

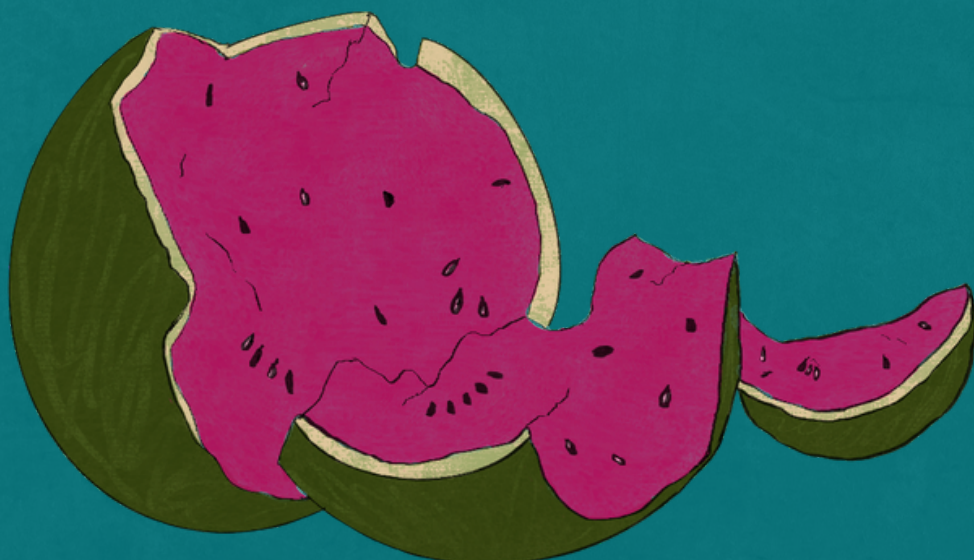
MAKAN

EDUCATION FOR LIBERATION

Director

Appointment brief

August 2026



MAKAN DIRECTOR APPOINTMENT BRIEF

Joint Co-director applications also welcome

INTRODUCTION

This year marks 10 years since Makan was established as an independent organisation providing transformative education to strengthen the movement for Palestinian liberation. It is a pivotal moment for a new Director to lead the organisation, as Palestinians continue to face the ongoing genocide, dispossession, and unprecedented repression. The need for transformative education on Palestine has never been greater.

At Makan, we have seen this reflected in the extraordinary growth of our programmes. Over the last three years, demand for our educational workshops has risen by 300% and in 2025 alone we worked with over 3,500 people across the globe – with artists, trade unions, students, educators, journalists, community organisers, and human rights networks, people whose voices shape public understanding of Palestine. Through our trainings, educational resources, and long term partnerships, we help people deepen their understanding of how settler colonialism, apartheid and displacement shapes the lives of Palestinians, and how these forces connect to broader global struggles for freedom and justice.

We are looking for an experienced Director/Co-directors to drive the organisation forward at this critical moment for our work. You'll provide leadership and direction in delivering Makan's strategic vision and objectives, furthering the charity's programmes and communications; and overseeing its organisational growth and development, in line with its values and ethos.

You will be responsible for the overall impact, performance and collaborative culture of Makan; confident in representing the charity to a variety of stakeholders, including partners, media, major donors and other supporters; and able to provide effective support to the Board to ensure the organisation has the infrastructure, governance and resources in place to secure long term sustainable funding, develop the resilience of the charity, and deliver high-quality, impactful educational programmes.



MAKAN'S APPROACH

Makan's approach is grounded in the belief that education can lay the ground for structural change. Situating Palestine within the context of other human rights, social justice, and global liberation movements, we work towards transformation by adopting educational approaches that capture the history of the Palestinian struggle on the ground.

We aim to support advocates as part of a community that is not only well-informed, interconnected and empowered, but passionately committed to cultivating a future for Palestinians built on freedom, justice, and dignity.

We work to address the key blockers of change by:

Educating – providing transformative education to individuals, groups, and organisations to help shape their advocacy and build confidence in an increasingly hostile environment

Supporting – offering advice and support to advocates, partner organisations, and other allies on how to frame and articulate a narrative on Palestine to their audiences that is accessible and easy to connect with

Connecting – bringing allied social justice and liberation groups together, facilitating connections to overcome fragmentation and help strengthen our collective impact.



ROLE DESCRIPTION

Job title:	Director
Location:	London based with remote working, and some national and international travel
Salary:	£55,000 - £60,500 (F/T)
Contract:	Permanent full time (or job share if Co-Director) (Makan has adopted a four-day working week, with 100% of salary paid for 80% of time)
Reports to:	Board of Trustees
Direct reports:	Makan's Programmes & Outreach Manager; Communications Manager; Finance & Operations Manager, Educators for Liberation Programme Lead, and through them 4 other team members

KEY RESPONSIBILITIES

Strategic vision and leadership

- Provide vision, leadership, and direction to Makan to achieve the organisation's mission and goals
- Develop, oversee, implement and review strategy across the organisation, taking into account relevant external developments
- Support the Board of Trustees in their responsibility to ensure the robust governance of Makan
- Provide advice and information to the Board regarding organisational performance and direction
- Grow Makan's Board of Trustees to ensure a diverse and strong range of expertise and skills that can be leveraged to guide and support the organisation
- Develop and nurture key relationships with strategic partners and allies in and beyond the movement

