



# Head of Operations Job brochure



# Welcome to the Good Food Institute Europe!



“I’m delighted that you are interested in working with the Good Food Institute Europe! We are an international NGO helping to build a more sustainable, secure and just food system by transforming meat production.

“I hope this brochure brings our work to life, and tells you more about what you will be doing as our Head of Operations. We are looking for an amazing person to help drive our mission forward, and we’re really looking forward to hearing from you. Good luck!”

Alex Mayers (he/him), GFI Europe.

(Quick links: [full job description](#), and [application form](#))

# GFI Europe's mission:

To build a better food system for people, animals and the planet.

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# The challenge:

Conventional animal agriculture is a significant contributor to the world's most pressing problems:



## Global food insecurity

Growing crops to feed them to farm animals is inherently inefficient, driving up the price of grains and legumes and entrenching global poverty.



## Environmental degradation

Conventional animal agriculture is a top contributor to climate change, water scarcity and pollution, rainforest destruction and loss of biodiversity.



## Antibiotic resistance

The majority of antibiotics used are used in animal farming. This is accelerating the evolution of antibiotic-resistant bacteria – undermining the effectiveness of lifesaving drugs.



## Needless suffering

Conventional animal agriculture subjects animals to extreme confinement, trauma and painful mutilations.

# The solution:

## Transforming meat production

**Plant-based meat**



All the components of animal meat – sourced directly from plants.

**Cultivated meat**



Exactly the same as the beef, pork, chicken and seafood people enjoy eating today – but grown directly from animal cells, instead of raising and slaughtering animals.

# Our theory of change

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People from all walks of life want our food system to be sustainable, secure and just.

But studies consistently show that taste, price and convenience decide what most people eat.

So at the Good Food Institute Europe, we're advancing plant-based and cultivated meat, eggs, dairy and seafood, to make them as delicious, affordable and accessible as conventional animal products.

By making meat from plants and growing it from animal cells, we can reduce the environmental impact of our food system, decrease the risk of zoonotic disease, and feed more people with fewer resources.

We're working to make these better, more sustainable options the default choice across Europe.



# Our focus areas

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## Science and Technology

We [work](#) with scientists to develop, fund and promote open-access research on plant-based and cultivated meat, eggs, dairy and seafood.



## Policy

We [advance](#) government investment in sustainable protein R&D and infrastructure, as well as fair regulation and legislation.



## Corporate Engagement

We [support](#) companies to make delicious and affordable plant-based meat available across Europe, and prepare the sector for the arrival of cultivated meat.

To read more about how we achieve impact, please check out our [website](#) and our latest [Year in Review](#).



# How you will make a difference

This is a high responsibility and high impact role. You will significantly influence how quickly Europe and the world move to a more ethical and sustainable food system.

GFI Europe's Operations function is the backbone of the organisation. We are a registered nonprofit in Belgium and have registrations in Austria, France, Germany, the Netherlands, Spain and the UK (this list will almost certainly more countries in future as we grow).

You will be responsible for overseeing all areas of our operations including people ops, financial ops, legal and compliance, and general administration. You don't need to be an expert in all of them from the outset as we'll support you to learn and develop.

Every day will be different. You could be working with our auditor, helping to plan the logistics for an upcoming retreat, working on our HR policies and supporting your team on project coordination - all in the same day! You'll have lots of autonomy, and will need to work closely with all teams to coordinate the support they need.

Your work will enable our team and the wider organisation to do amazing things every day.





# Meet the Operations team



[Alex Mayers](#), our outgoing **Head of Operations**, comes from a background in animal welfare, project management and organisational development. He leads on our European operations including finance, HR and compliance.



[Catherine Derieux](#) is our **People Operations Officer**. She has extensive operational experience working with charities in France and Sweden, and coordinates our HR, DEI, recruitment and people-focussed processes for our growing team. Catherine is based in France.



[Iman Syed](#) is our **Operations, Data and Automation Specialist**, and as well as wider operations support, specialises in building automation solutions to improve our efficiency and effectiveness in all teams. Iman is based in the UK.



[Oisín Nolan](#) is our **Operations and Project Coordination Specialist**, and in addition to wider operations support, works with all team members to ensure coordination and excellence in our projects. Oisín is based in Austria.



# Our benefits:

We support our team through strong benefits and an emphasis on work-life balance

- Flexible working arrangements to accommodate your needs and preferences, and fit around your commitments.
- A total of 36 days off per year (including annual leave and public holidays).\*
- A €300 allowance to set up your home office, and a monthly home-working allowance. We can provide a laptop if you need one and are happy to consider supporting costs for co-working to enable you to work from an office if you wish.
- Minimum 10 weeks of maternity leave at 100% pay.\*\*
- 24/7 access to free, confidential counselling and well-being support in 40+ languages for all employees and their family members.\*\*\*
- Professional development support.
- Long service recognition after two years.

\* Or what is compliant with the employment law of your country if it's more than that.

\*\* Exact eligibility depends on national level employment law but we will do our best to honour this regardless of circumstances.

\*\*\* Living in the same household and excluding children under the age of 16.



# Application process

We are looking for amazing people who believe in our mission and who have the skills and drive to achieve incredible things. This is how we find them:

1. Applicants upload their short sample work questions via the application form [here](#). Please download the sample work tasks document from [here](#) (deadline: Sunday 21st May 2023, 11.59pm CEST).
2. Longlisted candidates are invited to complete a short timed assignment (due early June).
3. Shortlisted candidates are invited to complete a written assignment (due mid June).
4. Candidates are invited to a first interview with the team by video call (late June).
5. Second interview (early July).
6. Final interview (early-mid July).

Dates and times of assignments and video calls can be arranged to fit around your commitments. The dates of the interviews are still to be confirmed.

We want you to have every opportunity to shine and show us your talents – we are happy to make all the reasonable adjustments that we possibly can to make sure the assessment process works for you. Email us at [europa-hiring@gfi.org](mailto:europa-hiring@gfi.org)

The job description with full details of the role is [here](#). We can't wait to hear from you!



## Join us!

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Many thanks for your interest! If you'd like to find out more, please reach out to us at: [europe-hiring@gfi.org](mailto:europe-hiring@gfi.org)

Thank you on behalf of the GFI Europe team!



**Alex Mayers**  
**GFI Europe**