Motability Operations

About the role

Role
Data Governance Analyst

Location and hours
Bristol, Edinburgh or London
35 hours per week
Hybrid working with minimum 3 days per week in the office

Band
Expert

Salary
Competitive Salary

What you'll be doing

Reporting into the Data Governance Manager, the Data Governance Analyst plays a key role in enabling and supporting the organisation's data governance framework in practice.

This role focuses on working closely with data owners and data stewards to help fulfil their responsibilities, ensuring Data Governance practices are understood, adopted, and consistently applied across the business. This role acts as a bridge between business, data, and technology, translating data governance requirements into practical actions and supporting stakeholders to embed them in daily processes.

The role also contributes to the ongoing development and optimisation of data governance tools ensuring they continues to meet organisational needs as data maturity evolves. This includes maintaining a strong understanding of how data is used across the business and reflecting this in governance tools, metadata, and processes.

This is a hands-on role centred on stakeholder enablement, operational support, and the continuous evolution of governance capabilities.

Key responsibilities:

- Support the maintenance of the data governance platform and business glossary, ensuring processes and definitions are clear, consistent, and aligned with business usage
- Assist in capturing and maintaining metadata and data lineage within data governance tools
- Work with data owners and data stewards to ensure data governance standards and processes are followed
- Support the execution of data quality activities, including profiling, issue tracking, and remediation follow-up
- Monitor and report on data governance metrics, highlighting gaps and areas for improvement
- Assist in onboarding new datasets and domains into the data governance platform
- Support data classification and handling requirements, ensuring alignment with security and compliance policies
- Help coordinate governance activities such as data ownership reviews and recertification processes

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- Provide support and guidance to stakeholders on how to use data governance tools and processes
- Document data governance processes, standards, and procedures to ensure consistency and repeatability
- Identify opportunities to promote and improve governance processes and support continuous improvement initiatives
- Collaborate with stewards and domain teams to ensure data governance tooling reflects the reality of business processes

About you

You are detail-oriented and organised, with a strong interest in data and how it is used within an organisation. You understand the importance of data quality, ownership, and data governance, and you are motivated by helping teams improve how they manage and use data.
You are comfortable working with both business and technical stakeholders, translating data governance concepts into practical actions. You are proactive, willing to learn, and able to work across multiple domains, supporting the consistent adoption of governance practices.

Minimum criteria

- 2 years of experience in a data-related role (data analysis, data management, governance, or similar)
- Understanding of core data concepts such as data quality, metadata, and data ownership
- Strong attention to detail and ability to manage and organise information effectively
- Ability to work with stakeholders across business and technical teams
- Good experience with data tools (e.g. Excel, SQL, BI tools such as Power BI)
- Good communication skills, with the ability to explain concepts clearly

Desirable

- Experience with cloud governance and security frameworks (AWS, Azure, GCP).
- Familiarity with data modelling and secure data architecture principles.
- Understanding of AI/ML governance and ethical data usage.

Who you'll be working with

Working collaboratively, the Information Security & Data & Analytics Teams 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 & BI 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.

Motability Operations

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 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 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

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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