Fundraising

- Lead the development and implementation of an effective fundraising strategy to accelerate income growth in a sustainable manner across a diverse range of income streams
- Establish processes, competencies and systems to ensure Makan is fully equipped to grow, develop a sustainable income base and improve donor's understanding of the impact of Makan's work
- Develop and strengthen relationships with major donors, high profile supporters, and trusts and foundations, and ensure a high standard of supporter care and donor stewardship
- Oversee the roll-out of digital fundraising campaigns to contribute to overall fundraising income targets
- Identify new opportunities, apply for, secure and report on institutional funding/grants with support from relevant team members
- Develop & direct the implementation of a donor retention strategy across all relevant donor categories
- Work with the Communications Manager and Operations & Finance Manager to optimise Makan's database

Finance & Resources

- Ensure Makan's financial health, sustainability and proper stewardship of its funds
- Work with the Board and Finance Manager to set an annual budget and oversee its management
- Ensure sound financial systems, controls and processes are in place and observed

Programmes

- Work collaboratively with the team to ensure the development and delivery of high-quality educational programmes (workshop series, tailored training, training of trainers, virtual talks) which reflect Makan's strengths and meet the needs of the organisations and individuals we work with
- Develop monitoring & evaluation processes and competencies to ensure Makan can respond effectively to increased demand and broaden our impact
- Work with the Programme & Outreach Manager to develop and implement an annual programme of activities in line with Makan's strategic objectives

Educational Content & Communications

- Direct the development and implementation of Makan's content and communications strategy in a highly sensitive and rapidly changing environment
- Provide support to the Communications Manager to produce Makan's external communications, including, educational resources, website, social media and other media output, fundraising materials and regular mailouts to network
- Work with the Communications Manager to increase the scope and content of Makan's communications across all platforms, enhancing Makan's profile, and ensuring effective communication with workshop participants and Makan's spectrum of supporters
- Ensure effective policies and procedures are in place to manage the risks relating to Makan's communications

Organisational Development & Management

- Provide leadership, direction, and support to team members, ensuring they perform to high standards and have a supportive work environment at Makan
- Model effective, thoughtful and principled leadership behaviour to team members and build a strong organisational culture led by Makan's values
- Oversee the strengthening and growth of Makan's operations, including its processes, policies and procedures
- Identify training and personal development needs of team members to ensure the effective delivery of Makan's operational plans

Governance

- Ensure governance structures and processes are in place and that the charity fulfils its statutory obligations
- Report the charity's outputs and performance to the Board of Trustees, identifying opportunities for improvement and making recommendations on how to address these
- Ensure risk management processes are in place and implemented effectively to identify and monitor strategic and operational risk, with escalation to the Board if necessary
- Board has access to all the necessary information and timely updates to undertake their duties
- Work with the Trustees to recruit and on board new Board members

PERSON SPECIFICATION

Candidates will be assessed against the essential criteria first

VALUES AND COMMITMENT

Essential

- Dedication to Palestinian liberation and commitment to advancing it through transformative education
- Personal commitment to social justice, anti-racism, decolonialisation, diversity and inclusion
- A commitment to cross-movement collaboration and partnership

KNOWLEDGE & UNDERSTANDING

Essential

- Substantial knowledge of the Palestinian struggle within the framework of other social justice and liberation movements
- Strong understanding of the role of education in effecting change
- An up-to-date understanding of contemporary developments for Palestinians in Palestine & in exile
- An informed understanding of the challenges facing a charity working on Palestine in the UK
- Familiarity with how Makan or similar organisations work

Desirable

- Good working knowledge of UK charity law and regulations

EXPERIENCE

Essential

- A leadership role in a charity, NGO, or educational organisation
- A proven track record of creating and implementing programmes and organisational strategy
- Managing a team and maintaining a healthy and positive organisational culture
- Raising funds through a diversity of income streams
- Overseeing organisational finances and the strategic use of funds, with the ability to interpret and act on financial information
- Operating in a hostile environment and emergency situations
- Media experience/track record of raising an organisation's profile

Desirable

- Senior leadership experience of an organisation undergoing growth or transition
- Working well with a staff union and their representatives
- Leadership role working in an educational or charity setting



SKILLS AND ABILITIES

Essential

- Excellent interpersonal skills, decisiveness, and sound judgement
- Credibility in raising funds and ability to lead on Makan's fundraising
- A confident public speaker and experienced facilitator who is able to handle challenging discussions
- A skilled builder of alliances, partnerships and relationships across organisations and movements

Desirable

- An established network of relevant organisations, educators, trade unions, and Palestinian civil society

PRACTICAL REQUIREMENTS

Essential

- Right to work in the UK
- Able to be based in or within easy distance of London
- Willing and able to work frequently outside standard office hours, including some evenings and weekends (additional hours worked will be compensated through Makan's TOIL policy)

PERSONAL ATTRIBUTES

- Integrity/able to act as a role model, in line with Makan's mission and values
- Confident, open, ready to hear and respond to feedback, learn, encourage ideas and recommendations from the team and stakeholders without defensiveness, and make decisions based on the expertise of the team and collective input
- A creative and strategic thinker in terms of organisational development, key leadership decisions, the economic and political environment, and alliances
- Ability to motivate others and sustain morale in difficult times
- Ability to remain calm, considered, and on course under pressure
- A strong focus on delivery and getting things done
- Willingness and ability to seize opportunities for Makan in a rapidly changing/challenging environment

HOW TO APPLY

Please send a CV and covering letter outlining how your experience and skill set meet the person specification to ben@makan.org.uk. Include two references, one of whom must be a current or previous employer. We will not contact them prior to offering the post to a successful candidate.

Closing date:

23.59 on Monday 24 August 2026