

## NED Board Members Sought

The Organic Herb Trading Company has been a leader in ethical herbal and medicinal plant trading for over 40 years, known for its commitment to fair trading for farmers, high level certification and willingness to go the extra mile. Having put together his wishes for the way forward, Mike Brook is now stepping back and a new phase in the company's development is beginning with the establishment of a Board of Directors and Specialist Advisory Panel.

We are seeking a minimum of three new Board Members to help us develop and deliver our strategic objectives, maintain high-quality governance, support the senior management team and bring fresh commercial insight to our business. We are looking for positive and proactive Board members who bring strategic perspective, values-led experience, a global outlook, strong communication skills and the confidence to challenge constructively.

We are seeking experienced professionals with the following broad skillsets:

1. A commercial background in building international wholesaling and developing supply chains, with experience of logistics and analysing risk. Experience in negotiating contracts and navigating certification schemes (organic etc) would be useful. Understanding of the food or agricultural product sector would help.
2. Expertise in the organisational development and strategic HR. Someone who can support us as we shape our reputation as a great place to work. This person will have led transformation, people strategy and culture change in a complex setting. Training expertise would also be useful.
3. Business to business marketing, brand and new product development. This person will be familiar with the process of market position and competitor evaluation and be able to weigh the benefits of possible business development directions from a market perspective.
4. Finance and/or banking background with experience in funding business growth, and balancing working capital demands with investment in fixed assets.

For all roles, experience with SMEs and /or founder-led or family business and with a values-based culture would also be a help. A collaborative style and a pragmatic mindset will make a good fit for us.

These three roles are not rigid and it may be that people may have skillsets from each of these areas. If you feel the Organic Herb Trading Company looks like a good fit for you and your experience, please get in touch.

The estimated time commitment is 2 days a month. Hybrid working will be possible once you have become more familiar with the company and its people. The company is based in Milverton, Somerset.

We are committed to increasing diversity of thought and experience at Board level. If you have the skills and insight to help shape Organic Herb Trading's next chapter, we'd love to hear from you. If you require any adjustments during the recruitment process, do get in touch to discuss how we can best support you.

Should you then require a confidential discussion, please contact [jack@organicherbtrading.com](mailto:jack@organicherbtrading.com)

We ask you to write a one-page letter saying how you might fill the above criteria, along with a short CV focusing on director-level experience. Please send it to [jobs@organicherbtrading.com](mailto:jobs@organicherbtrading.com).

To view the latest document, please visit our website at [www.organicherbtrading.com/jobs](http://www.organicherbtrading.com/jobs)

The closing date for applications is 9am on Tuesday 26<sup>th</sup> May 2026. We look forward to hearing from you.