



NON-EXECUTIVE BOARD MEMBER

This is an exciting opportunity to join the board of a pioneering social enterprise.

Established in 2004, Zaytoun is the UK's leading brand of fairly traded Palestinian produce. Products include the world's first Fairtrade olive oil, za'atar, maftoul, freekeh, almonds and Medjoul dates.

Zaytoun is a Community Interest Company, a social enterprise founded to support Palestinian farmers through fair trade. In addition to the economic opportunity, we market a tree planting programme, conduct tours to visit Palestine, and a Fairtrade Fortnight producer tour, all of which aim to connect producers to consumers, and celebrate 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.

As of 31st December 2018, our turnover was over £1.4 million. The company currently employs a staff team of 3 full time and 3 part time employees who work closely together on a collaborative basis.

Now in our 15th year in business, we have sold 1,000 tonnes of products totalling over £10m.

Recent awards for Zaytoun

- 2015 Winner - Social Enterprise UK Award for International Impact
- 2016 Winner - Fairtrade International Award for Global Trader

Recent awards for Zaytoun products



- 2014 Runner up - Fairtrade Foundation Award for Nation's Favourite product for Fairtrade olive oil
- 2016 Winner - Ethical Consumer Best Buy for Zaytoun organic olive oil
- 2016 Finalist - Soil Association's Best of Organic Market (BOOM) award for organic olive oil
- 2017 Finalist - Soil Association's Best of Organic Market (BOOM) award for organic olive oil
- 2017 Winner - Great Taste Award for freekeh
- 2017 Winner - Great Taste Award for organic maftoul
- 2018 Winner - Great Taste Award for Jericho's Finest range of Medjoul dates

The Post

The Board is currently made up of 6 directors, 2 of which are executives. The non-executive directors support Zaytoun's work and provide mission-based leadership and strategic governance. While day-to-day operations are managed by the executive directors reporting to the Managing Director, the appropriate involvement of the Board on a strategic level is both critical and expected. The Board provides crucial support and strategic guidance as our company grows its sales, and tackles the challenges inherent in working with producers and supply chains operating under military occupation.

Over the next few years, Zaytoun will continue to adapt and fine tune its strategy with the aim of bolstering its sustainability and increasing the impact of our work. This may involve exploring new activities, beneficiaries and routes to market. Zaytoun is looking to the Board for expertise, support and guidance to help the company navigate through this process while continuing to deliver on its mission.

Currently the Board doesn't have a chair, and we would like one of our directors to take over this role in time.

We are looking to appoint UK-based board members who are enthused by Zaytoun's mission with its strong commitment to Palestine and the principles of fair trade, and bring with them relevant skills and experience.



Knowledge and skills

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

Principal responsibilities

- Support the Executive team to perform and deliver on the company's stated mission
- Be available to give counsel to Executive Directors concerning their area of expertise
- Contribute to the effective and efficient management of Zaytoun as a profitable company
- Actively participate in discussions, contribute to formulating strategy and decision-making.
- Able to commit time to attend four Board meetings per year (3 hours each); commit time to suggest agenda items, review board papers, give feedback.
- Ensure that Zaytoun complies with its governing document, company law and any other relevant legislation or regulations

Personal qualities

- Ability to participate in a collaborative team environment, demonstrating flexibility, tact and diplomacy, with the ability to listen effectively and be open to challenge.
- Demonstrate a strong passion and commitment to the company, its mission, strategic objectives and cause
- Problem solving skills and creative thinking



Contractual details

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
Term:	Non-executive directors will serve an initial 1-year term and are eligible for re-appointment
Remuneration:	Non-executive directors do not receive any financial remuneration, although travel and meal expenses can be claimed
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.org by Friday 10th May 2019.