



## Join Conversation Over Border's Board of Directors

*aka our No-Borders Directors*

### About Us

[Conversation Over Borders](#) (COB) is a community-led organisation that supports people seeking asylum and refugees through free English lessons, digital inclusion, wellbeing support, and advocating for change through powerful campaign work. We are a Community Interest Company (CIC) that centres lived experience and challenges the systems that create inequality.

### What is a CIC?

A **Community Interest Company (CIC)** is a special type of limited company set up to benefit the community rather than private shareholders. We are legally required to reinvest any profits we make into our social purpose. CICs are regulated by the CIC Regulator and must report each year on how we are creating social good.

### We're looking for new Board Members!

We have just reached the milestone of 5 years, in which time our community has expanded across the UK, facilitating over 23,000 English classes, building new community networks through peer support groups, distributing hundreds of laptops and thousands of messages of welcome. **You can see more about our impact > [here](#).**

As we grow, we are looking for committed individuals to join our **Board of Directors** - our new **No-Borders Directors** team! Our board helps us make strategic decisions, stay accountable to our mission, and ensure our work remains sustainable, inclusive and impactful.

### Who we're looking for

We welcome applications from people of all backgrounds and experiences. We are especially keen to hear from:

- **Experts by Experience** – people with direct experience of the UK asylum or immigration system
- **People with learnt experience in any of the following areas:**
  - Financial management or accounting



- Fundraising and income generation
- Campaigning and influencing policy
- Company, employment or immigration law
- Safeguarding and protection - for example, someone with extensive experience in mental health settings
- Anti-racism and equity work

You don't need to have been on a board before – we'll provide support and training. If you've never thought of yourself as a "board member" but care deeply about the issues we work on, we'd love to hear from you.

### **What you'll do as a Board Member**

- Attend **quarterly online board meetings** (2 hours each)
- Join **one in-person meeting per year** (travel expenses covered)
- Provide **light support between meetings** (around 1 hour per month)
- Help shape decisions on strategy, finance, safeguarding and more
- Offer insight and support based on your experience and skills

### **Legal Responsibilities**

As a Director of a CIC, you will have legal duties under company law. You can be an **Executive Director** (involved in day-to-day operations) or a **Non-Executive Director** (focused on oversight and governance).

Most of our Board members are **Non-Executive Directors**, meaning they:

- Provide independent advice and challenge
- Help ensure the organisation is acting legally and ethically
- Oversee finances and help manage risk



- Support the team but do not manage day-to-day activities

**All Directors must:**

- Act in the company's best interests
- Avoid conflicts of interest
- Keep company information confidential
- Make sure the CIC meets its legal and financial responsibilities

We will support you to understand these responsibilities and feel confident in your role.

**Eligibility: Can I become a Director if I am seeking asylum?**

To become a Director of a CIC, you must be legally allowed to act as a company director. This means:

- You must not be legally barred from being a director (for example, due to a bankruptcy or disqualification)
- You must have legal capacity to enter into a formal role under UK law

Unfortunately, if you do not yet have **refugee status, leave to remain, or the right to work**, you may not be legally allowed to act as a formal Director of a company.

**But we still want to work with you.**

If you are currently seeking asylum and don't yet have the right to work, you can instead join our **Advisory Board**. Advisory Board members work side-by-side with our Directors – sharing ideas, reviewing plans, and helping shape decisions – **without carrying the legal responsibilities of a Director**. You'll still play a vital leadership role in the organisation, and your voice will be central to our work.

**What you'll get**



- A meaningful leadership role in a values-led organisation
- The chance to make real change for people seeking safety
- Learning opportunities, training and mentoring
- Experience in grassroots organising, social enterprise, and governance

### How to apply

If you're interested, please send us a short email introducing yourself, telling us why you'd like to join our board and what makes you a good fit. You can share this in writing, by video, or audio – whatever works best for you.

**Email: [info@conversationoverborders.org](mailto:info@conversationoverborders.org)**

**Deadline: 31st August 2025**

If you'd like an informal chat before applying, we'd be happy to set something up, so don't hesitate to reach out.

We encourage applications from people with lived experience of the UK asylum system, people of colour, LGBTQIA+ people, people under the age of 35 and people who speak English as an additional language.

**We're looking forward to hearing from you!**

