**About the role**

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| **Role**  Refurbishment Manager | **Location and hours**  Coalville Site based  Monday - Friday 8.00am – 5.00pm |
| **Band**  Band 3 | **Salary**  Up to £55,000 + Plus benefits |
| **What you’ll be doing**  Joining Vehicle Solutions, Part of Motability Operations Limited, the UK’s largest vehicle leasing company, this role involves management of the Vehicle Reconditioning Workshop operation in Coalville, Leicestershire. Reporting into the Operations Manager, the principal objective of this role is to ensure that vehicles are prepared in accordance with the required reconditioning standards.  Managing the productivity and efficiency of the cosmetic and mechanical teams, cost control and consistent quality output are synonymous with this role whilst continuously driving for innovation. As part of the senior management team, this role is instrumental in supporting Vehicle Solutions in its objective to prepare for sale, 60K vehicles per year. | |
| **About you**  We are seeking someone who is a dynamic leader with a proven track record of leading technical teams to success. Being passionate about driving innovation, fostering calibration and enhancing safety within the organisation.  Having a strong focus on commercial success, tacking ownership of results and able to demonstrate a proactive structured approach to work by inspiring and empowering your teams, creating a positive and professional team culture where individuals feel supported and motivated to excel.  Possessing excellent communication skills capable of explaining complex technical concepts to non-technical stakeholders. Thriving in the fast-paced world of vehicle refurbishment, you will be part of a dynamic team driving continues improvement to make significant impact on the success of vehicle solutions and the organisation as a whole. | |
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| **Minimum criteria**  You’ll need all of these.   * Full Driving licence * Experience of managing people in a manufacturing or automotive environment * Experience of high-volume repair management and scheduling * Ability to provide business value and insight based on data and information * Excellent management skills, being confutable in dealing with people of all levels of seniority   **Who you’ll be working with**  You will be working with the vehicle solutions wider leadership team consisting of Site Operations, Technical training, Fleet operations, and inspection.  All of whom are striving to support you and each other with the aim of achieving our weekly, monthly and yearly objectives.  Your team will consist of Mechanical, Interior smart repair, Paintless dent removal and cosmetic technicians. During this exciting time, you will be heavily involved in building and recruiting your team. | |
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| **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 750,000 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 | |
| **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 ~~a~~ 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 | | |