

## About the role

### Role

Data Engineer –Fixed term till September 2027

### Location and hours

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

### Band

Senior Specialist

### What you'll be doing

The Data & Analytics team enables the integration, transformation and visualisation of data across Motability Operations, providing trusted data and tools that support reporting, analytics and informed decision-making. The team also enables wider Data Science, AI and Machine Learning initiatives through our Data Warehouse and Data Lake platforms.

The successful candidate would be:

- Working in an agile scrum team to design and build data feeds and related applications
- Writing, testing and peer review of ETL code in Oracle ODI and Snowflake
- Working with business users to design and configure self-serve data environments within our snowflake data lake
- Analysing, developing, delivering, and managing BI reports
- Assisting in the design of the data processes, including data quality, reconciliation, testing, and governance
- 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

### About you

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

#### Communication

- Strong ability to engage professionally and effectively with business stakeholders.
- Customer-focused mindset with a strong commitment to collaboration and building effective working relationships.

#### High Performer

- Strong analytical, problem-solving and decision-making skills.
- Highly organised, detail-focused and able to manage priorities and deadlines.
- Collaborative and self-motivated, with the ability to work independently when required.
- Adaptable, with a strong appetite for technical challenges and continuous learning.

# Motability Operations

## Minimum criteria

- Experience designing and building data warehouses/ lakehouses using ETL/ELT tools, preferably Oracle ODI
- Strong database development experience with Snowflake, Oracle and/or PostgreSQL
- Strong understanding of dimensional modelling and star schema design
- Excellent SQL development and data manipulation skills
- Experience working with common data formats, including JSON, XML and CSV
- Proven experience translating business requirements into robust BI and data solutions
- Experience delivering within an Agile development environment
- Practical experience developing and supporting cloud-based data solutions

## Desirable

- Experience in AWS (terraform, DMS, lambda, step functions, S3)
- Experience with DBT, including building, testing and maintaining data transformation models
- Proficient in AI prompting to support data engineering, testing and optimisation
- Understanding of machine learning or data science, including python
- Proven experience of Oracle OAS or Power BI
- Experience working with customer or vehicle data

## Who you'll be working with

You'll join the Data team within the Customer product area, working alongside Data Engineers, Quality Engineers and business colleagues to improve customer and partner experiences utilising our data and reporting solutions. Working in an Agile, product-led environment, your work will include ETL into the data warehouse or data lake, transferring data from third parties, providing insights and metrics, and improving data performance and processes.

## 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 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



**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

# Motability Operations

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