

About the role

Role

Digital Learning Designer

Location and hours

Bristol/Edinburgh/London

35 hours per week

Hybrid working with minimum 3 days per week in the office

Band

Senior Specialist

Salary

£40-£50,000 depending on experience

Purpose of the role

As our Digital Learning Designer, you'll join a collaborative, agile L&D team, reporting to the Digital Development Lead. You'll be instrumental in creating digital learning solutions that are future-ready, accessible, and aligned to our Career and Core-Skill Pathways within our Learning Experience Platform.

We're looking for someone who's not only a skilled designer but also deeply curious about how systems work, always looking for opportunities to improve learning journeys and explore what's possible. You'll play a key role in evolving our digital learning ecosystem into a best-in-class offering.

Key responsibilities:

- Design and deliver end-to-end e-learning modules (including video, audio, and interactive assets) for business-critical topics, compliance, and customer-focused development.
- Develop structured learning journeys in our LXP, ensuring they align with Core Skills and progression pathways within the Career Framework.
- Build and continuously enhance learning content that feeds into our Learning Experience Platform, supporting skill self-assessment and role profiling.
- Ensure all content meets WCAG 2.1 AA accessibility standards and reflects universal design thinking.
- Bring curiosity and systems thinking to the table, actively explore new tools, formats, and design strategies that enhance learner experience.
- Collaborate with cross-functional stakeholders (including tech and operations) to uncover opportunities for learning innovation.
- Use data, learner feedback, and platform analytics to iterate content and make evidence-based design decisions.
- Contribute to shaping a best-in-class digital learning offering that sets a new standard for effectiveness, inclusivity, and engagement.

About you

You're a creative, inquisitive learning designer who thrives on making complex content accessible and compelling. You're motivated by continuous improvement and love exploring how people, platforms, and processes interact.

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Minimum criteria

- Proven expertise in instructional design, using tools like Articulate Rise, Storyline, Adobe Captivate, Evolve or similar software.
- Skilled in producing engaging multimedia content for LXP-based learning experiences, with experience using software like Canva or Adobe Express.
- Strong understanding of accessibility (WCAG), inclusive design, and user-centred content development.
- Comfortable navigating and integrating with wider systems and platforms like our LXP and Skills Builder.
- Adept at working in agile environments with cross-functional teams.
- Naturally curious, proactive, and keen to explore new approaches to digital learning.

Why join us

- Hybrid working – flexibility to work from home and connect in person
- Empowered culture – take ownership, shape change, and challenge convention
- Career development – benefit from development aligned to our Career Pathways and Skills Builder
- Purposeful work – create learning that enables colleagues to support our customers confidently
- Outstanding benefits – pension, private healthcare, wellbeing programmes, volunteering days, and more

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 860,000 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.

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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 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