



**PALESTINE
SOLIDARITY
CAMPAIGN**

Director

APPOINTMENT BRIEF | JUNE 2026



Introduction

Palestine Solidarity Campaign (PSC) is delighted to be hiring a new Director.

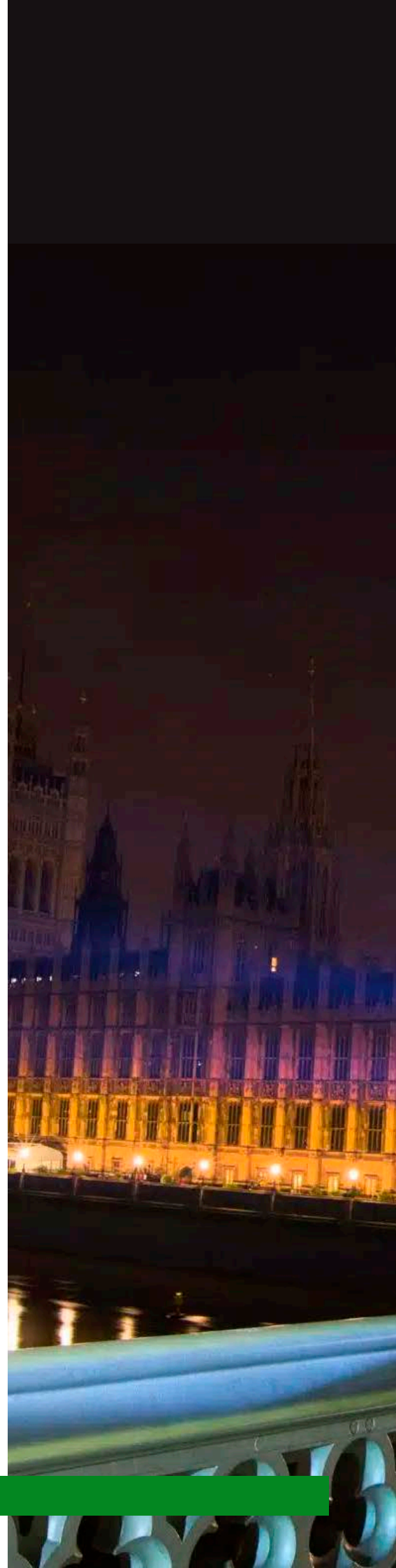
This is a pivotal time for the organisation as we continue to respond to Israel's ongoing genocide in Gaza and escalating attacks and dispossession in the West Bank. In response to these attacks on Palestinians, PSC has been at the forefront of building the largest protest movement in this country since the Suffragettes.

Over the past two years we have grown rapidly in size, profile and resources. A central task of the next Director is to maintain that growth and convert it into a deeper and more durable impact for advancing the cause of Palestinian liberation. This will involve steadying the organisation and deepening its foundations for controlled but ambitious growth in a context where the rights and lives of Palestinians are increasingly threatened and violated, and operating in a UK political environment that remains largely hostile to the Palestinian cause.

We are looking for an experienced Director to provide executive and public leadership of PSC, harnessing the skills and energy of our elected Executive Committee, network of over 100 branches, staff team, members and supporters to ensure effective and impactful campaigns for Palestine. The Director of PSC holds ultimate executive responsibility for the achievement of our objectives in line with our stated values and policies agreed through our democratic structures.

The Director leads the organisation through a senior team of three Deputy Directors and is responsible for the overall impact, performance and culture of PSC. They will be confident in representing PSC to a variety of stakeholders, including but not limited to members and supporters, politicians, national media, and large crowds. They will defend and advance PSC's values, aims and campaigns with conviction, judgement, humanity and authority.

Thank you for your interest. We look forward to learning more about what you can bring to this important role and to the next phase of PSC's development.



PSC's Objectives

To build a mass campaign in support of the rights of the Palestinian people.

To expose and campaign against all actions by the Israeli state and those complicit in suppressing the rights of the Palestinian people.

To foster political, cultural and social links with Palestinian organisations seeking to achieve self-determination for the Palestinian people.

