

Senior Policy Manager

The Good Food Institute Japan

Elevate alternative proteins through policy engagement in Japan

The Good Food Institute Japan is an independent affiliate of the global Good Food Institute network, a non-profit think tank working to make the global food system better for the planet, people, and animals. Alongside scientists, businesses, and policymakers, GFI Japan focuses on making plant-based, fermentation-enabled, and cultivated meat delicious, affordable, and accessible. Powered by philanthropy, GFI is an international network of organisations advancing alternative proteins as an essential solution needed to meet the world's climate, global health, food security, and biodiversity goals.

We unlock the knowledge and resources needed to transform how meat is made—satisfying rising food demand in ways that accelerate climate progress, protect animals and ecosystems, and strengthen public health. Please check out resources in Japanese on the GFI Japan website [here](#) and our [2025 Year in Review](#) to find out more about who we are and what we do.

Japan is home to world-class research institutions, drives funding of technological advancements, and has the potential to lead the global revolution in alternative proteins. The **Senior Policy Manager** will spearhead GFI Japan's work with the Japanese government.

How you will make a difference

Your position will carry both high responsibility and high impact, shaping how quickly Japan and the world transition to a more sustainable and ethical food system.

As Policy Manager, you will lead, coordinate, and grow workstreams dedicated to driving impactful policy initiatives for alternative proteins at the national and provincial levels. You will deliver strategic planning and execution that collaborates with policymakers, non-profit organisations, and other stakeholders while working in alignment with GFI's global affiliates.

You will play a pivotal role in driving the creation and adoption of evidence-based regulatory pathways for fermentation-derived and cultivated proteins, securing significant public investment in R&D for all alternative protein modalities, and ensuring equitable access to domestic and global markets for alternative protein products, ultimately accelerating the

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adoption of alternative proteins and contributing to a more sustainable, ethical, and resilient food system in Japan and beyond.

Key responsibilities*Policy development and advocacy*

- Developing and implementing policy strategies to achieve positive policy changes, underpinned by thorough research and stakeholder mapping, e.g., influencing the government policies and plans. Key government stakeholders include but are not limited to:
 - Ministry of Agriculture, Forestry and Fisheries
 - Ministry of Economy, Trade and Industry
 - Consumer Affairs Agency
 - Ministry of Health, Labour and Welfare
 - Ministry of Education, Culture, Sports, Science and Technology
- Working with the GFI network to design, deliver, and influence national policy positions.
- Building relationships with senior politicians and officials in public institutions, across legislative bodies, central ministries, and provincial governments.
- Building alliances with non-profit organisations, industry associations, and other stakeholders.
- Representing GFI Japan at external events and collaborating on policy issues related to alternative proteins, with a focus on areas such as public R&D funding, trade facilitation, regulatory support, and talent development.
- Monitoring domestic and international policy developments and representing GFI Japan's positions to the government through written submissions and direct engagement.
- Drafting and preparing detailed submissions, presentations, letters, concept notes, and internal and external resources.
- Overseeing external contracts related to policy work, including partnerships with political consultancies and grant-funded initiatives.
- Serving as a spokesperson for GFI Japan on policy matters.

Regional and global engagement

- Participating in relevant regional and global policy fora to represent GFI Japan's perspective, including at global committee calls with other GFI affiliates and global policy working groups as required.
- Collaborating with colleagues across GFI and its global affiliates to align on regional and international policy initiatives, while actively coordinating with policy staff from APAC, Brasil, Europe, Israel, India, South Korea and the U.S., as well as relevant strategic partners, to address region-specific issues and opportunities.

Execution and Leadership

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- Lead policy activities in Japan by driving the development and execution of Objectives, Key Results (OKRs), and action plans.
- There may be opportunities to take on leadership and team management responsibilities in the future.

