

BOARD (CHAIR) RECRUITMENT PACK 2026

LUNG HA

THEATRE COMPANY



Lung Ha Theatre Company

Lung Ha Theatre Company (LHTC) works across the professional, cultural and disability arts ecosystem supporting learning-disabled adults to make fabulous theatre and experience a rich creative, personal and social practice.

We facilitate long-term impact for learning-disabled adults through ongoing programmes of engagement. The areas we continue to address through our work include platforming marginalised voices and narratives through professional presentation of theatre productions; development of creative skills through mentoring, creative development, national outreach initiatives and regular workshops which provide creative and social and professional pathways for the company ensemble.

Since 1984, the company has worked with over 400 actors, created over 50 original productions, and worked with many leading artists and organisations from across Scotland's creative industries. The company has delivered work and collaborated with many companies including those based in Europe and Australia.

In recognition of its ongoing work and success, the company has been in receipt of key investment from Creative Scotland, the City of Edinburgh Council as well as a wide range of Trusts and Foundations. However, it is also imperative that we build additional sources of funding in support of our strategic aims and in order to continue to be a leading and trailblazing theatre company.

The company has a loyal audience base, and aims to tackle the perception of what learning disabled and autistic actors can achieve through the creation of work of the highest quality. Raising expectations and creating opportunities is at the very centre of the company's philosophy, ambition and heart.



"Being part of Lung Ha has been an incredible experience for me. Having come from Drama School and gone into Lung Ha has allowed me to apply the skills I have learned in a practical way and it has also allowed me to grow as a performer." Lung Ha Actor

Role Description

This role description will provide you with information about the company and clarify what is expected from the Chair of the board of trustees of the organisation.

We are an inclusive organisation and we seek applications from those with a wide range of backgrounds and experiences. We are also interested in hearing from those who have historically been marginalised from board representation.

This is a voluntary position; however, reasonable expenses can be agreed in advance. Reasonable expenses might include travel, childcare costs or access costs. If you are unsure about what constitutes a reasonable expense, please ask.

Please note that there will also be a requirement to complete a Disclosure Scotland PVG (Protecting Vulnerable Groups) scheme membership. There is further information on page 12 of this pack.

Additional regulations also require submission of personal information and ID verification to Companies House and OSCR (scottish charities register).



Chair of Board of Trustees

Role Description

The Chair of the Board of Trustees provides strategic leadership to the organisation, ensuring effective governance and supporting the delivery of its artistic vision and charitable purpose. Working closely with the Board and senior staff, the Chair helps shape the organisation's direction, safeguards its values, and promotes its role within the community and the wider arts sector in Scotland.

Key responsibilities:

- Lead the Board of Trustees in fulfilling its legal duties and ensuring good governance in line with OSCR requirements.
- Set the agenda for Board meetings, facilitate inclusive and effective decision-making, and ensure clear follow-up of actions.
- Support and appraise the senior leadership (Artistic Director/Executive Director), maintaining a constructive and collaborative relationship.
- Act as an ambassador and advocate for Lung Ha Theatre Company.
- Ensure the organisation operates sustainably, with appropriate oversight of finances, risk, and strategy.
- Promote a positive Board culture, supporting trustee recruitment, development, and diversity.



Time commitment

- General Board meetings 4 times per year in Edinburgh (or online). A schedule of meetings will be provided in advance. Regular meetings are approximately 2 hours in length. Board papers are sent out 1 week in advance and we ask that you are familiar with these papers in advance of the meeting.
- Preparation for board meetings with Executive Director and Artistic Director shall be in line with planning timeline, approx 2-3 hours per month
- Attendance at the AGM in October of each year. The AGM includes our company of actors.
- An Away Day meeting in Quarter 1 of each year with staff and board, which provides the opportunity for the team to review activities against the Business Plan and confirm activities for the next planning cycle.
- An additional 3-4 meetings per year as part of one of our subcommittees (presently Finance, Fundraising and Staffing & Governance) These meetings will largely be held virtually.
- Some email conversations between meetings if an important area needs actioned (recruitment, funding news, etc) and an occasional phone call where specific advice is required.
- Attendance at performances, rehearsals and events for stakeholders is also to be considered within your time commitment.

