

About the role

Role

Paint Technician

Location and hours

Coalville Site based
45 Hours (Monday to Friday)

Band

Specialist

Salary

Basic Salary up to £37800
Discretionary Bonus Target up to £5600
Total Potential Earnings Inc Pension (Subject
to Individual and Company Performance)
£49000

What you'll be doing

We are looking for a Paint technician, with a passion for the automotive industry that puts quality at the beginning of every process. Your keen eye and technical knowledge will ensure that vehicles within the cosmetic teams are accurately repaired to Motability standards. Proficient in using the latest methods, we are looking for someone who enjoys working in a dynamic environment, collaborating with your team to achieve goals.

As a Paint technician, your day-to-day job will include applying primer, basecoat, clear coat, and preparing vehicles ready for the paint process. You will have access to new booths, spray guns, market leading products and all the required PPE.

We will be training and teaching the required technical skills and knowledge working with state-of-the-art equipment and products. As a paint technician, your day-to-day job will include applying primer, basecoat, clear coat, and preparing vehicles ready for the paint process. You will have access to new booths, spray guns, market leading products and all the required PPE.

About you

We are a diverse business looking for a paint technician, with a passion for the automotive industry that puts quality at the beginning of every process. Your keen eye and to be developed technical knowledge will ensure that vehicles within the cosmetic teams are accurately repaired to Motability standards. To become proficient in using the latest methods, we are looking for someone who enjoys working in a dynamic environment, collaborating with your team to achieve goals.

Motability Operations

Minimum criteria

- Able to legally drive a manual vehicle in the UK
- Automotive paint experience
- Qualifications are preferred but not essential

Who you'll be working with

As a Paint technician, you will be part of a dynamic and collaborative team dedicated to delivering high-quality vehicles to our customers. You will work alongside other vehicle professionals who share your passion for automotive industry and technology. As part of your training, you will be working alongside the technical training team, and external training partners to help you achieve the skills and knowledge within the role.

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 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.

Motability Operations

Who are you?

We are looking for a paint technician, with a passion for the automotive industry that puts quality at the beginning of every process. Your keen eye and technical knowledge will ensure that vehicles within the cosmetic teams are accurately repaired to Motability standards. Proficient in using the latest methods, we are looking for someone who enjoys working in a dynamic environment, collaborating with your team to achieve goals.

Reporting into the cosmetic team leads, the principal objective of this role is to ensure that vehicles are prepared in accordance with the required reconditioning standards.

Our paint technicians also play a crucial role, ensuring that vehicles meet Motability Operations specific performance and quality standards by enhancing the appearance of our vehicle's paintwork. Using your technical skills and knowledge and working with state-of-the-art equipment and products, the key areas are to repair, prime and prepare panels ready for paint.

What's in it for YOU?



Competitive Salary: Because your skills and experience deserve great rewards!



Bonus Opportunities: Shine bright and reap the benefits with our yearly discretionary bonus based on company values and your performance.



Robust Pension Plan: With a fabulous 15% non-contributory pension (9% during probation), you can focus on your career while we take care of your future.



Health and Well-Being: Get peace of mind with Private Medical Insurance, life assurance at four times your basic salary, health screenings for those over 50, and access to fantastic healthcare apps!



Holiday Flexibility: Enjoy 28 days off to recharge your batteries, with the option to buy or sell additional days! Let's not forget the 8-bank holiday.



Continuous Development: Dive into our 'myLearn' platform for a toolbox of training resources and opportunities to enhance your skills.



Diversity and Inclusion: Be part of a vibrant and diverse workforce where everyone can shine. Our Employee Network Groups and accessibility initiatives ensure that all voices are heard!



Enjoy one volunteering day a year and make a positive impact in the community through our Neighbourly volunteering platform.

Motability Operations



Extra Perks: Enjoy discounts from loads of retailers, charitable giving opportunities, gym memberships, and even fresh fruits and snacks in the office! Free Electric car charging for all.

We're Motability Operations

About us

As the backbone of the Motability Scheme, we empower over 800,000 people to hit the road with tailored mobility solutions. Behind every satisfied customer, there are over 1,800 passionate employees across the UK—London, Bristol, Edinburgh, and Coalville. We believe our people are our greatest asset, and we're dedicated to creating a supportive and thriving work environment.

How we work

We balance productivity with a healthy work-life balance. We also pride ourselves on offering flexible working arrangements to fit your lifestyle.

Ready to Drive Success with Us?

If you're ready to lead a team focused on quality and innovation in vehicle refurbishment, then rev up your engines and apply now! Let's transform mobility together!

We can't wait to meet you!