



Fair Trade Wales is looking for a Chair who can use their skills to guide our strategic direction, lead our Board, support employees and champion Fair Trade in Wales.

Our mission is to drive a thriving and inclusive Fair Trade movement in Wales by developing communities, shaping policy, and creating global connections that support ethical and sustainable trade. We have an ambitious new strategy for 2025-2028 including our plans to grow - beginning with our current transition from a not-for-profit organisation to a registered charity.

If you care about justice and global equality, and want to support the growth of the Fair Trade movement, this role lets you shape Fair Trade Wales' direction and strengthen connections across Wales and beyond. Join us for our next chapter.

Fair Trade Wales is a company, limited by guarantee with not for profit status, and currently applying for charitable status. We work as part of the [Hub Cymru Africa \(HCA\) partnership](#). Hub Cymru Africa is currently funded by the Welsh Government's [Wales and Africa](#) programme.

How to apply

Email your CV and a covering letter, explaining why you want to become Chair of the Board of Fair Trade Wales to aileen@fairtradewales.org.uk.

Closing Date: 24 February 2026

Interviews: 4/5 March 2026

Details

- Time commitment: approx ½ day a month
- Approximately four Board meetings per year
- Regular 1-2-1s with Head of Fair Trade Wales
- Reward: Voluntary role with reasonable expenses and training covered
- Term: 3 years (with a possibility of further terms)
- Location: Online with one in person away day per year

Role Description

The role of the Chair leads the Board, ensuring its effectiveness in setting the organisation's culture and direction, and maintaining high standards of governance. The Chair also manages the Head of the staff team to deliver the strategy, workplans and objectives. The Chair of the Board shares the same legal responsibilities as other members of the Board.

Responsibilities

- Lead the Board in setting and promoting the strategic direction of Fair Trade Wales, ensuring good governance and holding staff to account.
- Chair Board meetings (approx 4 per year), ensuring the Board functions effectively, meetings are led inclusively, and the Board carries out its duties.
- Line manage the Head of Fair Trade Wales including setting objectives, and regular one to one meetings to support and monitor progress.
- Ensures that the Board reviews its structure, effectiveness, delegations and key policies, and implements agreed changes as necessary.
- Represent Fair Trade Wales to decision-makers, partner organisations and the public, acting as an ambassador.

Key relationships

- Other Fair Trade Wales Board members
- Head of Fair Trade Wales and other staff members
- Hub Cymru Africa partnership Chair and Head
- Current and potential funders and partners

Person Specification

Essential

- Commitment to Fair Trade principles and global responsibility
- Understanding of the voluntary sector and current issues affecting it
- Ability to foster and promote a collaborative environment
- Ability to motivate staff and Board members
- Experience of chairing or facilitating
- Ability to listen, engage effectively and build relationships
- Understanding the differences between strategic and operational leadership

Desirable

- Ability to speak Welsh
- Experience of working with or as part of a Board or other type of strategic leadership
- Understanding of the resource constraints of a small organisation
- Awareness of charity/not-for-profit governance
- A broad understanding of charity finance and funding
- Experience of working with Government, the Senedd and civil society in Wales