



## INTERIM CHAIR OF THE BOARD

ZAYTOUN CIC

*A unique opportunity to bring your senior governance expertise to a mission-led organisation during a crucial period of development*

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We are seeking an experienced **Interim Chair** with strong governance expertise to stabilise the board following a year of change and challenges.

The Interim Chair's primary role will be to enable the board to function effectively, including meeting regularly, making timely decisions, restoring robust governance, and supporting the board and staff team to deliver the organisation's mission.

By the end of the interim period, the board should be functioning effectively and in a position to appoint a permanent Chair.

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### ABOUT ZAYTOUN CIC

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Zaytoun CIC is a pioneering and successful social enterprise founded in 2004 to support the resilience of Palestinian communities through fair trade. 100% of the company's profits are reinvested into furthering this mission.

Zaytoun is the UK's leading brand of fairly traded Palestinian produce with a product range that includes olive oil, Medjoul dates, za'atar, maftoul, freekeh, almonds, soap, and bath salts.

Our success has been achieved through collaboration with partners in Palestine, customers in the UK and a dedicated staff and board team. We have a focus on product quality and attention to calibrated messaging about Palestine and its rich heritage. While the operational environment is frequently challenging, the consumer response to those challenges continues to be very positive resulting in strong sales growth.

**Our values:** solidarity, trust, steadfastness, celebrating heritage.

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## FOCUS OF THE ROLE

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### Board Leadership

- Ensure the board operates through clear authority, proper process, in adherence with good governance and agreed norms
- Chair board meetings with clarity, neutrality and authority
- Introduce a board code of conduct
- Ensure appropriate boundaries and processes between board and executive management
- Provide a steadying presence during a period of transition, strengthening trust and effective ways of working

### Embedding Good Governance Practice

- Lead and enforce the adoption of practical, proportionate governance processes
- Introduce clear decision-making processes, information flows, and accountabilities
- Establish clear expectations for behaviours and ways of working

- Ensure governance arrangements are coherent, workable, and consistently applied

## **Stabilisation and Succession**

- Support the board to stabilise and regain confidence in its effectiveness
- Create the conditions for a longer-term Chair arrangement
- Support the board in designing and overseeing a clear, transparent and governance-sound recruitment process to appoint a longer-term Chair



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## **EXPERIENCE AND EXPERTISE REQUIRED**

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### **Essential**

- **Substantial experience as a Chair or Interim Chair** in corporates, charities, CICs, other social enterprises, co-operatives, housing, health or other regulated/mission-led sectors
- **Deep practical knowledge of corporate governance**, including board authority, director duties, boundary-setting and governance best practice
- **Proven experience of handling conflict and mistrust** on a board constructively and effectively
- **Alignment with Zaytoun's mission and values**
- **Experience of working in trauma-informed or crisis affected environments**, ideally including conflict-affected contexts. Experience of working within the context of Palestine would be an advantage
- **Experience leading governance resets or stabilisation** following periods of challenge or complexity
- **Proven ability to build relationships and trust** in complex environments
- **Familiarity with employment and HR governance** at board level

- **Able to act with objectivity and impartiality**, bringing a fresh perspective to Zaytoun's current governance challenges

**Desirable:** Independence from the organisation would be an advantage in bringing clarity and credibility to the role.

## KEY DETAILS

<b>Tenure</b>	Interim appointment for <b>6 months</b> . Formal review at 3 months, after which the remainder of the tenure can be determined. The role will conclude once the core objectives have been achieved and a permanent Chair is in place.
<b>Commitment</b>	<b>1–2 days per week</b> , with greater intensity likely in the early phase, and availability between meetings as required during the initial period.
<b>Remuneration</b>	Competitive day rate, reflective of both expertise and experience.
<b>Start Date</b>	We are seeking someone who can start <b>as soon as possible</b> .
<b>Location</b>	Applicants must be resident and eligible to work in the United Kingdom.
<b>Working Pattern</b>	This role can be carried out flexibly. We are happy to discuss arrangements that support your working preferences.

## HOW TO APPLY

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To apply, please send a CV and covering letter outlining why you would be suited to this role to **Manal Ramadan White** at [jobs@zaytoun.uk](mailto:jobs@zaytoun.uk). If you would prefer to apply in an alternative format (for example, audio or video), please contact us to discuss.

**Closing date: 6th May 2026**

If you're unsure whether you meet the criteria and would like an informal discussion, please get in touch with **Jemima Jewell** at [jemima.jewell@gmail.com](mailto:jemima.jewell@gmail.com).

This appointment is being overseen by the **Zaytoun Nominations Committee**: Atif Choudhury, Jemima Jewell, Taysir Arbasi, and Manal Ramadan White.

*This advert is available in alternative formats on request. Please contact us if you have any accessibility needs.*

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*Zaytoun is committed to equality and diversity within our team and welcomes applications from all backgrounds. We are happy to discuss reasonable adjustments for applicants.*



**Zaytoun CIC** · Ethically Sourced Fine Foods from Palestine

[www.zaytoun.uk](http://www.zaytoun.uk)

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