**About the role**

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| **Role**Data Scientist – VRM | **Location and hours**Bristol, 35 hours, three days in the office |
| **Level**Expert | **Salary**Up to £54,979, plus benefits |
| **What you’ll be doing**Joining the Remarketing Department of the UK’s largest vehicle leasing company, this role will provide analytics and data science expertise to help identify opportunities to improve the resale values of the 225k ex-lease cars sold back into the used car market each year. Joining an established MI, Insight and Analytics area and using newly developed market leading technology, this new role is a fantastic opportunity for an experienced Data Science professional to help shape the development of our insight and analytics capability. Operating in the fast pasted and highly competitive used car market, we have a well established data led strategy, where teams are encouraged to experiment based on data led insight and quickly test new ideas. This role requires a commercial focus and the ability to work collaboratively with business experts and product teams to test hypotheses and measure the impact of actions. |
| **About you*** You bring demonstrable experience in data science and are able to provide clear examples of where your insights have driven positive business impact
* You are experienced in data preparation, exploratory data analysis (EDA) and feature engineering
* You can use machine learning tools and statistical techniques to produce solutions to business problems
* You can work closely with non-technical business experts to identify issues and use data to propose solutions for effective decision making
* You have a positive ‘can do’ attitude and are energised by a fast paced, commercial market
* You are not afraid to challenge the status quo, making recommendations to influence business improvement
* You are comfortable working collaboratively with several areas across the business including Sales, Pricing and Product teams
* You are a proactive self-starter who enjoys having the autonomy to drive change
* You possess strong presentation skills and are confident explaining complex subject matter to non-technical stakeholders
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| **Minimum criteria**You’ll need all of these.* Advanced Analytics and Data Science experience
* Demonstrable experience delivering data science projects
* Strong data manipulation and statistical analysis skills
* Experience implementing Machine Learning algorithms and statistical models
* Expert user of one or more popular BI Tools eg Oracle Analytics, Tableau, Looker, Qlik, Micro Strategy etc…
* Python experience
* SQL experience
* Stakeholder management experience
* An undergraduate or postgraduate degree in Computer Science, Data Science, Statistics, Applied Mathematics, or a similar quantitative field is required

These are desirable.* Experience of website analytics
* Experience using Snowflake
* Experience of working in an environment of digital change and development
* Experience of third-party data market and data suppliers
* Knowledge of code repositories and version control
* Experience of AWS Sagemaker

**Who you’ll be working with**You will work hand in hand with a fellow data scientist and alongside experienced MI analysts in the VRM Insight and Analytical Support department. The purpose of the department is to provide excellent insight and reporting solutions, helping shape the strategy and direction of VRM. |
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| **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](https://www.motabilityoperations.co.uk/careers/) 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 à We find solutions
* We believe we must take the lead à We drive change
* We believe everything starts with the customer à We care
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| **What we can offer you**

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|  | **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 |

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