**About the role**

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| **Role**IGA Team Lead | **Location and hours**Bristol35 hours per weekHybrid working with minimum 3 days per week in the office |
| **Career Framework**Specialist | **Salary**Competitive salary plus excellent Benefits |
| **What you’ll be doing**The Identity & Access Management (IAM) team, sitting within the Cyber Security function, ensures that access for all Motability Operations (MO) employees and customers is correct, appropriate, and secure.Within the IAM function:The IDaaS team is responsible for customer identities, SSO, and MFA.The IGA team manages internal employee access management and governance.This role leads the IGA team and reports into the Cyber Security Technical Manager.As IGA Team Lead, you will manage the identity governance function, ensuring robust access governance, compliance, and security policies across the organisation. You will work closely with Cloud Security, Application Security, and IDaaS leads to ensure seamless integration of identity services across all domains.A key focus will be maturing identity governance, automating processes, managing Segregation of Duties (SoD), enhancing RBAC/PBAC frameworks, and ensuring compliance with IAM policies. |
| **About you**You are an experienced leader in Identity Governance & Administration (IGA), with a passion for developing and improving identity processes. You have strong expertise in access control, compliance, and security frameworks, and understand how to balance risk management with business efficiency. You thrive in a collaborative environment and are comfortable working with senior stakeholders, security professionals, and technical teams to align identity governance with business objectives.You have a proactive approach, always looking for ways to enhance automation, role-based access control (RBAC), and identity lifecycle management. Your experience in working with IGA tools such as Saviynt, SailPoint, EntraID or similar gives you the ability to drive improvements in governance and compliance. You are a mentor and leader, capable of developing the skills of your team and driving a culture of continuous improvement. |
| **Minimum criteria**You’ll need all of these.* Experience managing an IGA team.
* Hands-on experience with identity lifecycle management, access certifications, and audit processes.
* Experience implementing Segregation of Duty processes into an organisation.
* Experience working with IGA tools such as Saviynt, SailPoint, EntraID or similar platforms.
* Demonstrated ability to engage with auditors, compliance teams, and key business stakeholders.
* Knowledge of industry frameworks such as ISO 27001, NIST, or other security governance models.
* Privileged Access Management (PAM) experience.

**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. |
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| **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 815,000 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 of 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](https://www.motabilityoperations.co.uk/careers/) 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 à We find solutions
* We believe we must take the lead à We drive change
* We believe everything starts with the customer à We care
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| **What we can offer you**

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|  | **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 |

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