To expose, challenge and end the complicity of UK government public bodies, companies and corporations, and any other international entities complicit in supporting Israel's suppression of the rights of the Palestinian people.

To build the maximum unity in action possible in support of these objectives.



Role description

Job title:	Director, Palestine Solidarity Campaign
Location:	London-based with hybrid working. National and rare international travel.
Salary:	£80,000 – £95,000 per annum
Contract:	Permanent, full time, with regular evenings and weekends
Accountable to:	The Executive Committee (board of directors of the Company Limited by Guarantee, elected at AGM)
Reports to:	Staff Management Committee (SMC), line-managed by the Chair of PSC (elected at AGM)
Direct reports:	Three Deputy Directors, and through them PSC's staff team of around 30

Purpose of the role

The Director provides executive and public leadership of the Palestine Solidarity Campaign (PSC), harnessing the skills and energy of our elected Executive Committee, network of over 100 branches, staff team, members and supporters to ensure effective and impactful campaigns for Palestine. The Director of PSC holds ultimate executive responsibility for the achievement of our objectives in line with our stated values and policies agreed through our democratic structures.

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Working pattern and flexibility

The Director role carries genuine out-of-hours demands. The Director is regularly called on to speak at events and demonstrations, often at weekends; to attend events outside standard working hours; and to respond to the media at short notice. The role also involves travel throughout the UK and very occasionally, internationally.

PSC is committed to being a supportive and inclusive employer. We recognise that these demands can present particular challenges, and we welcome a conversation with candidates about flexible and sustainable working arrangements.

Equal opportunities

We welcome applications from everyone and particularly encourage applications from under-represented groups, especially female, disabled, LGBTQ+ and global majority candidates, to help us achieve a balanced representation in our workforce, especially at senior grades.

If you require adjustments in the process, or to apply in a different format, please get in touch to discuss this.

PSC is an equal opportunities employer. We welcome applications from all suitably qualified people regardless of race, sex, disability, religion or belief, sexual orientation, gender reassignment, marital status, pregnancy or maternity, or age.

Key responsibilities

Strategy, planning and execution

- Work with the elected Executive Committee to ensure PSC's strategy to achieve its objectives is fit for purpose and in line with its values, and refine or revise as necessary.
- Lead the Deputy Directors to translate the strategy into clear executable plans and priorities, reflected primarily in the Annual Plan. Ensure developments within Palestine and in the UK are reflected, as well as the capabilities and resources available to PSC.
- Lead the execution of the strategy and annual plan as approved and amended by the AGM alongside the Deputy Directors.
- Remain close to political and other relevant developments to steer the plan accordingly.
- Ensure the organisation is structured and resourced to deliver to the plan. Lead the managed growth of PSC in terms of the staff team, the organisation, finances and resources to maximise impact in line with our stated objectives.
- Communicate progress as appropriate to the staff, to the Executive Committee, to branches and to members.

Public leadership and campaigning

- Act as a passionate public spokesperson for PSC and for the Palestinian cause in the media, in public forums, at demonstrations and in events. Build support and membership through being a compelling advocate.
- Support the DD responsible for campaigning to ensure PSC's campaigns are well planned, expertly delivered and effective, making the best use of the strengths of the staff team.

- Build and maintain relationships with politicians, journalists, partner organisations, trade unions, the Palestinian community and civil society in the UK and Palestine, especially the Palestinian BDS National Committee, and allies across the political spectrum. Build alliances and coalitions that extend PSC's reach and influence, while protecting its independence and distinctive role.
- Make the most of media and other opportunities to maintain and grow PSC's reputation as authoritative and as the leading Palestine solidarity organisation in the UK and Europe. Respond calmly and authoritatively to media scrutiny and political pressure, especially in areas where our cause faces consistent attack.

Organisational growth and leadership

- Lead the sustainable growth of PSC in terms of organisational structure, capacity and team; resources and financial structure; systems and processes; and culture.
- Lead the growth and development of a staff team to achieve PSC's objectives in line with its values and in a way that allows for the professional growth of all staff members. Support staff to enable them to focus on their priority work areas.
- Build and sustain a positive working culture in which everyone is valued, supported and equipped to do their best work.
- Champion equality, diversity and inclusion across PSC's people, culture and ways of working.
- Lead, engage and align a federated branch organisation of approximately 100 branches.

