Motability Operations

About the role

Role
Data & Analytics Principal Engineer

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

Band
Senior Expert

Salary
Competitive Salary

What you'll be doing
We use innovation to shape data so it works for everyone and we're planning to re-platform and improve the existing (commercial, operational and customer) data assets and develop new ones, as well as transform how we work with the business to use our data better.

We're looking for a highly skilled data leader, able to combine hands-on development in one of our technical disciplines, alongside direct management of a team of multi-skilled data and quality engineers delivering data solutions for key programmes, projects and products.

This role requires excellent technical skills, communication, relationship building and ability to interact with key stakeholders to support our goal in becoming a more data-driven, data led organisation delivering the value of data across the business.

Main Responsibilities

This is a great opportunity for an experienced data leader to join a well-established and successful team to contribute to and enhance their internal data capabilities

- Provide leadership to inspire and motivate to bring the best out of individuals and as a team through coaching and sharing technical knowledge, fostering a culture of continuous learning.
- Support the implementation of the data analytics strategy to align with business objectives
- Excellent organisation and communication skills and demonstrate the ability to work on multiple tasks at the same time through to resolution.
- Demonstrate excellent technical skills across multiple technologies including replication tools, ELT/ETL, data reconciliation and Visualisation tooling.
- Fostering a culture of collaboration with all Data & Analytics engineering teams, to embed consistent ways of working and improvements, through facilitating internal working groups and championing new technologies.
- Acting as escalation point for out of hours deployments or production issues and being a part of an overnight support rota
- Flexibility to travel to other MO sites (when required)

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Minimum criteria

- Proven experience in business intelligence, data analytics, or a related field
- Experience/familiarity with Oracle, Snowflake databases or similar
- Knowledge of ELT tools e.g. DBT, ODI or similar technology
- Strong knowledge of data management principles, database systems, and data warehousing concepts.
- Detailed knowledge of SQL, writing clear, concise and performant SQL queries.
- Proficiency in business intelligence tools and technologies (e.g., OAS, Power BI).
- Excellent communication and interpersonal skills, with the ability to effectively collaborate with stakeholders in multiple offices
- An innovator who constantly helps improve efficiency and growth, has an analytical mindset, and has problem-solving abilities.

Desirable

- Experience of managing multi disciplined data teams
- Good knowledge of cloud infrastructure e.g. AWS, OCI
- Experience of Power BI and management of semantic models
- Understanding of Quality Engineering processes including data reconciliation and data quality validation
- Knowledge of data modelling techniques
- Knowledge of designing and developing shared data products
- Experience with advanced analytics techniques, such as predictive modelling, Mathematical prediction, and data mining.
- Understanding of machine learning and AI

Who you'll be working with

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: Snowflake, DBT, Postgres, various AWS Services (SageMaker, Lambda, Step Functions, DMS, S3 etc.) in the AWS Cloud and Oracle tools,

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.

Motability Operations

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 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

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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