

About the role

Proposed Role

Electric Partnership lead

Location and hours

Bristol, London or Edinburgh

35 hours per week

Hybrid working with minimum 3 days per week in the office

Band

Senior Expert

Summary

We're looking for a commercially experienced and strategically minded Electric Partnerships Lead to help deliver the next phase of Motability Operations' EV strategy. This role is central to how we engage the external market — from energy providers and charge point operators to local authorities and infrastructure partners — to deliver meaningful outcomes for our customers.

You will work dynamically across our EV teams as our products and partnerships continue to emerge and evolve. From shaping commercially sustainable data-sharing agreements with CPOs that capitalise on our rich understanding of customer behaviour, to unlocking planning barriers with local authorities that can shape national rollout of new infrastructure, or negotiating commercial models with energy aggregators that will power Europe's biggest EV fleet — you will be a trusted partner to the team, and a disciplined, strategy-led, and commercially astute voice to the market — commercial experience in the energy or EV space is highly desirable.

Key Responsibilities

Flexible Squad Enablement

- Support the EV teams (Home Charging, On the Go, Energy, Discovery) by setting a strategy with them and proactively developing key relationships as well as responding to partnership needs as they evolve — shaping and progressing the right external conversations
- Represent Motability Electric at external meetings and calls on behalf of the team, ensuring alignment to strategic goals and delivery outcomes and protecting the commercial interests of Motability Operations
- Support EV teams in identifying blockers, gaps or opportunities where strategic partnership can accelerate or scale delivery

Strategic Partnership Management

- Lead external engagement with key organisations across EV charging, energy, and planning infrastructure and other areas as they arise. This is a new role in a fast-evolving and dynamic market
- Manage and grow relationships with new and existing partners — ensuring they are positioned to help deliver our EV roadmap
- Work closely with internal stakeholders to ensure all external engagement is coordinated, clear and strategically aligned

Commercial Negotiation & Relationship Ownership

Motability Operations

- Structure and negotiate commercial terms and pilot frameworks that balance innovation, value for money, and customer need
- Represent Motability's strategic priorities clearly in conversations with vendors, councils, and technology providers
- Ensure that supplier or partner relationships are set up to enable test-and-learn delivery and the evolution of new partnerships - not just long-term contracting

Sector Expertise & Insight

- Bring strong working knowledge in at least one of the following sectors:
 - Charge Point Operators (CPOs): roaming and associated commercial models
 - Data-sharing and building commercial products in data
 - Building viable commercial models in new and evolving markets
 - Local Authorities: planning, infrastructure pilots, or EV accessibility interventions
- Energy: Asset Aggregation and/or dispatch, energy supply and tariff design, value stacking across markets. You will be motivated by the opportunity to expand into new areas and learn about new markets as part of the role.
- Monitor developments across the EV, energy and accessibility ecosystem — and feed insight back into squads, product roadmaps. and electric strategy

About You

You're commercially sharp, adaptable, and thrive in complex, fast-evolving sectors. You understand how strategic outcomes are delivered through people and partnerships — and you know how to hold partners accountable while keeping relationships strong. You're a flexible operator who can jump into a call, help a squad move forward, and keep the bigger picture in focus.

Minimum criteria:

- Significant commercial experience in the EV, energy, infrastructure or public sector
- Deep understanding of at least one partner domain: CPOs, data products, energy/flex providers, or local authorities
- Experience negotiating partnerships, pilots, or supply frameworks that support fast-paced delivery
- The ability to translate strategy into practical, commercially viable conversations
- Excellent stakeholder management skills — both internally and externally

Nice to Have

- Prior experience supporting agile or cross-functional delivery teams
- Prior familiarity with accessibility challenges in the EV transition - extensive training is available if not already familiar

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

Motability Operations

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

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,

Motability Operations

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