

About the role

Role

Data Engineer

Location and hours

Bristol or Edinburgh, 35 hours, minimum three days per week in the office

Band

Expert

What you'll be doing

The D&BI team works on allowing integration, transformation and visualisation throughout MO, allowing the organisation to maximise on the power of its data.

The successful candidate would be:

- Working in an agile scrum team to design and build data feeds and related applications
- Working with business users to design and configure self-serve data environments within our snowflake data lake, or on our AWS Native data science platform.
- Analysing, developing, delivering, and managing BI reports
- Assisting in the design of the data processes, including data quality, reconciliation, testing, and governance
- Contributing to technical process improvement initiatives
- Releasing and supporting software through environments including production support and working with stakeholders to sign-off business requirements in UAT
- Assisting in prioritisation and estimation
- Providing technical leadership to more junior team members

About you

In addition to a candidate who is technically very strong, we are also seeking:

Communication

- Ability to interact with Business users in a professional manner
- Ability to communicate directly with peers and customers remotely or face-to-face
- Excellent presentation skills
- Highly customer focused with a drive to work collaboratively

High Performer

- Strong analytical and problem solving skills
- Ability to make recommendations and take decisions
- Highly organised with effective time management and planning skills
- Excellent attention to detail
- Able to perform well as a sole developer on a project and as part of a wider BI team within the organization
- Willingness to adapt to change
- Ability to work to deadlines
- Enjoys technical challenges and learning new skills

Motability Operations

- Willingness to take part in overnight support rota

Minimum criteria

- Significant database experience in Snowflake or Oracle
- Experience of building a data warehouse using an ETL/ELT tool
- Star schema/dimensional modelling.
- Excellent SQL skills
- Good knowledge of standard data formats (XML, JSON, csv, etc)
- Proven experience of delivering BI solutions for business requirements
- Experience of developing using an Agile development approach
- Proven experience working in a cloud environment

Desirable

- Proven Experience of Oracle ODI / OAS
- Experience in AWS (in particular terraform, lambda, step functions, S3)
- Experience in the Oracle Cloud
- Understanding of machine learning or data science, including python.
- History of tech leadership
- Understanding of Customer data sets

Who you'll be working with

This role would be working with one or more of our scrum teams to deliver value across the business, initially within the customer space. The team handles data engineering and analysis for all of the interactions our customers have with us directly, or with our dealers, partners and manufacturers.

We work in small, dynamic teams, with data engineers, data scientists and analysts working closely alongside members of the business in an agile way to deliver quick, innovative value. The wider D&BI team has around 30 data engineers across various business areas, allowing team members significant opportunity for training and movement within the team.

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 815,000 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.

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 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

Motability Operations



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