

About the role

Role

Data & Analytics Lead Analyst

Location and hours

Bristol or 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.

In this role you will combine hands-on development in cloud based technologies, alongside direct management of a team of multi-skilled data analysts and data scientists delivering key data solutions. Your creative approach to problem solving using data and technology will delight your customers and encourage them to share their curiosity and motivation for data driven solutions.

We're looking for a data enthusiast, able to turn data into insights so they flow consistently across MO and shape our thinking to drive a culture of customer focused, evidence-based decision making. You have the important task to support adoption and use of Data and Analytics (D&A) services and products across MO. You will help raise the level of data literacy to support employees to become more data-driven and discover the value of D&A.

A natural story teller, you will work across MO forging strong connections with stakeholders, proactively driving awareness and helping them to use data and insight to improve their ways of working within their roles. You have experience in a data-related role, possessing a proven foundation in programming (Python and SQL) and a passion for redefining data into actionable insights.

About you

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. It is an ideal role for someone who has, or is able to;

- Held a lead role where you have successfully delivered data focussed solutions using ETL and BI tools in part of an Agile development team
- Been in a team management/leader or mentoring position responsible for the development of team members through holding regular review meetings, setting personal objectives and career development plans.
- The ability to inspire and motivate to bring the best out of individuals and as a team through coaching and sharing technical knowledge.

Motability Operations

- Excellent skills in data visualization and the ability to communicate complex analytical findings to both technical and non-technical stakeholders.
- Demonstrated experience in turning analytical insights into actionable recommendations for business support and leadership.
- Ability to work closely with the data engineering team and collaborate with various partners to provide actionable insights and analyses.
- Experience in data transformation and designing data products.
- Ability to support product owners and work in a cross-functional data & analytics team.
- Comfortable organizing data and transforming it into meaningful insights and recommendations.

Minimum criteria

- Proven experience in business intelligence, data analytics, data science, or a related field
- Experience/familiarity with Oracle, Snowflake or similar
- Strong knowledge of data management principles, database systems, and data warehousing concepts.
- Strong command of SQL, for querying and managing relational databases.
- Proficiency in business intelligence tools and technologies (e.g., OAS, PowerBI).
- Understanding of machine learning or data science.
- Excellent communication and interpersonal skills, with the ability to effectively collaborate with stakeholders in multiple offices
- An innovator who constantly helps MO improve efficiency and growth through data insights, has an analytical mindset, and has problem-solving abilities, focusing on delivering actionable insights.

Plus points if you have experience working across multiple data sources. You have successfully created data products within Agile development teams and possess a good understanding of data science principles and practices.

Desirable

- Knowledge of data modelling techniques
- Experience with advanced analytics techniques, such as predictive modelling, Mathematical prediction, and data mining.
- Knowledge of linear regression for predicting outcomes and understanding relationships between variables
- Understanding of machine learning concepts and algorithms to enhance data analysis.
- Experience with cloud technologies:
 - AWS Web Services for cloud-based data solutions
 - Knowledge of Snowflake for cloud data warehousing and advanced analytics

Who you'll be working with

Motability Operations

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 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 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

Motability Operations

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