

About the role

Role

Software Engineer

Location and hours

Bristol 35 hours, hybrid with three days in the office minimum

What you'll be doing

The Software Engineering team is looking for an experienced engineer to join a product team that works closely with the business in delivering and maintaining software for our internal and external customers.

It is an agile product delivery environment with momentum from some recent big successes, with an exciting roadmap in place.

Key aspects of working in an agile team at MO

- Focus on delivering working software
- Build our AI capability together to maximise effectiveness
- Blending user (customer) feedback and best practice to evolve what we deliver
- Continuously inspect and adapt how we deliver software
- Use TDD, automation, and a shift-left approach to build quality in
- A “build to run mindset”, ensuring the software / systems we build are easy to support and operate
- Attitude of improving life for other engineers so the next person will find things a little bit easier
- The team is greater than the sum of its parts

About you

We are looking for a Software Engineer to join an established team. For this role we would like someone passionate about the craft of software delivery to help build great software for our business.

Minimum criteria

You will have commercial Java experience along with the technologies listed below (or a relevant equivalent). We are very much looking for applicants who have an aptitude and demonstrable passion for building great software, a willingness to learn and embrace new things and want to be a part of a supportive and empathetic cross-functional delivery team.

If you have experience in the following areas, please get in touch

- Spring Boot microservices
- React and Node.js frontend web application development
- Database technologies e.g. PostgreSQL
- Messaging technologies e.g. ActiveMQ or Kafka
- Continuous Integration and Continuous Deployment
- Cloud platforms, e.g. AWS, and Kubernetes platforms e.g. OpenShift
- Demonstrable use of AI tools to support day to day software engineering e.g. coding, testing, and automating development tasks

Who you'll be working with

Motability Operations

Working in an agile product team typically aligned to a domain boundary. This role will require you to work collaboratively with Engineers, BA, Product Owner and Scrum Master.

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](#) 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

Motability Operations

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