

About the role

Role

Application Security Team Lead

Location and hours

Bristol, London or Edinburgh

35 hours per week

Hybrid working with minimum 3 days per week in the office

Career Framework

Senior Expert

Salary

Competitive salary plus excellent Benefits

What you'll be doing

The Application Security Team Lead owns and evolves MO's application security capability, embedding security into engineering practices, platforms, and delivery pipelines while leading a small team of specialists. Reporting to the Cyber Security Technical Manager, the role drives secure-by-design principles across the software development lifecycle, including the implementation of tooling, standards, and security controls within CI/CD.

Alongside team leadership, the role acts as the hands-on security lead for a key development area, taking end-to-end ownership of its security posture. Working closely with engineering, product, and platform teams, you provide deep technical expertise across design, implementation, and vulnerability management, ensuring security is pragmatic, scalable, and supports effective delivery at pace.

Key Responsibilities:

- Lead and develop the application security team, setting clear priorities, building capability, and ensuring effective delivery of AppSec services.
- Own and operate our application security tooling, including SCA & SAST, ensuring effective coverage across all in-scope applications.
- Integrate security controls into CI/CD pipelines, working with platform and engineering teams to embed automated security testing and guardrails into development workflows.
- Define, implement, and maintain secure development standards, including secure coding guidelines, threat modelling practices, and minimum-security requirements for applications and APIs.
- Partner with engineering, platform, and product teams to embed secure-by-design principles into new and existing systems, providing practical, risk-based guidance.
- Working with our Vulnerability Lead, champion the identification, triage, and remediation prioritisation of application vulnerabilities, ensuring delivery aligns with risk appetite and agreed service levels.
- Establish and track application security metrics, including vulnerability remediation timelines, tooling coverage, and overall risk reduction.
- Support secure architecture and design reviews, particularly for cloud-native and API-driven systems.

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- Stay informed on emerging threats, technologies, and development practices (including software supply chain and AI-assisted development), applying this knowledge to continuously improve our security posture.
- Act as the primary application security engineer for a key development team, providing hands-on technical leadership across design, development, and operation.
- Perform deep-dive security activities for the team, including threat modelling, code-level reviews, and vulnerability triage/remediation support.
- Oversee and coordinate third-party application security reviews, ensuring consistent assessment standards and effective risk management across externally developed or supplied applications.
- Plan and organise application security coverage across the team, allocating engineers to priority domains and initiatives to ensure balanced workload, clear ownership, and effective delivery of AppSec services.

About you

You are an experienced application security professional with strong technical depth and a pragmatic, delivery-focused mindset. You operate as a player-coach, comfortable working hands-on while leading and developing a small team. You take end-to-end ownership of critical applications or domains, acting as the go-to expert while enabling your team to deliver effectively at scale.

You have a solid understanding of modern software development practices and know how to embed security into engineering workflows without slowing delivery. You are confident working with developers, architects, product, and platform teams, translating security requirements into practical, implementable solutions.

You take ownership of outcomes, not just delivering advice, driving improvements in tooling, processes, and developer practices to measurably reduce risk. You are comfortable making risk-based decisions and prioritising work in line with business objectives.

You communicate clearly and effectively, able to explain complex security concepts in a way that resonates with both technical and non-technical stakeholders. You build strong relationships and are able to influence engineering teams to adopt secure-by-design principles.

You are naturally curious and keep pace with evolving technologies and threats, particularly in areas such as cloud-native development, software supply chain risk, and emerging development practices including AI.

Minimum criteria

- Considerable experience in software engineering, application security, or a related security role, with experience focused on application security.
- Experience leading, mentoring, or coaching engineers or security professionals, with the ability to build capability within a team.
- Hands-on experience implementing and operating application security tooling, such as SAST, DAST, SCA, and secrets management.
- Experience integrating security controls into CI/CD pipelines (e.g. GitHub, AWS DevOps), including automated testing and policy enforcement.

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- Strong understanding of modern software development practices, including Agile delivery, DevOps, and cloud-native architectures.
- Practical experience with secure coding practices, threat modelling, and vulnerability management in a production environment.
- Ability to assess and prioritise security risks, balancing security requirements with business and delivery needs.
- Strong problem-solving skills, with a track record of identifying issues and driving them through to resolution.

Who you'll be working with

The Application Security team is responsible for enabling the secure delivery of software across MO by embedding security into engineering practices, platforms, and pipelines.

The team focuses on building scalable, developer-friendly security capabilities, including automated security testing, secure development standards, and vulnerability management. Working closely with engineering, architecture, and platform teams, it ensures that security is integrated into the software development lifecycle from design through to deployment and operation.

Adopting a pragmatic, risk-based approach, the team provides clear, actionable guidance and tooling that supports delivery while improving our overall security posture. It also plays a key role in building security capability across engineering through initiatives such as security champions and developer engagement.

We'll check these

- DBS check
- Financial check

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 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.

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The Scheme has been providing affordable, all-inclusive 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 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

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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