

Development Manager

Location - Central London / Hybrid – regular attendance expected

Contract – Permanent, Full Time but open to considering part-time (minimum 4-days per week)

Salary - £42,640-£46,280

Reporting to – Director of Development

Deadline - Sunday 12th January

Application Process

- You will be asked to submit your application including your CV and the answer to some questions that will help us understand how you work and think. Your answers will be blind reviewed to minimise bias.
- The top scoring candidates will be long-listed for an interview.
- First interviews will take place w.c. 20th January 2024, including a short task, in person at our central London office.
- Potential second interviews will take place w.c. 27th January, ideally in person.

To Apply - [Applications via Applied](#)

Applied is a behavioural science-backed recruitment platform that reduces bias, improves quality of hire and increases diversity. If you have any issues with using Applied or need any adaptations to the application, please contact hello@hubbub.org.uk.

Application Guide

[Here's a short guide](#) to make the application process easier. **You don't need to read this entire guide to apply.** Feel free to skim or skip to the sections that interest you. It's just here to help, if you need it.

Who we are

We're Hubbub, a creative charity that's been inspiring positive environmental action since 2014. Every campaign is sparked by our passion to problem-solve and make greener choices easier and more possible for everyone – from food to fashion and from reuse to greener and more connected communities. Everyday solutions that bring people, community groups and business together to do good and create change that scales and influences far beyond the people involved. Change that shows how much is possible when we all get on board.

Who you'll work with

We're an award-winning team, working with some of the biggest brands in the UK to create exciting new projects at the cutting edge of environmental behaviour change – the likes of IKEA, VMO2, Starbucks, JustEat and many more. You'll be working in our Development team to help form the future of this work, working closely day to day with our Development Director and the rest of the Development team.

You'll also have opportunities to work with all our project teams across the different areas of Hubbub's work, discovering new leads and developing compelling funder proposals.

Our values



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.



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.



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.



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



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



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.

How we work

We do things the Hubbub way:

- **Scope** - We care about the environment and believe the cause is bigger than the organisation. We're always thinking about the most pressing challenges and problems we can tackle. We collaborate with organisations, big and small, who share our ambition to find new ways to disrupt the status quo and inspire action that's good for the environment, and for everyone.
- **Discover** - We're curious. We listen, observe and ask questions to gain insight and knowledge to understand the people and places we want to inspire. We use our intuition and experience to identify opportunities to instigate action on environmental issues. We build ideas based on evidence.
- **Create** - We're a creative bunch. Our campaigns put ideas into action to raise awareness, change habits, and show that good things happen when people come together. We start with things people care about. We use behaviour change techniques, positive language and highlight the benefits. We use good design, seasonal hooks and a splash of playfulness.
- **Experiment** - We're entrepreneurial. We have a healthy restlessness. We reinvent ways to connect with people. As we deliver campaigns we constantly experiment, measure and adapt what we do, to find out what has the biggest impact.
- **Scale** - We start small and think big. Our campaigns ripple, scale and influence far beyond the people involved in them. We share what we discover, the good and the bad. Sometimes we give it another go to find a better way. When it works we open source our ideas so they

can be replicated and scaled. We build transformation opportunities to shape systems and policy.

What you'll do

We're looking for a commercially minded business development professional who has expertise working with multiple businesses to generate new and exciting opportunities. Our new Development Manager will be motivated by pushing new ideas and selling existing Hubbub products & services.

Your role will include:

Helping to propel the Charity's fundraising goals

Hubbub's Development team is responsible for bringing in new income into the charity by developing project partnerships with businesses and trusts & foundations. This role will be focused on maximising and developing our business leads and converting them into new opportunities to maximise our impact by working with topic experts across the team in developing the most compelling proposals.

This role will be about 70% of your time and will include:

- Working with the wider team to create proposals for new projects and ideas; turning them from initial concepts into fundable propositions
- Supporting the wider Hubbub team in sourcing new funders for our major community engagement programmes
- Working alongside project teams to strengthen relationships with existing funders in order to secure future opportunities.
- Leading opportunities for engaging employees of prospective corporate partners alongside other relevant team members
- Maintaining our CRM system and managing upwards to ensure senior leadership are in the loop.
- Leading our overall CRM management for business leads and chasing updates from existing prospecting underway by other members of the team
- Supporting the Director of Development in assessing our performance converting leads and forecasting our expected income.

Maximising Hubbub Enterprise's Potential

Hubbub Enterprise is our social enterprise arm. Founded in 2016 to scale and replicate the most commercially viable ideas of the Hubbub to maximise both impact and income, it holds a Queen's Award for Enterprise, and all its profits go back into the charity.

Today Hubbub Enterprise is best-known for selling the world's first customizable voting ashtray, the [Ballot Bin](#), in 43 countries across the world. It also runs [Plastic Fishing](#) trips for businesses in London's Docklands; a one-of-a-kind litter-picking trip to both act on and learn about plastic pollution and its effects on the marine environment! Looking ahead, we're developing a new product related to the Ballot Bins – focused on general litter rather than solely cigarette butts. The successful candidate will be taking the lead not only on steering this exciting new venture but outlining a strategy to maximize future growth for all three of these products and the future of Hubbub Enterprise.

