



Prospect Research Manager 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 in the role of Prospect Research Manager. 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!”

Emily Johnson (she/her), Senior Philanthropy Manager, 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.



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 flavour and texture of conventional meat – sourced directly from plants.



Cultivated meat

The same beef, pork, chicken and seafood people enjoy eating today – but grown directly from animal cells, with a fraction of the environmental impact, and no slaughter.



Fermentation

The taste, texture and functionality of meat, seafood, eggs and dairy, made through innovative fermentation processes, instead of farming animals.

Our theory of change

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, fermentation-made 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



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 (gfieurope.org) and our latest Year in Review (gfi.org/2022).

How you will make a difference

GFI is a global network of nonprofit organisations, powered by philanthropy. You will empower our frontline fundraisers to secure these essential philanthropic funds to fuel the work of GFI around the globe.

The focus of this role is enabling our philanthropy team to meet our ambitious fundraising goals through accurate, thorough, ethical prospect research. You will be responsible for ensuring a healthy philanthropic pipeline of donors by identifying new prospects from across Europe and, as a strategic partner to our fundraisers, ensuring they move swiftly and smoothly through the stages of prospect development. You will equip fundraisers to build effective donor relationships through prospect research and accurate, clearly-presented briefings. You will also be responsible for ensuring GFI Europe is following best practice and is compliant with GDPR and other relevant legislation.

This is the first prospect research role for GFI Europe, and an initial focus will be the project management of a philanthropic landscape analysis of the funding potential for GFI in Europe. This will help to inform our future prospect development strategy, fully aligned and integrated with the GFI global fundraising strategy,

Through this work, you will significantly influence how quickly Europe and the world move to a more ethical and sustainable food system.



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 every 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.



Our commitment to diversity and inclusion



We want the best people and we know that building a diverse, inclusive workplace leads to stronger, happier, more productive and resilient teams. We strongly encourage people of every ethnicity, orientation, age, gender, origin, socio-economic background, and ability to apply. As a pan-European organisation, we welcome applications from across the whole continent. Because we value a diverse workplace, we prioritise an inclusive culture absent of discrimination and harassment during the application process and after you join the team.

- o We designed our recruitment process to be **fair** and **inclusive**, and focus on skills and potential first. We prioritise following best practices and reducing unconscious biases (blind assessment of written tests, at least two assessors, structured interviews, etc). We are happy to make reasonable adjustments to make sure the assessment process works for you.
- o We aim to be as **transparent** as possible. We advertise salaries for all our roles and provide feedback notes to unsuccessful candidates.
- o We lead with **trust** and **empathy**. We offer flexible working arrangements to accommodate your individual needs, preferences and other commitments. Some arrangements we have offered include adapting working hours, flexible location, changes to the structure and timings of meetings, adapting communications channels, and more.
- o We want everyone in our team to **thrive** and be able to **bring their full selves** to work. GFI hosts a LGBTQIA+ affinity group, a mental health and overall wellbeing working group, a language club, and a number of other initiatives to foster team connection and inclusion.
- o We're always **seeking to improve and do better**. We recently worked with a team of DEI consultants to audit our processes and policies and help us do just that.

Meet the Philanthropy team



[Emily Johnson](#), our **Senior Philanthropy Manager**, aligns the passions and priorities of our supporters with high-impact giving opportunities to make our global food system more sustainable, secure and just. Prior to joining GFI, Emily worked in development at the University of Cambridge, where she raised philanthropic support, launched three multi-million-pound campaigns and established innovative digital fundraising platforms.



[Natasha Sweet](#) is one of our **Philanthropy Managers**. She works with supporters who are passionate about building a more sustainable, secure and just global food system. She has 15 years of experience in fundraising for non-profit organisations, particularly through trusts and foundations, and major giving.



[Sarah Ellison](#), one of our **Philanthropy Managers**, works collaboratively with donors to align their philanthropic goals with GFI's global mission to create a better food system for the planet, people and animals. She has worked in fundraising for over a decade, securing transformational gifts for social justice, community development, arts and heritage, and higher education organisations.



GFI Europe's Philanthropy Team works closely alongside our U.S. Development Team and global development colleagues. You can find out more about these team members [here](#).

Meet some of the GFI Europe team



[Alex Mayers](#) is the **Managing Director** of GFI Europe. His background is in operations, leadership and management and he had delivered projects focusing on education, sustainable development, peacebuilding, and empowering underrepresented voices around the world.



[Seren Kell](#) is our **Senior Science and Technology Manager**. Her background is in biochemistry and cell culture media, and she co-founded Cellular Agriculture UK. In her most recent role, she was connecting R&D-focused companies with academia to foster greater collaboration.



[Carlotta Lucas](#), our **Senior Corporate Engagement Manager**, works with businesses across Europe. Her background is in change management consultancy and supporting companies and stakeholders through large-scale transformations.



[Alice Ravenscroft](#) is our **Head of Policy** and leads GFI Europe's growing policy team working at national and EU levels. Her background is in government policy, where she worked on areas such as the UK's climate targets.



[Cezarina Niculae](#) is our **Head of Operations**. She drives our day-to-day operations, fostering our fantastic team spirit and ensuring our organisation is efficient, compliant, effective and inclusive.



[Sophie Armour](#) is our **Senior Communications Manager**. She leads our communications team and has extensive communications experience from the UK parliament, politics, academia, and the NGO sector.

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:

Round	Timeline	Description	Expected Time Commitment
Application	Deadline: 12 November	Applicants upload their CV and short sample work questions via the application form .	One hour
Timed Assignment	From mid-November	Two to four questions simulating the type of work you'd be doing in the role. The Assignment will be sent in a Google Document and will be submitted via a Google Form.	Two hours
First Interview	End of November / Early December	Interviews will be conducted remotely on Zoom. We know that interviews can be especially stressful for candidates. We've put together this guide so that you know exactly what to expect from our process and, hopefully, have a more relaxed experience.	45-60 minutes
Second Interview	First half of December		Two hours

Dates and times of assignments and video calls can be arranged to fit around your commitments.

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 europe-hiring@gfi.org

The job description with full details of the role is [here](#). We get back to all candidates, no matter the outcome of their application, and keep you informed at each stage of the process. We can't wait to hear from you!



Join us!



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

Thank you on behalf of the GFI Europe team!



Contact: Emily Johnson
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