primary security contact for a portfolio of initiatives across the SBC programme. You'll provide practical, risk based security guidance that supports programme delivery, helping assess incoming requests, understand its security risk and determine the appropriate level of security engagement and assurance. Working alongside business analysts, architects, product owners, delivery managers and engineering teams, you'll help define security requirements, influence solution design and make sure security is considered at the right stages of the delivery lifecycle.

The role sits within the Application Security team, which forms part of a wider Information Security function of around 40 security professionals. You'll work closely with specialists across Application Security, Security Operations, Identity, IT Continuity, Security Architecture and Cloud Security, recognising when specialist expertise is required and bringing the right teams into delivery at the right time. You'll help teams navigate Information Security effectively while building strong relationships across the business.

You'll also play a role in operating and maturing the Information Security Front Door capability, helping teams engage with Information Security consistently and at the right point in delivery. You'll help assess incoming demand, understand the level of security risk and coordinate the right level of assurance and specialist support, creating a straightforward and proportionate experience for teams seeking security guidance.

Although security consultancy is at the heart of the role, you'll remain technically engaged throughout delivery. You'll work alongside engineering teams to understand solutions, identify security risks, support threat modelling and design reviews, and provide practical guidance that helps teams build securely. Where deeper specialist knowledge is required, you'll work with colleagues across Information Security to bring the right expertise into delivery. It's well suited to someone who enjoys influencing outcomes through consultancy while remaining close to the technology and the teams building it.

Success in the role will be reflected in the quality of security engagement across the SBC programme, the maturity of the Information Security Front Door, and the consistent application of proportionate, risk based security assurance. You'll help improve threat modelling and security review practices, ensure security risks are clearly understood and prioritised, and help delivery teams access the right Information Security expertise when they need it. As the capability grows, you'll also have opportunities to mentor colleagues and contribute to the continued development of our Application Security operating model.

- Act as the primary Information Security point of contact for a portfolio of projects within the Sustainability & Business Change Programme (SBC), providing security consultancy that enables successful business delivery & security governance.
- Build trusted relationships with stakeholders across Technology and the wider business, offering clear, risk based security advice throughout the project lifecycle.
- Support Business Analysts and delivery teams in defining security activities, identifying security requirements and embedding Secure by Design principles from the earliest stages of delivery.
- Operate and continue improving the Information Security Front Door, helping establish a consistent and effective engagement model for accessing security services across the organisation.
- Facilitate threat modelling workshops, produce Data Flow Diagrams (DFDs) and carry out structured threat assessments using the STRIDE methodology.
- Conduct security assurance activities across new and existing services, including architecture and design reviews, configuration assessments, security hardening reviews and production security assessments.
- Prioritising, designing and then resolving the findings of threat models and security assurance assessments.
- Coordinate penetration testing activities, review findings with technical teams and ensure remediation plans are agreed, prioritised and tracked.
- Assess implementation plans, technical designs and solution architectures, providing practical recommendations that balance security, delivery and operational requirements.
- Work with AppSec, CloudSec, platform engineering and delivery teams where initiatives impact products, AWS, Azure services, helping identify app and cloud security considerations and ensuring specialist expertise is engaged where required.
- Collaborate with Security Operations, Identity, IT Continuity and other Information Security teams to deliver consistent security outcomes across programmes and operational services.

# Motability Operations

- Identify, assess and prioritise security risks arising from reviews, threat modelling and assurance activities, ensuring they are managed appropriately through to resolution.
- Promote security awareness and encourage secure engineering practices, helping delivery teams understand security requirements without creating unnecessary barriers.
- Contribute to the ongoing improvement of security standards, patterns, guidance and processes, ensuring they remain aligned with industry best practice and organisational objectives.
- Mentor colleagues where appropriate and help improve the wider Security Business Consulting capability.

## About you

You're an experienced cyber security professional who enjoys working with people as much as solving technical problems. You understand that effective security comes from collaboration, helping delivery teams build secure solutions rather than acting as a gatekeeper. You're comfortable working with both technical and non-technical stakeholders, translating complex security concepts into clear, practical advice that supports informed decision making.

You have a strong consulting mindset and are comfortable managing multiple initiatives at the same time, balancing business priorities with security risk. Alongside your consultancy skills, you enjoy staying technically involved and taking opportunities to design and implement security improvements where they make a real difference. You're naturally curious, collaborative and always looking for ways to improve how security is delivered across the organisation.

## Minimum criteria

You'll need all of these.

- Proven experience working in cyber security, with experience in security consulting, application security, product security or security engineering.
- Experience partnering with delivery teams to provide security guidance throughout project and programme lifecycles.
- Excellent communication and stakeholder management skills, with the ability to build credibility and influence both technical and business audiences at all levels.
- The ability to balance competing priorities while working across multiple projects and initiatives.
- Experience conducting threat modelling, producing Data Flow diagrams and applying methodologies such as STRIDE.
- Experience carrying out security assurance activities, including solution reviews, security assessments, configuration reviews and security hardening.
- Experience coordinating penetration testing activities and managing the remediation of identified vulnerabilities.
- A good understanding of Secure by Design principles and the ability to apply them throughout solution delivery.
- Experience identifying, assessing and prioritising security risks, providing pragmatic recommendations that align with business objectives and the organisation's risk appetite.
- Good working knowledge of recognised security frameworks and standards such as NIST or ISO27001, along with industry best practice.
- Experience working with cloud technologies, particularly AWS and Azure, and a good understanding of cloud native security controls and services.
- Experience working alongside engineering teams to design and implement security controls and improvements across applications, infrastructure and cloud environments.
- An understanding of CI/CD pipelines, secure software delivery practices and modern application development approaches.
- A collaborative approach and a "can-do" attitude with a willingness to share knowledge, mentor colleagues and contribute to the continual improvement of the Information Security function.
- A recognised security certification such as CISSP would be advantageous, although equivalent experience and a commitment to continued professional development are equally valued.

## Who you'll be working with

You'll be working as part of a wider security engineering function who have skills and expertise in penetration testing, red teaming, cloud engineering, Secure SDLC, Dev/Sec Ops, CI / CD, and software development. Additionally, you will need to delegate and collaborate with various information security functions, such as: SecOps, CloudSec, IT Continuity, and identity teams.

# Motability Operations

As part of the Sustainability & Business Change (SBC) programme, you will collaborate with project and delivery squads to deliver a wide-ranging portfolio of projects spanning Sustainability, Cyber Security, and Business Change. This role offers the opportunity to work on varied and impactful initiatives that support strategic objectives and drive meaningful change across the organisation.

## We'll check these

DBS Check

## 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.

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.

# Motability Operations

The Scheme has been providing affordable, all-inclusive 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



**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

# Motability Operations



**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