Application

To apply or to find out more, please email info@lungha.com with a CV and a cover letter detailing what interests you about the role, as well as any questions you may have. The deadline to apply is 12pm (noon) on 5th October 2026

Please note that we are open to this role being shared as a joint chair either with another candidate or an existing Trustee.

Please also let us know your preferred method of communication and any access requirements.

Vision and Mission

Lung Ha Theatre Company champions the talent and ambition of artists with a learning disability and autism to make fabulous theatre.

Lung Ha Theatre Company is a people led and people focused organisation. It is an organisation that values all those with whom it interacts.

Artistic Excellence

our work will have impact and be of high quality

Collaboration

we actively seek opportunities to work with new people and organisations, to learn to work in new ways and share our skills, knowledge and experience

Integrity

we will act with integrity in all aspects of our work. We will demonstrate high levels of honesty, reliability, equality, transparency and professionalism.

Respect

we will treat everyone that we encounter with respect and courtesy.

Bold

we will be a brave and courageous company that pushes boundaries and gives a voice to people who may otherwise feel marginalised from wider society.

Our Impact

Actors:

"Lung Ha is a place where I can perform and practice acting skills and develop new ones. It's also where I can make friends and have a social outlet. It also allows me to experience professional theatre and perform incredible pieces of work."

"Lung Ha means so much to me that it has helped me even more to know that it's okay to be yourself around other people who are just like me."

"...it's a big deal for me, it's important because I'm training as an actor."

Volunteers:

"From being in the rehearsal room with the actors, directors, musicians and writers to helping with costume changes backstage, last year with Lung Ha was exciting and fulfilling. An amazing opportunity to work with inspiring people. Being a listening ear and supporting the actors and watching them grow in confidence is joyful."

Funder:

"Lung Ha Theatre Company provide high quality opportunities for learning-disabled people all across Scotland. We are proud to support the work they do developing their outreach activities, building an exciting programme which will last for years to come".

Audience:

"Wow. Inspirational. A must-see show. They [the cast] made everybody proud. Lung Ha is just amazing."

Critic:

"I look forward to Lung Ha's annual productions with all the anticipation of a rare treat. The company always challenges their audiences, not with the nature of the performers but with their performance. By posing difficult questions, often (but not always) concerning the place of disability in our society, they are uniquely placed to ask us to examine our personal and societal prejudices."

Creative Partners:

"Collaborating on An Unexpected Hiccup with LHTC was an exceptional experience and both exceeded and transformed any preconceptions we may have had. The high standards and professionalism that the team was able to meet is a real credit to the company that Maria Oller and the whole Lung Ha team have developed over years of work."

Charitable Purpose

LHTC's charitable purpose is:

'To create, nurture, develop and deliver performing arts and other creative opportunities, by and with, individuals with learning disabilities and autism.'

Achieving our charitable purpose will:

- Raise the profile, quality and professionalism of performances by actors with a learning disability and autism
- Have a positive impact on Lung Ha Theatre Company, our actors, our audiences, other theatre professionals and the wider public
- Create opportunities from the heart that are people led; fully accessible; supported; supportive; safe; open; challenging; meaningful; impactful and exciting for both actors and audiences alike.
- Generate inspiring work with integrated performance casts, creative teams and creative organisations

Our 5 Year Plan will generate opportunities for Lung Ha Theatre Company to engage with theatre professionals within the sector that will further the integration of actors with learning disabilities and autism into the wider world of theatre-making and theatre going.



Staff Structure

Artistic Director - Maria Oller

The Artistic Director is responsible for creating Lung Ha Theatre Company's high quality artistic programme. This role ensures the company engages with the best Freelance Artists and that LHTC participates in both national and international partnerships.



Executive Director – Ruth McEwan

The Executive Director is responsible for ensuring that Lung Ha Theatre Company is an effective, well-run and sustainable organisation with appropriate staffing, financial structures and networks in place that provide a strong foundation for the company to thrive and produce great art.



