Zeal

WE'RE HIRING · CAIRO

Founder's Associate (Cairo)

Grow Zeal across the Middle East: get payment partners live and take our branded apps to market.



LOCATION	WORKING
Cairo, Egypt	**Flexible**
BENEFITS	**START**
Equity & healthcare	**ASAP**

WHY THIS ROLE EXISTS

Zeal is the value-added-services layer for payment terminals.

We are hardware and acquirer agnostic: a payment provider integrates Zeal once, and its merchants can switch on services that help them win repeat customers and understand their trade, on the card machines they already use. We also build branded mobile apps, so a restaurant group or coffee chain can launch its own app, powered by Zeal.

The Middle East is one of our biggest opportunities. We work with acquirers and payment providers across Egypt and the Gulf, and merchants in Egypt are asking for their own branded apps. **This role exists to turn that demand into partners live and apps launched.**

4M
payment terminals in our pipeline

30,000+
merchants activated

$14M
raised to date

THE ROLE

Partners live, apps launched, revenue growing.

You'll work directly with our Co-founder and CEO on two things: getting payment partners across the Middle East signed, live and growing, and taking our white-label apps to market. We're a small team that works closely together, so you'll move between partner calls, merchant demos and founder priorities in the same week. **Your work will show up in revenue within weeks, not years.**

WHAT YOU'LL OWN

1

Middle East partners

First call to live

- Work with the founders on deals across Egypt and the Gulf.
- Project-manage each deal from first call to pilot.
- Line up product, tech and CS so pilots land on time.
- Build business cases, proposals, decks and partner FAQs.

2

White-label apps

Pitch to launch

- Own the white-label pipeline in Egypt, from demo to close.
- Build referral channels with payment partners.
- Package the pitch, case studies and proposals.
- Hand signed merchants to delivery and track adoption.

3

Founder's office

Every day

- Keep HubSpot, our system of record, accurate and trusted.
- Report weekly on pipeline, apps live and revenue.
- Pick up founder priorities in Egypt as they come.

YOUR FIRST 90 DAYS

DAYS 1 TO 30

Learn and take over

- Learn the product, our white-label offer and the partner pipeline.
- Audit white-label deals in HubSpot and set next steps.

DAYS 31 TO 60

Run it

- Run white-label demos and proposals on your own.
- Own follow-ups and plans for your Middle East partners.

DAYS 61 TO 90

Own it

- First white-label deals signed, direct and through a partner.
- A white-label playbook and a weekly founder report.

WHAT SUCCESS LOOKS LIKE

Success is measured in two numbers.

NUMBER ONE

Net new active MIDs

Merchants actively using Zeal through your partners and apps.

NUMBER TWO

Recurring revenue

Monthly revenue from partners, merchants and white-label apps.

Along the way: white-label apps signed and live, partners moving from first call to live on the dates agreed, and a HubSpot pipeline the founders trust.

WHO YOU ARE

You see clarity in chaos and act without being told.

Must-haves

- 3 to 5 years in a commercial or operating role: partnerships, sales, consulting, banking or a startup.
- Fluent Arabic and English, and confident with senior stakeholders in both.
- AI native: you use AI tools every day to research, write, analyse and automate.
- Commercial and numerate: you can build a business case and defend the numbers.
- Organised: every thread has a next step, an owner and a date.
- High ownership: you set your own structure and follow through.
- Comfortable working across time zones with our London team.

Nice-to-haves

- Experience with acquirers, PSPs, terminals or fintech in Egypt or the Gulf.
- Selling software or apps to restaurants, cafés or retailers.
- A network across Egyptian or Gulf payments, F&B or retail.
- HubSpot know-how: sequences, workflows and dashboards.

What you get

Equity · Healthcare · Specialty coffee · Yoga classes · Free gym

Work directly with our Co-founder and CEO in a small team that moves fast, with our Cairo office as your base.