Operational excellence and reporting

- Working with Operations support to manage departmental spending on policy initiatives and adhering to people operations and operational procedures.
- Drafting policy-related budgeting in collaboration with the Operations Manager and the Country Manager.
- Performing other duties as assigned to ensure the success of GFI Japan's policy initiatives.

Who we're looking for

We are looking for smart, thoughtful, kind, and creative self-starters who want to contribute to global efforts to fight against climate change, promote sustainable food systems, and develop healthy and humane foods that are accessible to everyone. GFI's staff enjoy high levels of autonomy and must be self-motivated; work well both independently and in concert with a larger, geographically dispersed group; and, be comfortable working in a rapidly evolving operational environment. An ideal candidate for the **Senior Policy Manager** position will have experience that reflects the following:

- At least 10 years of experience working in Japanese public policy, policy advocacy or research, government affairs, public affairs consulting, food regulation, biomanufacturing policy, innovation strategy, or related policy disciplines, including engaging with high-level stakeholders.
- A degree or equivalent experience in public policy, macro economics, finance, law, public administration, or a related field is strongly preferred.
- Strong experience engaging with government agencies, communicating with legislative or executive branch policymakers and staff, both verbally and in writing.
- Experience building coalitions and developing consensus among partners with different, complementary, and sometimes competing objectives.
- Native-level fluency in the Japanese language and business-level written and conversational proficiency in English.
- Ability to navigate dynamic and constantly evolving policy environments while managing multiple projects simultaneously and meeting deadlines.
- Demonstrated ability to communicate complex and nuanced information clearly in both written and verbal presentations to a range of audiences.
- Capacity to thrive in a dynamic environment and pivot to meet opportunities while advancing strategic priorities. Ability to solve problems under pressure.
- Excellent project management, organisational, and written and verbal communication

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- skills. Strong ability to persuade. Detail-oriented.
- Comfortable working remotely and in a rapidly growing and evolving organisation.
- Strong support for GFI's philosophy and mission; demonstrated interest in plant-based & other alt proteins, public health, environmentalism, climate change, animal protection, or hunger relief.
- A commitment to GFI's values: believe change is possible, do the best we can, share knowledge freely, act on evidence, and invite everyone to the table.

We want the best people, and we don't want biases holding us back. We strongly encourage people of every race, colour, orientation, age, gender, origin, and ability to apply. Since we value a diverse workplace, we prioritise an inclusive climate free from discrimination and harassment during the application process and after you join the team.

The fine print:

- **Terms of employment:** Full-time, Permanent
- **Location:** Remote (Work from Home). GFI Japan team members meet in person several times a year on an ad hoc basis. Travel expenses are covered in accordance with GFI Japan's travel policy.
- **Working Hours:** Flexible Working Hours. Occasional work outside of standard business hours may be required to accommodate meetings across time zones.
- **Reports to:** Country Manager, Japan
- **Benefits:** Includes statutory health, pension, workers' compensation, and employment insurance per Japanese regulations, as well as paid leave per GFI Japan's policy. In addition, we provide a home office setup allowance (reimbursed within three months of joining, subject to a cap) and a monthly remote work allowance.
- **Right to work requirements:** The successful candidate must, by the start of employment, have permission to work and to be able to travel domestically and internationally. Please note that GFI Japan's policy is not to sponsor employment visas. The successful applicant will need to confirm they are eligible to work in Japan without requiring GFI Japan's sponsorship of an employment visa.
- **Application process:**
 - a. **Please complete [this application form](#)**, upload your CV, and a cover letter.
 - b. **Screening call:** An initial conversation for both parties to ask general questions and learn more about the role.
 - c. **First interview** with GFI Japan team members: focused on organisational and team fit, as well as deeper expertise questions.
 - d. **Attend an in-person work trial**, where you'll spend some time meeting the team and completing strategic assessments.

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- e. **Final interview** with the leadership team to finalise the fit.
- f. **Reference check:** Provide referees who can comment on your strategic and operational capabilities.

Important dates

Application deadline: Friday 31st July 2026