

**POSITION**

Research Analyst

LOCATIONRemote
(USA or Canada)**STATUS**Full Time;
Exempt**ORGANIZATION**

ReFED

About The Organization

ReFED is a national nonprofit working to end food loss and waste across the food system by advancing data-driven solutions to the problem. ReFED leverages data and insights to highlight supply chain inefficiencies and economic opportunities; mobilizes and connects supporters to take targeted action; and catalyzes capital to spur innovation and scale high-impact initiatives. Starting with the 2016 *Roadmap to Reduce U.S. Food Waste*, ReFED has developed a trusted history of producing first-of-their-kind tools and resources, providing a full-supply-chain picture of U.S. food waste, cost-effective solutions to reduce it, and methods to track progress. In February 2021, ReFED launched its new [Roadmap to 2030](#) and [Insights Engine](#), an online data center designed to serve as the next generation of data, insights, and guidance on U.S. food waste reduction. Solving this problem will have a significant impact on mitigating climate change, optimizing use of water, land, and other resources, and providing meals for the over 50 million people in the United States who currently face food insecurity.

ReFED's vision is a sustainable, resilient, and inclusive food system that optimizes environmental resources, minimizes climate impacts, and makes the best use of the food we grow. Learn more at www.refed.com.

About The Position

The Research Analyst will be a core contributor to ReFED's Data and Insights team, which plays a critical role within the organization to develop and deliver information and accompanying technical products that will lead the food system to act on food waste reduction. Because data on food waste is not readily available, this team is tasked with exploring what data is available, developing novel methodologies for estimating food waste and effectiveness of solutions, and partnering with researchers, businesses, and other data partners to improve the data. In addition, this team leads design and development of online tools to present the data and make it actionable, as well as any integrations with other systems.

ReFED's recently released Insights Engine is a generational leap forward from ReFED's original paper-based 2016 Roadmap report. It tracks a new level of detailed data on the amounts and causes of food waste, analyzes costs and benefits of 40+ solutions, tracks investment and funding into food waste solutions over time, and provides a growing directory of over 700 solution providers. However, it is just a first step in the goal of providing accessible, accurate data and insights for all those working to reduce food loss and waste. With the launch of the Insights Engine, ReFED is at an exciting new stage of growth

The Research Analyst will be ReFED's primary data expert, tasked with maintaining and improving data within the Insights Engine, synthesizing information into reports and analyses, and executing data partnerships. The position will report to the VP of Data and Insight Products.

This is an ideal opportunity for someone who is able to glide easily from discussing the high level implications of data to diving into pivot tables in an extensive spreadsheet. The Research Analyst should be someone who enjoys learning, believes in the power of data to illuminate solutions, and is passionate about using research, data, and analytics to drive influence, as well as social and environmental impact.

You are a good fit if you:

1. Are an Excel and database ninja
2. Can create powerful and readable views out of complex data
3. Like to geek out in research papers or spreadsheets
4. Know how to question data, evaluate its quality, and think strategically about how it can drive action
5. Thrive in a fast-paced, high-growth organization
6. Are driven to tackle one of the biggest challenges facing society today and positively impact food security, economic growth, and climate change
7. Hate wasting food

You may have a mix of professional experience from roles such as:

1. Research analyst
2. Data analyst
3. Business intelligence analyst
4. Environmental or management consultant

Primary Responsibilities

Research and improve ReFED data

- Perform qualitative and quantitative research on food waste data and food waste reduction solutions, including working with over 50 datasets, businesses providing data, and new resources as they emerge.
- Keep up-to-date knowledge of the latest research and pilots on food waste reduction.
- Contact companies, academics, associations, and others and agencies who can provide useful information or data on food waste, building relationships that result in value on both sides.

Provide and develop information products

- Conduct custom analyses for food businesses and other partners.
- Create clear and useful reports that synthesize different cuts of information for internal and external uses.
- Represent ReFED's data in a variety of situations including responding to inquiries, participating in discussions and coalitions, and providing input into data visualizations.

Participate in data partnerships

- Participate in partnerships with technology, industry, and NGO partners to improve data generation, sharing, structure, and communication.
- Assist with measurement and data collection for specific projects.
- Manage outsourced research projects to improve data.

Qualifications

- 2+ years of relevant experience working with data analytics, research, or other related fields.
- Advanced skills in Excel, with SQL preferred.
- Demonstrated aptitude for seeking, analyzing, modeling, interpreting, and synthesizing complex data and information from multiple sources.
- Experience with data visualization and creating powerful and readable views into complex data
- Ability to conduct outreach, interact, and build trust with many different entities.
- Strong project management and interpersonal skills.
- Solid professional writing & communication skills.
- Comfort with ambiguity and ability to thrive in a fluid, entrepreneurial environment, and willingness to “roll up the sleeves” and extend beyond formal responsibilities as needed.

Strongly Preferred

- Working knowledge of food systems, foodtech, agtech, waste management, sustainability, and/or broader ESG initiatives
- Experience with food industry data.
- Familiarity with one or more common visualization/BI tools (Tableau, Power BI, Looker, Qlik, etc.)
- Entrepreneurial spirit
- Demonstrated success working to promote diversity, equity and inclusion and working with remote teams.

Diversity, Equity, And Inclusion

ReFED is an equal opportunity employer. It believes that everyone has a seat at the table, and that this table always has room for growth. The success of the organization is rooted in the visible and invisible qualities of its people. Its people embody a variety of views, perspectives, and backgrounds to push the envelope of what is possible and better meet the needs of the community in the hopes of building a sustainable, resilient, and inclusive food system. Community is more than a word here. As stewards of this food system that benefits from the inclusion and enhancement of diverse voices, ReFED recognizes that systemic barriers limit opportunities for certain groups which contributes to ongoing disparities. Furthermore, it accepts that its commitment to diversity, equity, and inclusion (DEI) means a commitment to constant learning, listening, and interaction in all aspects of its work. Intrinsically, ReFED is an organization that seeks to attract exceptional and dedicated talent to advance its mission, and it firmly believes that inclusion through recruiting, hiring, developing, training, and promoting employees of all genders, races, religions, ages, national origins, political affiliations, ancestries, sexual orientations, disabilities, and veteran status, creates an atmosphere that enables it to lead with an entrepreneurial spirit and innovate with enterprise.

Working at ReFED

ReFED offers a competitive salary and benefits package, opportunities for professional development, and policies and programs that encourage a healthy work-life balance. ReFED's benefits package includes medical, dental, and vision benefits package for individuals and dependents, participation in employer-sponsored 401(k) plans with generous employer matching, professional development opportunities and option to participate in ReFED's mentor program, paid holidays, vacation, sick, and family leave, short- and long-term disability coverage, term life insurance, and a flexible work environment. Learn more about our values, team, and commitment to employees at refed.com/careers.

ReFED is a virtual organization with staff located across the U.S. and Canada. This position may work virtually and remotely with the option of working from a dedicated co-working space. During the COVID pandemic, all ReFED employees are working remotely.

To apply for this position, please complete your application online [here](#).

All applications must be accompanied by a cover letter and résumé submitted in PDF format. Cover letters must be responsive to the vision of ReFED and the needs of this position. Review of applications will begin immediately and continue until the successful candidate has been selected.

To nominate a candidate, please contact Katy Franklin, Operations Director at katy.franklin@refed.com.