



SOLVING THE PROBLEM OF FOOD WASTE

OLIO is the world's only neighbour-to-neighbour food sharing app, and our mission is to solve the problem of food waste in the home & local community, at scale. We do this by connecting anyone with spare food – which can be households or food businesses – with neighbours living nearby who would like it. Globally, over one third of all the food we produce gets thrown away, which is worth over \$1 trillion; and in a country like the UK half of all food waste takes place in the home. OLIO solves this problem with our award-winning mobile & web app.

Over the past 6 years OLIO has grown from a local initiative in North London to a global movement. We now have 5 million users who have given away 32 million portions of food, in 59 countries. OLIOers have also given away 3 million household items in our non-food section; and the new 'MADE' section in the app which connects neighbours to sell home-made food and hand-made crafts, is growing extremely fast.

Underpinning OLIO's incredible growth has been our volunteer programme, with over 70,000 people reaching out to spread the word about OLIO in their local community. We also work with over 4,500 business locations across the UK via our [Food Waste Heroes Programme](#) to enable them to have zero food waste locations.

We have a bold ambition to have 1 billion OLIOers by 2030, given that reducing food waste has been identified by Project Drawdown as the #1 most important thing humanity can do to mitigate the worst effects of the climate crisis. Our work has been widely recognised, most notably by the United Nations who highlighted OLIO as a "beacon" for the world, and by Vivatech who awarded OLIO "Next European Unicorn".

JOIN OUR TEAM!

To help take OLIO to our next level in growth and impact, we're recruiting for a **Legal and Compliance Manager** to ensure that OLIO's approach to legal, compliance and food safety matters are robust and ready for rapid scaling – in the UK and abroad. The Legal and Compliance Manager will report into OLIO's Chief of Staff (who reports into the COO) and work across the entire organisation.

Over the next 2.5 years, we will be growing OLIO's:

- Team from 60 to 150+
- Revenue from £2m ARR to £20m+ ARR
- Community from 5 million members to 25+ million, and 5+ million listings per month
- Presence in a small handful of markets to a dozen international markets

In this role you will be responsible for:

- Ensuring company and employee compliance across functions, with external regulatory requirements and internal policies, in all markets (approx. 10-12)
- Managing user contracts and updating them in line with new product features (T&Cs, Privacy, End user license agreement)
- Setting up new business operations in other countries, where required
- Developing strong relationships with food standard agencies and environmental health officers
- Managing a food safety management system for the Food Waste Heroes Programme, with HACCP approach, and adapting to local requirements as needed
- Owning the company-wide global risk assessment and ensuring that risks across the business are correctly recorded and communicated with functional team leaders to ensure compliance
- Managing DSAR processes and GDPR compliance
- Working with our insurers to ensure appropriate coverage and smooth renewals
- Owning the relationships with external solicitors (who will draft contracts, provide specialist advice, etc)
- Owning the relationships with food safety experts (who will review policies, input on new features, etc)
- Building strong relationships across the organisations and instilling a 'risk mitigation mindset' to ensure the company is proactively identifying and mitigating risks
- Proactively identifying opportunities to improve OLIO's approach to legal and compliance

This is an incredibly exciting time to join OLIO and help us unlock our full potential! OLIO is a remote-first company with an incredibly strong culture and was last year listed as a top 5 place to work by Escape The City. We live for our mission, but like to have fun along the way!

IS THIS YOU?

Our ideal candidate will first and foremost be as passionate about our mission as we are! In addition to this, you will have the following attributes:

- At least 3 years' experience in a similar role ideally within an international company, in a start-up and/or food tech environment
- Strong legal experience in corporate and commercial matters
- Excellent problem solving, analytical and business intelligence skills
- Excellent written and verbal communication skills
- Strong organisational skills and ability to manage multiple projects adhering to logistics, timescales and deadlines
- Ideal: experience in a food business and understanding of food safety regulation
- Ideal: professional working proficiency in Spanish

All OLIO team members share these attributes:

- Mission obsessed
- Self-starters with a 'can-do' attitude
- Resourceful and creative
- Thorough, but able to move quickly and decisively
- A ruthless ability to prioritise
- Excellent communication skills
- Diverse (18 nationalities, 21% LGBTQT+, early 20s to 45+)
- Fun to work with 😊

HOW TO APPLY

Please send your CV and covering email explaining why you are the right person for this role to natasha@missiondriventalent.co.uk with the subject line "Application: OLIO Legal & Compliance Manager" by Friday 10th December.