

Commercial Solutions Lead

Description

Location: London (flexible UK base considered)

Salary: £80,000–£110,000 base, £100,000–£140,000 OTE, plus equity

Type: Full-time

The Opportunity

Our client is a fast-growing circular economy scale-up, backed by a listed international parent group, solving inefficiency in transport packaging. They design bespoke material, product, and process innovations that reduce both the operational and environmental cost of moving goods — often by converting a client's own waste materials into the packaging assets their operations depend on.

The business is small and lean by design — a four-person team today — which means this hire will have an outsized, visible impact from day one. You'll own the full commercial arc, from first client conversation through to signed proposal, working directly alongside the CEO on market presence and lead generation, and the Head of Materials and Design on solution development.

Responsibilities

The Role

This is a senior, high-autonomy commercial position with no direct reports. You will:

- Screen and qualify prospective clients, using judgement to identify genuine opportunities and disqualify the wrong ones quickly rather than pursuing everything that comes in
- Build clients market presence and brand, representing the business in public forums, industry events, and online
- Work closely with the Head of Materials and Design to translate scoping conversations into a viable, costed, bespoke solution
- Build cost models and commercial proposals from incomplete or early-stage data, and present these in a way that clearly communicates value to the prospect
- Carry deal responsibility end-to-end — from first conversation to signed proposal — on engagements ranging from tens of thousands to several million (in local currency equivalent)

Qualifications

About You

There are two natural routes into this role:

- **Commercial route:** 5–10 years selling technical or engineered solutions into industrial operations — packaging, logistics, supply chain, materials, or

Hiring organization

Exec Capital

Employment Type

Full-time

Beginning of employment

1st January 2027

Duration of employment

Perm

Industry

Sustainable packaging

Job Location

London, South East, United Kingdom

Remote work from: United Kingdom

Working Hours

9-5

Base Salary

£ 80,000 - £ 140,000

Date posted

September 3, 2026

Valid through

30.11.2026

industrial equipment — where you have personally scoped and closed deals, not just supported them

- **Consulting route:** 4–8 years in strategy, operations, or supply-chain consulting, having owned client relationships and run workstreams unsupervised

No prior experience in the packaging or materials sector is required — technical fluency can be built. What matters more is the combination of an outgoing, confident presence with the discipline to say no: this is a role for someone who sells a solution, not just a product, and who is comfortable pushing back on a deal that isn't the right fit rather than chasing volume.

Experience with returnable or reusable packaging, recycled polymer supply chains, or building commercial processes from scratch in a small company environment would all be an advantage, though none are essential.

Job Benefits

What's on Offer

- A senior, high-visibility role with real autonomy and scope to grow as you prove yourself
- Competitive base salary with a variable component tied to commercial outcomes
- A share incentive arrangement, reflecting the backing and ambition of the wider group behind the business
- The chance to shape a young, well-resourced business's commercial function from a very early stage