Seenaryo Board Recruitment

Seenaryo is recruiting circa. four new trustees to join its Lebanon board. The role is suited to individuals looking to use their expertise in the non-profit, public or commercial sectors to support an ambitious non-profit organisation with a strong track record as it scales its impact in Lebanon and the region.

Why now? This is a pivotal time for Seenaryo Lebanon. As we look ahead to 2028 and prepare for greater local entity autonomy, we are building an active, engaged local board. Incoming trustees will play a crucial role in guiding our vision, strengthening local governance, and building the connections needed for our next chapter of impact.

Current Board: Lama Al Amine (President), Rania Stephan (Treasurer and Vice President), and Rana Issa (Accountant and Secretary). *(Note: Both Rania and Rana will be transitioning out as new board members are onboarded)*. You can read more about our team and board members here.

Location & Commitment: The role is voluntary. Candidates should ideally be based in Lebanon to facilitate local ministry and financial signatory requirements. However, as long as a strong majority (4 members) remain Lebanon-based, there is potential for one member to be based internationally. The board meets biannually in Beirut for two hours (generally in the afternoon), with online participation available when needed.

Who We Are Looking For

We are looking for candidates who bring strength in one or more of the following areas. We do not expect any one person to cover all of these skills and experiences:

- Strong **non-profit governance experience**, with the legal/governance grounding to support executive oversight and potential future leadership roles (e.g., President).
- Demonstrated success in **fundraising**, particularly leveraging a personal network of individual donors alongside institutional funders.
- Strategic experience in exploring and **implementing diverse revenue** and business models for organisational sustainability.
- Professional experience or direct connections within **education bodies** and government ministries in Lebanon.
- Practical experience in **managing a cultural NGO** or non-profit organisation in the arts.
- **Senior leadership experience** in a larger NGO active in Lebanon or the Arab region ($1m+ turnover or active in 2+ countries).

- Executive or non-executive experience **growing a start-up** (especially arts or education technology).
- **A finance professional** with a background in accounting, financial management, or non-profit law.
- Ability to **raise Seenaryo's profile** (e.g., communications specialist, journalist, diplomat, philanthropist).

We are keen to hear from candidates from diverse backgrounds. We are also open to candidates bringing lived experience as participants or alumni from Seenaryo's community programs.

We seek someone who can bring the technical expertise, passion and practical experience of a career in the field as well as the commitment to and knowledge of the artistic sector as a whole.

Seenaryo believes in the power of arts and play to change lives. This candidate does not need to be an artist themselves but having genuine respect and enthusiasm for what we stand for, is essential.

About Seenaryo

Working in Lebanon, Jordan, and Syria, Seenaryo uses theatre and play to support mental health, shape futures, and drive social justice. Over ten years, Seenaryo has developed a unique and radically participatory approach to theatre and learning. What began in community spaces in 2015, has moved into classrooms, onto stages and toured to international festivals. Reaching over 205,000 people in the last decade, Seenaryo won the Digital Innovation of the Year - Learning prize at the 2025 PIEoneer Awards, the Resilience in Action Award at HundrED 2024, and the Arts, Culture & Heritage prize at the 2023 UK Charity Awards. Our team in Lebanon consists of 9 core staff members and 70 freelancers. Our team in Lebanon consists of 9 core staff members and 70 freelancers.

Mission: By breaking apart the typical hierarchies that exist in theatre and classrooms, Seenaryo creates playful spaces for the meaningful participation of under-served communities in Lebanon, Jordan and Syria.

Our objectives

- **Facilitate skills development** by supporting individuals to build social skills, life skills, critical thinking and wellbeing
- **Challenge mistrust and polarisation** by bringing conflict-affected communities into dialogue with each other
- **Create wider and alternative employment pathways** and professional capacity within classrooms and communities
- **Transform teaching and learning** to become child-centred, engaging and inclusive
- **Advocate globally** for play-based learning and participatory theatre in the Arab region

Our values

- **Meaningful participation** at all levels including the way we which we run workshops, work with partners and train teachers – allowing all voices to be heard

- **Evidence-based approaches** that use science and research to inform our programme content, delivery, monitoring and evaluation strategy
- **Deep rootedness in local contexts & partnerships** working with and for communities for the long term
- **Agility & innovation** in our use of technology, our approach to teaching and learning, and our responses to the changing needs of participants
- **Accessibility & inclusivity** in terms of creating spaces and resources that actively engage and amplify traditionally excluded groups
- **Effective women's participation** at all levels, including organisational structure as well as programme design and delivery
- **The intrinsic value of artistic excellence** beyond its use as a tool for social impact

Key Finances

Year	Projected Expenditure	Actual Expenditure
2020	£55,841	£63,486
2021	£132,072	£108,149
2022	£181,992	£138,660
2023	£477,920	£330,488
2024	£506,065	£372,272
2025	£625,041	£468,915
2026	£653,365	-

How to Apply

To express interest or nominate a candidate, please email **Hiba@seenaryo.org** and **Lama@seenaryo.org** with a brief introductory letter and CV.