

Fractional Finance Director at Hubbub

Summary

Location – Hybrid/Central London

Reporting to – CEO

Deadline – Sunday 1st February 2026

To Apply – Please email your CV to kim@hubbub.org.uk. If your experience fits, we will arrange a short pre-screening call, followed by an interview with our CEO and Chair.

The Role

Hubbub is looking for strategic finance support from someone with extensive charity finance experience. The role will include:

- **Advising the CEO and Directors on strategic finance issues.** For example, analysis of team utilisation; reforecasting; budgeting and reporting for large bids; assessing project profitability; reserves forecasting.
- **Preparation of papers for quarterly Finance & Risk Committees.** Review the financial information prepared by the Finance Manager, identify key issues and actions, discuss with the exec team, and present clearly to the board.
- **The organisational budget.** Identify the main issues for the exec team to consider, present them clearly, and lead them through the process.
- **Providing general guidance to the Finance Manager.** In particular, the preparation of one-off analyses e.g. recently we reviewed our business model.

This role will collaborate with and support one full-time qualified Finance Manager who produces management accounts, coordinates with the auditors, manages the VAT return etc., a Finance Coordinator who manages invoicing and bank reconciliations, and the Head of People and Operations who manages HR, IT, policies etc.

Who you are

- Wide experience of working in the charity sector as a Finance Director, including with small/medium-sized charities.
- Excellent communication skills: in particular, you should feel confident in making financial issues comprehensible to non-finance staff.

It would be a bonus if you have experience:

- As a charity trustee.
- Pricing and selling commercial products and services (we have a small Enterprise subsidiary selling two [Ballot Bin products](#)).

Regardless of your experience, alignment with Hubbub's values is essential.

The Package

We are open to different working arrangements and fee structures which can be discussed in the pre-screening call. However, we estimate our need to be roughly **one day a week, with peaks and troughs throughout the year** (e.g. when developing the budget for our September board meeting and at the quarterly finance committee meetings).

Who we are



Hello, we're Hubbub. We're an environmental charity making sustainability second nature. We work with organisations who know they can't afford to stand still on sustainability and believe in the potential for creative ideas to make a difference. We help our partners to:

- Design and deliver **behaviour change programmes** with measurable results
- Get cut-through on their campaigns, with award-winning **design and communications**
- Create strong **community partnerships** that drive local change and build brand trust
- Nurture a culture of sustainability through **employee engagement**
- **Measure and communicate the impact** of their sustainability work, so they can share their progress with confidence

Our Values

Give a damn about the environment

It's authentically at the heart of everything we do because we're committed to taking action on climate change and the environment. We care about the difference we make and are honest about our impact.

Curious

An interest in people, places, trends, politics and the world we live in. Asks questions, seeks knowledge and has self direction to discover the answers. An eye for detail and intuition to see opportunities. Always explores new ways to engage wider communities meaningfully.

Entrepreneurial

Leads the way. Embraces flexibility to achieve our charitable purpose. Nimble and brave enough to take risks to experiment without fear. Proud of independent spirit. Takes initiative and responsibility.

PLAYFUL

Positive and playful to connect people, catch imaginations and make people smile, because the world is serious enough.

CREATIVE

Re-imagines everything and enables people to see things differently. Trusts intuition and brings magic to everyday. Continually challenges the way things are.

For everyone

Creating ways to include everyone in climate action, breaking down barriers and making it worthwhile too. It's built into who we are and everything we do.

Hubbub is committed to creating a workplace where anyone and everyone can thrive.

We welcome applications from people of all backgrounds, and would particularly like to encourage applications from the following groups who are currently underrepresented in the environmental sector and our team:

- people who are working class or from a working-class background
- people of colour or racially/ethnically minoritised groups.

