



## Hiring Philosophy

The Good Food Institute (GFI) is at the forefront of the movement to use food technology and markets to solve some of the world's most significant problems, from climate change and global hunger to antibiotic resistance and the exploitation of billions of animals annually.

GFI's hiring philosophy is designed to provide insight into our hiring process for current employees, applicants, donors, and supporters.

## Values

We want the best people, and we don't want biases holding us back. We strongly encourage people of every color, orientation, age, gender, origin, and ability to apply. Because we value a diverse workplace, we prioritize an inclusive climate absent discrimination and harassment during the application process and after the applicant joins the team. GFI aims to build an organization that allows every employee to excel.

## Integrity

We hold ourselves to the highest standards of accountability to ensure public trust. Our interactions reflect the integrity and mission of GFI.

## Recruitment

We share career opportunities strategically to attract mission-aligned candidates and to diversify our talent pools. Applicants also find out about GFI through conferences, talks, direct referrals, and other media. Finally, many applicants are referred to GFI by current employees, partner organizations, and mission-aligned companies. All applicants apply through GFI's applicant hiring software program or via a recruiting site that redirects applications to GFI.

## Hiring Overview

The hiring teams at GFI focus on finding applicants who demonstrate an interest in GFI's mission and present the experience, education, skills, and desire to perform the responsibilities of each position. GFI strives to hire the most qualified applicants. The hiring team follows a well-developed screening process, focuses on applicants' strengths, considers diverse

backgrounds, and seeks to identify the most useful information about each candidate to make unbiased decisions.

At GFI, we believe in a thorough and transparent hiring process. Being open about our process helps us identify top talent and provides insight into our organization before employees join the team. We view the hiring process as an opportunity for us to determine if applicants are right for us—and vice versa.

Our hiring decisions are determined by which applicants will fit best in each position. The process to reach a decision is rigorous and includes a review of an initial application, written assignment, timed project, three video interviews, reference check, and background check. Additional steps, such as pre-screening video interviews, may be added to the process for specific positions.

As we receive applications, our hiring team reviews them for suitability to work with our team. We consider work experience, related education, character traits, mission alignment, writing quality, and other skills outlined in each job description.

Every position at GFI is critical to helping us achieve our goals. Each time we hire a new employee, we view it as an opportunity to further our mission. For that reason, we make decisions carefully and will sooner relist a position than hire someone who isn't a good fit for our team. We aim to find and hire the best individual for every position rather than the best from a pool.

## Hiring Teams

Our hiring teams consist, at a minimum, of a team expansion leader, an employee from the respective department, the department's director, and our executive director. Our hiring teams receive training to ensure an unbiased, professional, and effective hiring process, and offer an array of perspectives. When a member of the hiring team identifies a concern, other members of the hiring team provide feedback to ensure every applicant receives fair consideration.

We use research-based best practices in recruiting, screening, and selection. These practices include inclusive screening, structured interviews, reference checks, and timely communication, flexibility for extenuating circumstances applicants may present, and unintentional bias prevention.

At GFI, we recognize that unintentional bias, even among well-intentioned members of our hiring team, leads to an unequal playing field. For that reason, we avoid engaging in lengthy discussions about topics outside of the scope of advertised positions and take additional steps, such as hiding applicant review scorecards from other team members until they complete their scorecards, to reduce unconscious bias. Further, we aim to treat all applicants with respect and to communicate promptly.

A fair process is open, well-documented, and uses unbiased and relevant screening criteria. The hiring team keeps applicants informed about their status, seeks to make them comfortable and at ease with each stage of the process, and takes steps to accommodate their needs.

While we are unable to provide career counseling to applicants, we will sometimes suggest that they consider another open position at GFI or encourage them to re-apply for future roles. We also refer high-quality candidates who are not the right fit for our openings to GFI's Talent Database, a resource that companies also working on creating a more healthy, humane, and sustainable world check to expand their teams.

GFI's departments aim to hire team members who will help advance the organization's mission. We place a heavy emphasis on traits and skills as defined in each job description. We take steps to ensure a fair process for every applicant through our job development, recruiting, screening, assessments, and hiring process. If you are a current job applicant or are considering applying for a position with us, thank you for considering GFI. We look forward to reviewing your application.

[Browse open jobs here.](#)

## About GFI

The Good Food Institute is a global nonprofit building a sustainable, healthy, and just food system. With expertise across the scientific, regulatory, industry, and investment landscape, we are accelerating the transition of the world's food system to alternative proteins, using the power of food innovation and markets.



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