Motability Operations

About the role

Role
Data Security Engineer

Location and hours
Bristol or Edinburgh
35 hours per week
Hybrid working with minimum 3 days per week in the office

Band
Expert

Salary
Competitive Salary

What you'll be doing

The Data Security Engineer is responsible for designing, implementing, and maintaining MO's data security frameworks to safeguard sensitive information against unauthorised access, breaches and cyber threats. This role focuses on identifying vulnerabilities, establishing robust security protocols and ensuring compliance with industry standards and regulatory requirements. The Data Security Engineer collaborates with cross-functional teams to develop security solutions that align with business objectives, enhance system resilience and promote a culture of data security across the organisation. By proactively addressing security challenges, this role plays a pivotal part in protecting MO's digital assets and fostering trust among stakeholders & customers.

You are a detail-oriented and analytical professional with a passion for safeguarding data and a deep understanding of security best practices. With a solid foundation in cybersecurity principles, you have experience designing and implementing security measures that protect sensitive information in complex environments. Your technical expertise spans areas such as encryption, access controls, vulnerability assessments and incident response.

You have excellent problem-solving skills and a proactive mindset, enabling you to anticipate potential threats and address them effectively. Communication comes naturally to you, and you excel at explaining technical concepts to non-technical stakeholders, ensuring alignment across teams. Collaborative and adaptable you enjoy staying current with emerging technologies and evolving cyber threats. Integrity, resourcefulness and a commitment to continuous improvement define your approach to ensuring data security and organisational resilience.

Main Responsibilities

Data Security Strategy and Implementation

- Assist with the development and implementation of comprehensive data security strategies, policies and procedures.
- In collaboration with the Enterprise Security Architect, design and deploy security architectures for data protection, including encryption, access controls and data masking.

Risk Assessment and Management

- Conduct risk assessments to identify vulnerabilities and potential threats to data security across the MO technical estate.
- Implement risk mitigation strategies and monitor their effectiveness.

Data Encryption and Key Management
- Manage data encryption solutions to ensure the confidentiality and integrity of sensitive data.
- Collaborate across the Security Team to develop and deliver encryption key management processes and systems.

Security Incident Response
- Assist with the development and maintenance of incident response plans for data security breaches.
- Lead the investigation and resolution of data security incidents, including forensic analysis and reporting.

Compliance and Governance
- Ensure compliance with data protection regulations and standards such as GDPR.
- Conduct regular audits to verify compliance and implement corrective actions as needed.

Security Awareness and Training
- Develop and deliver a data focussed security awareness training programme for employees.
- Help promote a culture of security awareness within the organisation.

Monitoring and Reporting
- Monitor data security systems and generate regular reports on security posture and incidents.
- Provide metrics and reports to senior management on the effectiveness of data security measures.

Collaboration and Communication
- Work closely with IT, legal, risk and other business units to ensure alignment of security initiatives with business objectives.
- Communicate data security risks and strategies to stakeholders at all levels of the organisation.

Technology Evaluation and Integration
- Evaluate and recommend new data security technologies and solutions.
- Integrate data security technologies with existing IT infrastructure and applications.

Minimum criteria
- Experience in a hands-on Cyber Security focused role, primarily in the data security domain.
- A strong & demonstratable knowledge of security frameworks, standards and regulations (NIST, GDPR for example).

- Familiarity with cloud security principles and experience working with cloud platforms such as AWS and Snowflake.
- A clear and demonstratable understanding of data science principles and practices.
- Any security focussed experience with the use of AI Tooling within data science is welcome.
- Degree in Information Security, Computer Science or equivalent, or industry certifications such as CISSP, is advantageous but not a core requirement

Who you'll be working with

The purpose of the Cyber Security team is to protect the organisation from levels of cyber risk that sit outside of our risk appetite and allow our customers to trust that we safeguard their data.

We pride ourselves in providing value to our customers, our stakeholders and to projects. We take a risk-based approach and provide pragmatic and helpful advice. We deliver quality work, take a stand on our security principles and help others in adopting them. We work collaboratively and imaginatively.

The Data & Analytics Team within MO provides tools and methods for the wider business to garner insights and analysis from our Data Warehouse and Data Lake, playing a key role in providing support to the business in their Data Science, AI, and ML initiatives.

Our Data & Analytics technology stack consists primarily of: Oracle tools, Snowflake, Postgres, various AWS Services (SageMaker, Lambda, Step Functions, DMS, S3 etc.) in the AWS Cloud.

We are currently engaged on multiple data focused projects which are in various stages of development following Agile practices.

We pride ourselves on the quality of our development, our user satisfaction and our team spirit.

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 800,000 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.

Motability Operations

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

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