Administrator – Conor O'Loughlin

The Administrator provides administrative support to the Artistic and Executive Directors. This role is the main point of contact for the acting ensemble, their family members and support workers, and maintains effective communication with the volunteer support team, freelance artists, staff and board.



Development Officer – Arron Greechan

The Development Officer is responsible for raising investment from public and private sources to enable the company to deliver on its creative and financial targets. In addition, the role has responsibility for developing pathways to new sources of income and investment.



Support Team Co-ordinator – Becky Leach

The Support Team Co-ordinator oversees the support needs of Lung Ha Theatre Company actor ensemble. This role ensures that health, wellbeing and safeguarding sit at the heart of the company's ethos, and practice.



Access and Creative Principles Toolkit Co-ordinator – Eliza Gearty

This new role coordinates and delivers the Lung Ha Access and Creative Principles Toolkit as per the Lung Ha Theatre Company business and artistic activity plan.



Lead Support Workers – Various from Support Team pool

LHTC requires to have a Lead Support Worker at all of its activities - this is to ensure that LHTC actors are supported and have a safe environment in which to work at all times. Lead Support Workers are remunerated on an hourly basis.

Volunteers

Volunteer support team attend all rehearsals, and many other LHTC activities, and provide a vital role in supporting the ensemble and the Artistic Director. Volunteer staff are critical to LHTC. LHTC commits to an ongoing training and skills development programme for Volunteers.

Freelance Creatives

Short-term roles for freelance creatives will support the delivery of some projects.



Board of Trustees

Sabriena Clayton - Chair (outgoing but remaining as trustee)

Sabriena joined Lung Ha Theatre Company as a Board member in April 2021 and became the Chair in April 2024. Sabriena brings experience in Human Resources from various HR roles in Finance and Professional Services.



Kate Skinner – Vice Chair

Kate joined the Board in 2019 and served as Chair from 2022-2024. Kate's background is in Education and Social Work and she brings with her a huge amount of expertise to the Board.



Ali Forbes

Ali joined the Board in May 2025. Ali is a senior marketing and audience specialist with over 15 years' experience working with world-leading cultural organisations and charities.



Charlie West

Charlie joined the Board in October 2024. Charlie is an actor and musician based in Edinburgh. He has toured across Scotland, England and the US. He has also appeared on several albums as a session musician and regularly performs gigs across Scotland.



David Greig

David joined the Board in October 2025. David is a playwright, screenwriter and theatre director whose original plays and adaptations have been performed widely in Scotland and around the world.



Jude Henderson

Jude joined the Lung Ha Board in October 2024. Jude is the Chief Operating Officer at the Edinburgh Futures Institute in the University of Edinburgh. She was previously Chief Executive of the Federation of Scottish Theatre, and before that Director of the Scottish Graduate School for Arts & Humanities.



Pooja Joshi

Pooja joined the Board in October 2025. Pooja is a seasoned financial auditor with a deep passion for the arts and a firm belief in the power of creative expression to inspire, connect and empower people.



Laura Nicol

Laura has worked as an Occupational Therapist with adults who have a learning disability for 27 years. She joined the Lung Ha Board in October 2024, motivated first and foremost as a fan of the Company's past productions.



Wendy West

Wendy joined the Board in January 2025, having previously worked for the Company in the areas of development and fundraising beginning in November 2018. Wendy has worked with arts and heritage organisations for many years.



Protecting Vulnerable Groups (PVG) Scheme

The role of a LHTC trustee is what is called a Regulated Role (for more information, see: www.mygov.scot/pvg-scheme/regulated-roles).

Therefore it is a legal requirement to join the PVG scheme for work with protected adults before you are appointed to the board.

When you apply to the scheme, Disclosure Scotland carries out criminal record checks. You'll get a disclosure which shows the results of these checks. You will share this disclosure with the organisation you're applying with.

We will support you through this process as we are an enrolled body organisation and submit our applications through VSDS (Volunteer Scotland Disclosure Services).



Photography Credit: Pete Dibdin



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**PROUDLY MAKING
FABULOUS THEATRE!**