



ROLE DESCRIPTION FOR ZAYTOUN NON-EXECUTIVE DIRECTOR

ABOUT US

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.

In addition to the economic opportunity afforded through sales of Palestinian products, we market a tree planting programme, conduct tours to visit Palestine, and a Fairtrade Fortnight producer tour, as and when we can. These activities aim to connect producers to consumers, celebrating Palestine's rich cultural and culinary heritage while raising awareness of the hardships faced by farming communities living under occupation. 100% of our profits are reinvested into furthering this mission.

Our commitment to Palestinian producers goes beyond the sales opportunity. We work together with them to trial new products and bring product quality and packaging up to exacting UK standards. We endeavour to get our products certified as Fairtrade and organic if possible.

Our success has been achieved through collaboration with partners in Palestine, 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 turnover in 2024 was over £3 million. The company currently employs a staff team of 5 full-time and 1 part-time employees who work closely together on a collaborative basis.

ROLE PROFILE

We are looking to appoint new Non-Executive Directors to our board, who can play their part in shaping our organisation's future strategic development and governance.

Principal responsibilities as a Board member

- Assisting in setting the strategy and objectives for Zaytoun so the Executive Team can perform and deliver on the company's stated mission
- Ensuring that governance is effective and appropriate and that Zaytoun complies with its governing document, company law and any other relevant legislation or regulations.
- Being available to give counsel to Executive Directors concerning their area of expertise.
- Contributing to the effective and efficient overall management of Zaytoun as a profitable company.
- Actively participating in discussions, contribute to formulating strategy and high-level decision-making.

- Ability to commit time to attend four Board meetings per year (3 hours each); commit time to suggest agenda items, review board papers, give feedback.

Core skills and experience - essential

Either

- Expertise and experience in finance

Or

- Expertise and experience in organisational development (preferably CIPD qualified)

Core skills and experience – desirable

- Experience of operating at a senior strategic management level.
- Experience of working with international supply chains and/or within the food industry and/or the UK retail sector.
- Previous board experience.
- Broad knowledge and understanding of the sector that Zaytoun is operating in and the current issues affecting it.
- Commercial and financial acumen.
- Experience in organisational development, and/or capacity building, and/or quality control

Personal qualities

- A positive, supportive attitude with an ability to participate in a collaborative team environment with social awareness, the ability to listen effectively and be open to challenge.
- Demonstrate a strong passion and commitment to Zaytoun, its mission, strategic objectives, and cause.
- Flexible approach to problem solving and creative thinking.

COMMITMENT

Time commitment	Four board meetings a year occurring quarterly in London. Possibly a further 2 days between board meetings for consultation with the executive team and/or sub-committee meetings.
Term:	Non-executive directors will serve a three-year term and will be eligible for re-appointment for a further term.
Remuneration:	Non-executive directors do not receive any financial fee although they have an allowance of £300 for Zaytoun products. Travel and meal expenses can also be claimed.
Meeting location:	1 Gough Square, London EC4A 3DE

Please apply by sending a CV and covering letter outlining why you would like to become a non-executive member of our board to manal@zaytoun.uk by **Monday 29th September 2025**.