

Freelance Commercial Lead at Hubbub

Summary

Contract – 3-months (with potential to extend), Freelance

Commitment - c.2 days a week (or ~15 hours), flexibly across the week

Start date - ASAP

Location – Hybrid/Central London

Reporting to – CEO

To Apply – Please apply via this link: <https://forms.gle/FiFFDnzZsSypYhNy9>

Applications will be reviewed on a rolling basis until 8th February 2026. If your experience fits, we may arrange a short pre-screening call before moving to an interview. We will respond to all applications by Wednesday 18th February. If you have any questions on the role or application, please contact kim@hubbub.org.uk.

The Role

The Big Ballot Bin is the world's first customisable voting litter bin. A bin that gets people talking and tackles litter. Our prototype went viral when we trialled it, reaching 10 million people in the UK - with a marketing spend of £0. People actively sought them out just to take part – and we had dozens of sales enquiries from around the world.

Now we're moving from pilots to commercial rollout. To help us do that, we're looking for freelance commercial leadership to support the next phase of the Big Ballot Bin. This is a hands-on commercial role, focused on turning proven engagement into revenue for our charity. The work falls into three main areas:

1. Sales outreach and deal progression

We have existing leads and interest. We need help turning it into confirmed orders. And we know there are lots of potential customers out there who we need to reach. This includes:

- Picking up and progressing existing conversations
- Shaping and improving sales materials and copy as we go
- Research on promising segments and customer types
- Direct outreach and follow-up with prospective partners

2. Commercial oversight of marketing and launch

We have a comms plan and an upcoming launch phase. We want to maximise its commercial effectiveness. This includes:

- Applying a commercial lens to channels, spend and timing
- Overseeing the activity calendar with conversion in mind
- Making sure the launch supports sales momentum, not just visibility

3. Commercial leadership and business model shaping

As we move from prototype to production, we're figuring out how it works best commercially. This may include:

- Pricing and volume discounts
- Distribution deals
- Partnership, rental and sponsorship models



You won't do this alone, but you will lead the commercial thinking.

Who you are

This role is likely to suit someone who:

- Sees themselves as a sales, marketing and commercial all-rounder
- Has experience selling into large private-sector organisations
- Is comfortable with hands-on outreach and follow-up
- Enjoys working with physical products and real-world behaviour change
- Is pragmatic, commercially minded, and happy operating with some ambiguity
- Cares about sustainability and impact

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

The Package

- Freelance / fractional role
- Around 2 days a week (or ~15 hours), flexibly across the week
- Initial engagement likely to be 3 months, with potential to extend
- Working closely with a small internal team and senior decision-makers
- IT equipment can be provided if necessary.

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're the team behind the original Ballot Bin - the world's first voting ashtray - now used in thousands of locations across more than 40 countries. Find out more at <https://hubbub.org.uk/> and <https://ballotbin.co.uk/>.

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.



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.

