



# Join the Board of East and Southeast Asian Scotland (ESAS)

## About ESAS

East and Southeast Asian Scotland (ESAS) is a community-led organisation working for justice, rights, and empowerment of East and Southeast Asian (ESEA) communities across Scotland. We centre the voices of ESEA people while building solidarity and a shared sense of belonging across communities.

Founded in 2020 and formally incorporated as a Community Interest Company (CIC), ESAS has grown into a recognised and trusted voice for ESEA communities in Scotland and across the UK.

In just five years, some of our achievements include:

- Leading **community research** such as [\*Migrant Life in Scotland\*](#), a foundational survey of ESEA migrants' access to food, housing, healthcare, and services during the pandemic.
- Delivering **emergency responses** including food, clothing, and IT support during COVID-19.
- Supporting **wellbeing and inclusion** through peer support groups, befriending, English lessons, and ESEA women's support sessions.
- Advancing **digital and data justice** through projects like *Connecting Scotland* and the *What Data Means to You* film project.
- Partnering with **statutory bodies** (COSLA, Scottish Government) to support Hong Kong BN(O) migrants and improve service access.
- Providing **hate incident reporting and casework support** through the national [\*On Your Side\*](#) service.
- Advocating for labour rights across the UK through the East and Southeast Asian Migrant Alliance UK ([EMAUK](#)) project funded by Joseph Rowntree Charitable Trust.

## What we are looking for:

We are seeking new Board members who share ESAS's commitment to justice, rights, and empowerment for East and Southeast Asian (ESEA) communities. As a Board Director, you will play a vital role in guiding our strategy, strengthening our governance, and helping to ensure our work has a lasting impact.



We welcome people with personal commitment and relevant skills or experience. Previous Board experience is not essential as the willingness to learn and grow with us is equally important.

This is a voluntary role (reasonable expenses reimbursed). In exceptional cases, where Board members take on additional executive responsibilities, time may be remunerated

## Personal Qualities & Commitment

- **Commitment to Mission & Values** and to long-term systemic change for ESEA communities in the UK.
- **Professionalism & Representation** – As a Board Director, you are expected to represent ESAS responsibly in public communications and in decision-making, prioritising community needs while safeguarding the organisation's reputation and long-term sustainability.
- **Anti-Racism & Inclusivity** Support our work to remain rooted in anti-racism, inclusivity, and sustainability, ensuring the safety and wellbeing of the communities we serve.
- **Voluntary time commitment**
  - Approx. 29 hours per year, covering meetings, preparation, and occasional document reviews. This includes one annual in-person Board meeting in Scotland (end of year).
  - In addition, every 5 years, a Governance Development Weekend (the first will be in Nov/Dec 2025 as part of our 5-year capacity-building cycle).

## Experience & Skills

While personal commitment is essential, we also seek Directors with experience or knowledge in areas that strengthen ESAS's governance and impact.

## Priority Areas

- **Governance** - Board governance, organisational development, or leadership in charities, CICs, or social enterprises
- **Funding & NGO Landscape** - Understanding of the UK and international funding climate for charities and NGOs.
- **HR & Compliance** - HR processes, employment practices, or regulatory compliance.
- **Policy & Systems Experience** - Practical experience working within UK policy, social, or political systems that directly shape the rights, conditions, and wellbeing of ESEA communities.



- **Finance** - If you are specifically interested in applying for the Treasurer role on the Board, please refer to: [ESAS Board Treasurer](#) for more information.

## Strongly Desired

- **Cross-Sector Engagement** - Working with local councils, NHS, unions, or other statutory/public bodies.
- **Civil Society Leadership** - Experience with charities, NGOs, grassroots groups, or movements, locally or internationally.
- **Human Rights & Advocacy** - Applying rights frameworks to support migrants, racialised minorities, or those affected by poverty and inequality.
- **Research & Monitoring & Evaluation (M&E)** - Professional or academic experience in evidence-based work that demonstrates and explains the impact of social systems on communities.

## Why join the Board?

As a Board Director, you'll play a key role in ESAS's growth and development. By joining us you will gain:

- A meaningful role in advancing long-term systemic change for ESEA communities in Scotland and the UK.
- The opportunity to work alongside other community leaders and civil society experts through our collaborations and partnership projects.
- A chance to shape the governance of a growing and trusted community-led organisation at a critical moment of transformation.
- Experience in strategic governance, policy advocacy, and organisational development.
- The opportunity to help shape organisational policies and procedures that inform wider frameworks and best practices in the rights and justice sector.
- Connections with grassroots communities, statutory partners, and international networks.

## Location

Board Directors must be based in the UK to ensure they can actively participate in real-time decision-making and stay engaged with ESAS's work. While most meetings are held online, Directors should also be willing to attend at least one in-person meeting in Scotland each year.

## Apply to Join Us

If you're interested in joining our Board, the first step is to send us a short expression of interest either as a **cover letter** or a **video/audio submission**.

Selected applicants will then be invited to an initial, low-pressure and informal conversation with our Executive Director. This is an opportunity for you to ask



questions, get to know more about the organisation, how we operate, and our current priorities. If this suggests a potential mutual fit, you will be invited to a follow-up discussion with the wider Board to explore the role in more depth.

If we mutually agree that the organisation and position are a strong match, you will be formally invited to join the Board and take part in our induction and governance development programme, scheduled for January - March 2026.

Full details of what to include in your application are set out in the documents below. If you are unable to download the documents for any reason, please email us at **[team@esascotland.org](mailto:team@esascotland.org)**

and we'll be happy to provide them directly.

- **Download:** [Cover Letter Guidance](#)  
Or
- **Download:** [Audio and Video Submission Instructions](#)

We especially welcome applications from people with lived experience in East and Southeast Asian communities. We strongly encourage those at the intersections of gender and LGBTQIA+ identity, and people with direct experience of the UK immigration system, to apply. Your insight is vital to shaping ESAS's work.

## **Enquiries**

If you are interested but would like more information about the role, or if you are unsure about any part of the application process, please contact the ESAS Team at [team@esascotland.org](mailto:team@esascotland.org)

**Application Deadline: 22<sup>th</sup> December 2025**