Finance and resources

- Hold overall responsibility for PSC's financial health, sustainability and the proper stewardship of its funds.
- Work with the Executive Committee and the staff team to set an annual budget, and oversee its management.
- Ensure sound financial systems, controls and processes are in place and observed.
- Support the Deputy Director responsible for fundraising, and be a credible ambassador for PSC in support of our fundraising plans.

Governance

- Support the Executive Committee to fulfil its governance role, providing timely and accurate information, reports and professional advice.
- Work closely with the Chair and relevant committees to ensure effective decision-making and that decisions of the Executive Committee are implemented.
- In consultation with the Chair, ensure the preparation of relevant and timely papers for Executive Committee meetings.
- Ensure the organisation operates within its policies and meets its legal and regulatory obligations as an employer and as a company limited by guarantee.
- Hold ultimate responsibility for PSC's compliance with its legal data protection obligations.



Person specification

Candidates will be assessed against the essential criteria first.

Values and commitment

Essential

- Dedication to the Palestinian cause and a strong commitment to advancing it.
- Strong alignment with PSC's values, aims and objectives, including an understanding of effecting change through mass movement campaigning and taking direction and leadership from the representative organisations of oppressed peoples.
- Personal commitment to equality, diversity and inclusion, reflected in how you lead, and through a commitment to support and promote diversity at PSC.
- A commitment to cross-party and cross-movement working.

Knowledge and understanding

Essential

- Substantial knowledge of the UK political environment and current affairs.
- An informed understanding of security and risk for an organisation campaigning on Palestine in the UK.
- Knowledge of the history of the Palestinian cause.
- An up-to-date understanding of contemporary developments in Palestine.

Desirable

- Good knowledge of adjacent issues, including civil liberties, social justice, anti-racism and anti-colonialism.
- Familiarity with how PSC or similar organisations work.

Experience

Essential

- Significant experience of leadership in a campaigning or activist organisation, NGO or charity, including the use of modern campaigning methods.
- A proven track record of creating and implementing political and organisational strategy.
- Leading and developing a strong senior management team and maintaining and deepening a healthy and positive organisational culture.
- Experience of overseeing organisational finances and the strategic use of funds, with the ability to interpret and act on financial information.
- Experience of handling hostile press, public scrutiny and crisis situations.

Desirable

- Senior leadership experience of an organisation undergoing significant growth or transition.
- Experience of leading a democratic or member-led organisation.
- Experience of working well with a staff union and their representatives.



Skills and abilities

Essential

- Strong political awareness and sound political judgement.
- A skilled builder of alliances, coalitions and relationships across organisations, movements and the political spectrum.
- A confident, credible and authoritative public speaker and media spokesperson.
- Excellent interpersonal skills

Desirable

- Knowledge and credibility in fundraising, and a willingness to act as an ambassador for PSC's fundraising.
- An established UK network across relevant organisations, trade unions, political parties and Palestinian community organisations.

Practical requirements

Essential

- Right to work in the UK.
- Able to be based in, or within commuting distance of, London.
- Willing and able to work regularly outside standard office hours, including some evenings and weekends (note that additional hours worked will be compensated through our TOIL policy)

Important personal attributes

- Integrity; you will consistently lead and role model in line with PSC's values and code of conduct.
- A strategic thinker in terms of organisational development, key leadership decisions, political environment and alliances.
- Considered judgement; able to step back and make calm assessments.
- A seer of light: able to motivate others and sustain hope and morale, particularly in difficult times.
- Personal credibility and authority.
- Resilient and composed under pressure; able to absorb hostility and scrutiny without being knocked off course, and to remain calm and considered in a crisis.
- Humble, confident, curious and open; able to hear feedback and suggestions from team and stakeholders without defensiveness, and make decisions based on diverse input.
- A strong focus on delivery and gets things done.



PALESTINE SOLIDARITY CAMPAIGN

How to Apply

To apply, please visit our website and download the application pack:

<https://palestinecampaign.org/about/opportunities/>

Closing date:

23:59 on Wednesday 8th July



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