Enterprise will be about 30% of your time and will include:

- Plastic Fishing:
 - Overall responsibility for the future strategy of Plastic Fishing, looking for opportunities for growth and creating sales relationships with new businesses.
 - Responsible for cross selling our Plastic Fishing trips as a gateway for future work with partners.
 - Liaising with our Development & Operations Coordinator to both ensure the smooth running of trips, optimise the experience for important clients who attend and troubleshoot any issues along the way.
 - Joining Plastic Fishing trips (if you fancy a fun extra!)
- Ballot Bin:
 - Overall responsibility for the Ballot Bin, maximising its revenue generation and exploring where there are opportunities to grow sales further.
 - Liaising with our Development & Operations Coordinator in reviewing ongoing sales reports, managing suppliers, and reporting upwards.
- New product development:
 - Leading the development of any new product opportunities that could be added to the Enterprise portfolio!
 - Oversight of the design and business modelling for our upcoming ballot bin product; this includes seeking corporate funders.

Who you are

- You have strong experience in income generation through partnerships or winning new business.
- You have a strong commercial mindset, and proven record of delivering income generation through selling products and/or services. Experience of launching a new product would also be desirable but not essential.
- You have a strong background in building relationships with colleagues internally and prospects externally. Steering those contacts from initial engagements into projects.
- You're meticulously organised with strong financial literacy, an eye for detail and the ability to prioritise multiple tasks and manage your time well.
- You're an excellent written and verbal communicator with the ability to manage a range of stakeholders, from senior clients to seafaring skippers.
- You're keen to get stuck in on anything and everything you can. No task is too big or too small.
- Experience working with customer relationship management tools and systems like Pipedrive to manage leads and sales data would be desirable but not essential.
- You care about people and creating a happy workplace where everyone can thrive.
- You're passionate about the environment, sustainability, and social wellbeing.
- You're keen to engage with people face to face and network at events.

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

Hubbub's success and distinctiveness rests on the quality of our people. At every stage of their career, a Hubbuber is:

- Intellectually and politically curious and engaged.
- Proud of the work they do.
- Upbeat, motivated by challenges, and tenacious in solving them.
- Creative, innovative and playful.
- Team players, sharing success and solving issues and challenges collaboratively.
- Organised, dedicated and conscientious, with fantastic attention to detail.
- Flexible, willing and able to respond to constant change and challenge.
- Committed to communicating in a way that is compelling, clear, accurate and accessible.

If your experience looks a little different from what we've identified, and you think you can bring value to the role, we'd love to learn more about you!

What you'll get

Here at Hubbub, we're dedicated to creating an environment where everyone can thrive. This includes breathing inclusivity and equity into everything we do. Whether that be offering adjustments that help people work at their best, training our staff on Mental Health and Neurodivergence, or not having our socials down the pub. We're proud to have won the Shift Inclusive at Heart workplace 2023 and the Best Company to Work For (not for profit) at the Culture Awards in 2024, but we're most proud of our consistently high staff survey score "I would recommend Hubbub as a great place to work " at an average 3.7 out of 4 for 3 years running. You can get a sense of what working at Hubbub is like via our socials.

Some of the benefits you get for working at Hubbub are:

- **Competitive Salary** – Our pay structure is completely transparent so everyone at each level is paid the same and no salary negotiations are had outside of this. We offer healthy cost of living pay rises whenever we can.
- **Generous Holiday** - 25 days per year, plus bank holidays (increasing to 30 after 5 years). Our office usually closes for around 2 weeks at Christmas which is additional to annual leave, and if you hang around for 5 years, we offer an additional 4-week paid sabbatical.
- **Pension** - 5% employer pension contribution, with an ethical pension provider.
- **Flexible working** - Hubbub operates a flexible working policy. We trust our team to do a good job and be committed, and how they do that is up to them! Our core hours are 10am-4pm, but we are flexible to suit people's needs. Flexible working also includes any reasonable adjustments required to enable each person at Hubbub to work to the best of their abilities.
- **Investment in Development** – We're committed to the professional development of our team. We have an agile goal setting process with clear lines for progression. We offer ongoing training through our partner, You Can Now, plus extra budget for external training and provide an environment where it's safe to make mistakes and learn on the job with support from amazing line managers.
- **Away Days & Socials** – We all get together twice a year for Away Days, which often includes a fun overnight stay at an eco-resort in the English countryside. Once a month we have socials arranged by the team ranging from repair workshops and film nights to scavenger hunts and wild swimming.

- **Wellbeing** – We focus on wellbeing by going to the core of the issue. Helping work-life balance with flexible working patterns and generous holiday, resource planning to keep workloads manageable, providing training and internal experts so everyone is equipped with the right skills and easing financial concerns with regular cost of living pay rises and emergency salary support. Everyone is also entitled to six free therapy sessions through our workspace provider.

Equality statement

Hubbub is committed to providing equality of opportunity both in employment and access to our programmes, events and activities. This means that:

- For all job opportunities and progression, job applicants and employees will receive equal treatment regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- The above equally applies to access to development and training opportunities.
- All programmes will be designed to be actively inclusive and accessible to all people.



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