**About the role**

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| **Role**Wellbeing Lead | **Location and hours**Bristol and Edinburgh35 hours per weekHybrid working with minimum 3 days per week in the office |
| **Band**2 | **Salary**Competitive salary |
| **What you’ll be doing**We are excited to be recruiting for the new role of Wellbeing Lead to join our team on a full-time 12-month fixed term contract to support the delivery of the Motability Operations Wellbeing Strategy for our colleagues across the organisation. Based in HR and reporting to the Health & Wellbeing Manager, the role will be instrumental in the delivery of health and wellbeing initiatives across the organisation with a particular focus on supporting colleagues in our contact centres across our Bristol and Edinburgh sites.Responsibilities:* Work with the Head of HR Business Partnering and the Health & Wellbeing Manager to deliver various projects and programmes in support of the wellbeing strategy to ensure that our colleagues are engaged and thriving.
* Support the Health & Wellbeing Manager by contributing to the development and delivery of a programme of wellbeing training across the organisation. Including wellbeing and mental health training and ongoing support for our Mental Health Allies and Wellbeing Champions to help engage and build these colleague networks across all areas of the business.
* Work collaboratively with our people managers, coaches and trainers to assist with supporting neurodiverse colleagues in our teams.
* Provide mentoring and coaching for neurodiverse colleagues in support of the implementation of workplace adjustments.
* Assist with facilitating peer colleague reflection groups to support mental fitness.
* Alongside our colleague ED&I network groups, be at the forefront of the planning, engagement and delivery of a programme of activities around our wellbeing calendar of events and ad hoc wellbeing initiatives.
* Create and coordinate our digital wellbeing content, resources and the support information available to colleagues aligning with the mental, physical, financial and social pillars of the wellbeing strategy. Collaborating with our L&D centre of excellence as needed.
* Be an enthusiastic and engaging role model for wellbeing, signposting support, sharing best practice around health and wellbeing in the workplace and looking at new opportunities to engage and increase colleague awareness of wellbeing matters across the organisation.
* Provide insights and guidance for the development of the Motability Operations wellbeing strategy.
* Work as part of the HR team in supporting the wellbeing of our colleagues.
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| **About you**You have a passion for wellbeing with a particular interest in and understanding of health and wellbeing in the workplace. You are highly organised and an excellent communicator with the ability to build strong relationships across teams and manage the delivery of multiple projects. |
| **Minimum criteria*** Experience in a similar role, supporting the implementation of organisational wellbeing strategy, initiatives and support. Including personally leading on the delivery of wellbeing projects and wellbeing initiatives.
* Significant experience of delivering training to organisations, including leaders and managers. Especially in relation to workplace wellbeing topics.
* Have specialist knowledge around supporting neurodiversity in the workplace with applied experience of providing neurodiverse coaching and mentoring.
* A confident and compassionate facilitator of wellbeing conversations in the workplace, both in a 121 and in a group setting. Possibly with additional qualifications or experience in providing personalised mental health/wellbeing support.
* You are highly organised and an excellent communicator with the ability to build strong relationships across teams and manage the delivery of multiple projects.
* Have skills and knowledge to contribute to the development of new and existing training around health and wellbeing topics.
* You will have a good understanding of the commercial challenges associated with promoting and supporting workplace wellbeing.
* Have sophisticated awareness of confidentiality, HR policies and procedures around the management of health and wellbeing at work.

**Who you’ll be working with**Part of a well-established, widely respected, pro-active and friendly wider HR Team currently including HR Business Partners, HR Operations, L&D, and Talent Acquisition |
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| **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.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](https://www.motabilityoperations.co.uk/careers/) 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 à We find solutions
* We believe we must take the lead à We drive change
* We believe everything starts with the customer à We care
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| **What we can offer you**

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|  | **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 |

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