



Trustee Recruitment Pack

Help shape the future of one of the UK's leading migrant-led theatre companies

About LegalAliens Theatre

Founded in 2012, LegalAliens Theatre is an award-winning migrant-led theatre company creating bold, visually distinctive and socially engaged performances.

We were one of the first theatre companies in the UK to explicitly address the underrepresentation of migrant and refugee artists within the professional theatre sector, championing artists from diverse linguistic and cultural backgrounds while maintaining the highest artistic standards. In recognition of this work, we became a Theatre of Sanctuary. Over the past thirteen years we have employed and supported more than fifty migrant artists, produced eight professional productions and numerous community performances, and built an international network of collaborators across Europe and beyond.

Our work combines physical theatre, multilingual performance, movement, live music and visual storytelling to create productions that are accessible across languages while remaining artistically rigorous. We believe audiences deserve theatre that reflects a wider range of theatrical traditions, cultural perspectives and lived experiences.

Our productions include original devised work, adaptations and international collaborations, developed through a distinctive ensemble methodology that has been documented in academic publications and doctoral research. Alongside our artistic programme, we work extensively with schools, universities and community organisations, using theatre to foster dialogue, participation and social inclusion. We are also at times a medically prescribed service for wellness and mental health.

The Tottenham Project

Our flagship programme, The Tottenham Project, demonstrates how artistic excellence and community engagement can work hand in hand.

What began as a weekly theatre workshop for migrants and refugees has evolved into a permanent theatre laboratory welcoming around thirty participants each week. The project provides free high-quality theatre training alongside pastoral support, opportunities to build confidence, develop English language skills, improve wellbeing and progress into further education or professional creative careers.

In 2025 we launched an Advanced Programme for participants wishing to pursue careers in theatre, offering professional training, mentoring, paid placements and masterclasses with leading practitioners.

Following the success of our model in Tottenham, we have also begun expanding our work to Bedford, Luton and Hastings. Today, LegalAliens Theatre combines local community engagement with international artistic collaboration, creating theatre that is both socially meaningful and artistically ambitious.

In 2024 LegalAliens Theatre became a Registered Charity, starting with a very small board. We are now seeking new Trustees to help guide the next stage of our development, individuals who can strengthen our governance, broaden our networks and support the long-term sustainability of an ambitious company with both local roots and an international outlook.

1. The Role

Trustees have a strategic governance role not an operational one. They are not involved in the day-to-day running of the organisation (led by Artistic Director Lara Parmiani); instead, they provide oversight, constructive challenge and support to the AD and the artists leading the company, helping to ensure that LegalAliens remains artistically ambitious, financially resilient and true to its charitable mission.

The expected commitment is up to 20/25 hours **per year**. The role is voluntary so no fee is on offer, although if you incur on any costs while promoting the company, you can ask for a refund.

Although being London-based is not essential, connections with Tottenham, Haringey or the wider London cultural sector would be an advantage.

Joining the Board of LegalAliens offers the opportunity to help shape an organisation entering an exciting new phase of development. As a Trustee you will contribute to the strategic direction of a respected charity, support pioneering artistic work, and help ensure that people from migrant and refugee backgrounds continue to have access to high-quality creative opportunities.

2. What does the role involve?

- Attend four Board meetings each year (currently held online).
- Read board papers in advance and contribute to strategic discussions.
- Help oversee the charity's governance, finances and long-term sustainability.
- Approve annual accounts, budgets and key strategic decisions.
- Register as both a Company Director and Charity Trustee (identity verification is straightforward and guidance will be provided).
- Act as an ambassador for LegalAliens, promoting the organisation where appropriate.
- Offer advice and expertise within your own professional field.
- Use your networks, where appropriate, to support fundraising, partnerships and the long-term development of the organisation.

3. Who are we looking for?

We welcome applications from people of all backgrounds and are committed to building a Board that reflects the diversity of the communities we work with. In particular, we are keen to hear from people who bring **one or more of the following**:

- Lived experience of migration, displacement or navigating multiple cultures.
- Charity governance or organisational leadership.
- Fundraising, philanthropy or corporate partnerships.
- Professional experience in theatre, the arts or the wider cultural sector.
- Strong links with Tottenham, Haringey or the communities we serve.
- Finance, law, marketing, communications or HR.
- Education, research or higher education.
- Community development, public policy or local government.
- Access to professional networks that could help strengthen the organisation's future.

Previous trustee experience is not essential. We are looking for people who are thoughtful, curious, collaborative and committed to helping the organisation thrive.

4. What we need from you

A current CV or LinkedIn profile.

A short covering letter (no more than one page) explaining:

- why you're interested in joining the LegalAliens Theatre Board;
- what skills, experience or perspectives you would bring;
- any particular areas of the organisation you'd be interested in supporting (for example fundraising, governance, community engagement, finance, theatre or cultural policy).

Please send your application via email to info@legalaliens.org.

We welcome applications from first-time Trustees as well as those with previous board experience. If you haven't been a Trustee before, we're happy to provide an induction and ongoing support.

Successful applicants will need to be eligible to act as a charity trustee and company director and complete the required identity verification process with the Charity Commission and Companies House before appointment.