

About the role

Role

Automation Engineer

Location and hours

Bristol / Edinburgh 35 hours, three days in the office

Band

Senior Specialist

What you'll be doing

We are looking for a highly skilled Automation Engineer to join our Engineering team. The successful individual will have a proven track record of delivering progress across test automation including functional and performance testing. A strong working knowledge of programming languages, specifically Java & JavaScript is essential and familiarity with major front end testing frameworks including Playwright, and Cypress is preferable.

Reporting to an Engineering Lead, the successful individual will:

- Work closely with a Senior Automation Engineer to assist with the design, development and maintenance of automated functional and non-functional test frameworks and suites.
- Leverage observability tools to analyse production behaviour and analyse traffic patterns
- Identify, advocate for and deliver automation improvements across multiple delivery teams
- Identify appropriate tooling and methodology to improve overall automation coverage.
- Work closely with the development team and the business stake holders to ensure that the frameworks are well understood and provide value.
- Provide mentorship and guidance to other team members in test automation principles and best practices.

About you

This is a great opportunity for someone with an extensive background in automation to join a team to contribute and advance test automation across delivery teams. We are looking for someone who:

- Enjoys keeping up with the latest technologies and trends in the test automation space and in the wider software development industry.
- Has an enthusiasm for solving problems.
- Possess strong communication skills and are able to manage a diverse range of stake holders in order to drive delivery.

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- Is passionate about developing others
- Is collaborative

Minimum criteria

- Extensive experience as an Software Engineer, or in an test automation role
- In-depth knowledge of various testing approaches and technologies for web based applications, including unit testing, integration testing, and end-to-end testing
- In-depth knowledge of end-to-end automation testing methodologies, strategies and technologies
- Confident in Playwright, Cypress or similar web application testing frameworks
- A strong working knowledge of Java
- Experience of creating and maintaining functional and performance test frameworks
- Familiarity with other aspects of quality such as observability, monitoring and metrics
- Confident in testing backend services APIs, databases and using CICD pipelines
- Good understanding of SQL and databases for data-driven automated tasks
- Knowledge of Git for managing code changes and collaborating with teams
- Experience of working alongside delivery partner leads and third parties

Desirable

- Familiarity with other programming languages such as JavaScript and TypeScript
- You may have related skills in software engineering, eg AI/ML
- Some familiarity with cloud platforms like AWS and Kubernetes would be useful

Who you'll be working with

You will be working in the Automation team alongside Product Teams and reporting to the Engineering Team Lead (Automation).

You will build and support the evolving the Automation capabilities for our department. You will be liaising with the other Engineers, Managers, Tech Leads and wider stakeholders. Always balancing product initiatives and continuous improvement in your domain.

Motability Operations

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.

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

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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 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