

About the role

Role

Data Lead - Connected Mobility

Location and hours

Bristol, London or Edinburgh

35 hours per week

Hybrid working with minimum 3 days per week in the office

Career Framework

Senior Expert

Salary

Competitive salary plus excellent Benefits

What you'll be doing

The Connected Mobility programme aims to transform the way we manage our fleet; delivering an enhanced customer experience and helping to reduce costs. The team is aiming to connect 30% of the fleet within the next 12 months, consuming and utilising vehicle health and odometer data.

As Data Lead you'll create the data roadmap that feeds into the wider product roadmap, managing alignment and delivery across all data disciplines and ensuring strong collaboration with software, architecture, security and other relevant teams.

You'll also stay hands on, working within the team to deliver solutions day-to-day.

About you

You're a driver who takes genuine satisfaction in seeing things through to completion and live delivery, not just designing solutions on paper.

You're comfortable operating at all stakeholder levels, who builds relationships proactively rather than waiting to be asked.

You're a highly proactive self-starter: someone who suggests new ideas unprompted, keeps stakeholders updated on progress without being chased, and flags risks early - including delivery risks - rather than waiting for them to surface.

You enjoy solving hard problems and thrive in ambiguous environments. You like building solutions from the ground up.

You have strong communication and collaboration skills to match the self-starter drive - this is a role that needs someone who can work independently but keeps the wider team and stakeholders in the loop.

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Minimum criteria

You'll need all of these.

This role can be based on either the Data Engineer or Data Analyst core specification, depending on the successful candidate's background. On top of the relevant base spec, the Data Lead takes on the following leadership responsibilities.

1. Own delivery across the full data workstream - Intrinsic Defects, Data Engineering, and Data Analysis, working closely with the Delivery Manager and Product Manager to ensure work is delivered on time and meets objectives.
2. Build and maintain the data roadmap, ensuring it aligns with and feeds into the wider Connected Mobility roadmap.
3. Act as critical liaison between data architecture, software engineering, and other disciplines, working collaboratively to ensure a joined-up approach across the programme.
4. Own technical data governance; ensuring appropriate documentation and review processes are in place, and partnering with non-technical colleagues to support their own governance responsibilities.
5. Act as lead and key point of contact for all things data, providing direction and a clear escalation point for the wider team and stakeholders.

For Data Engineers:

Essential

- Experience of building a data warehouse using an ETL/ELT tool, preferably Oracle ODI or dbt
- Significant database experience in Snowflake and/or Oracle
- Star schema/dimensional modelling.
- Excellent SQL skills
- Good knowledge of standard data formats (XML, JSON, csv, etc)
- Proven experience of delivering BI 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, Power BI, dbt.
- 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.

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For Data Analysts:

Essential

- Proven experience in business intelligence, data analytics, or a related field
- Experience/familiarity with Oracle, Snowflake or similar.
- Strong knowledge of data management principles, database systems, and data warehousing concepts.
- Detailed knowledge of SQL, writing clear, concise and performant SQL queries.
- Proficiency in business intelligence tools and technologies (e.g., OAS, PowerBI).
- Excellent communication and interpersonal skills, with the ability to effectively collaborate with stakeholders in multiple offices
- An innovator who constantly helps MO improve efficiency and growth through data insights, has an analytical mindset, and has problem-solving abilities, focusing on delivering actionable insights.

Desirable

- Knowledge of data modelling techniques
- Experience with advanced analytics techniques, such as predictive modelling and data mining.
- Experience with Google Analytics or similar Digital Data
- Understanding of machine learning and AI
- Understanding of cloud technologies
- Experience of a programming language, e.g. python

Who you'll be working with

Day-to-day you'll be embedded with the Connected Mobility team, a hybrid data and software product team. You'll work alongside the Delivery and Product leads to deliver an ambitious roadmap with touchpoints across the organisation.

You'll be working closely with multiple teams, including CSMI as a key partner, to support the use of connected data and new efficiencies, products and services that it unlocks.

You'll also working closely with colleagues in software engineering, data architecture and security to ensure a joined-up approach that delivers secure, scalable foundations for connected data.

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

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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, 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

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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