



# IFSTAL Insights: Working in Food Systems

Do you want to make change  
happen in the food system?

**Join our food systems community.**



## Foreword by John Ingram - IFSTAL Founder and Programme Lead

Welcome to our “IFSTAL Insights” guide to working in food systems. Over the past five years the IFSTAL team and I have had the privilege of creating a physical and virtual platform that attracts some of the leading food system professionals, who give up their time to inspire the future generation of change agents.

This guide has been created to share the insights we have gleaned along this first phase of our journey. It includes many of the individual voices from the food system talking about change and their own career pathways. Many of our IFSTAL alumni are now working in food systems, and form part of our “food systems community”. You can join us too! Follow us on LinkedIn, Twitter and Facebook to find out more.

## Acknowledgements

This guide was compiled by Rosina Borrelli, IFSTAL Workplace Engagement Lead.

Contributions from:

- IFSTAL team past and present
- Food systems professionals from across the sector
- IFSTAL participants past and present
- Career professionals and professional bodies

Produced by Hunts



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## Introduction to IFSTAL

IFSTAL (Innovative Food System Teaching And Learning) is a collaboration of five higher education institutions pioneering a learning community and resource on food systems thinking. Available to all post-graduate students at the participating institutions, IFSTAL fosters a range of cross-disciplinary, intra- and inter-institution activities, as well as promoting skills for taking new learning into the workplace.

Through IFSTAL we aim to build a cohort – and a community – of professionals from a wide range of post-graduate backgrounds with skills in applying critical interdisciplinary systems thinking to issues of long-term food security.

The Programme was conceived in 2012 and has been funded throughout Phase I of delivery (2015-2018) by HEFCE under the Catalyst Fund (see <http://www.hefce.ac.uk/funding/catalyst/>).

As we enter Phase II from September 2018, IFSTAL will continue to work towards the original objectives:

1. To establish a pioneering consortium of universities to deliver collaborative training and capacity building in the holistic study of food systems.
2. To develop, implement and assess a new mode of teaching based on inter-university collaboration and exploiting the latest learning technologies.
3. To enhance student learning, insights, experiences and opportunities by offering a range of topics to set their specialist areas of study within a full food systems/food security context.
4. To create a cohort of Masters and PhD graduates equipped to address food systems challenges by combining a deep understanding of their specialism with critical and innovative thinking of the broader social, economic and environmental context.





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@rosinaborrelli: systems thinking often used in disguise by organisations but you can use your learning to help bring about change #IFSTAL

”





## Why Food Systems?

The global food system is failing and cannot be fixed within one area of expertise. Systemic failings are often perceived to be within the production of food, but are in reality embedded within broader political, economic, environmental, social and cultural contexts. An interdisciplinary approach is the only solution to addressing some of the issues. By using systems thinking, we are able to ground ourselves in our expertise with the additional ability to zoom in or zoom out on the trade-offs and consequences our decisions may have on other areas in the system and contexts overall.

**“No one discipline, organisation or individual can solve food systems challenges alone. We all need to acknowledge our limits and work together towards solutions.”**

Rebecca Wells

**“To think systemically we need to interrogate (think about) our thinking.”** Harley Pope

This guide is a selection of insights into the work the IFSTAL Programme has been doing to address the gap in skills in this area and provide you with tips and tools into how you can make change happen by equipping yourself with featured additional knowledge, skills and experience. It features many individuals who work in a specific area of the system but understand and apply their role in overall food systems change.



**“Learning how to break down and solve complex problems is a core skill you need in today's world.”** Kelly Reed

### **Oxford careers:**

“What would your superpower be? What would people ask you for help for? What do you 'just' do?” Qs to ask oneself:

Mike Moss  
@OxfordCareers

## Institute of Student Employers (formerly Association of Graduate Recruiters (AGR))

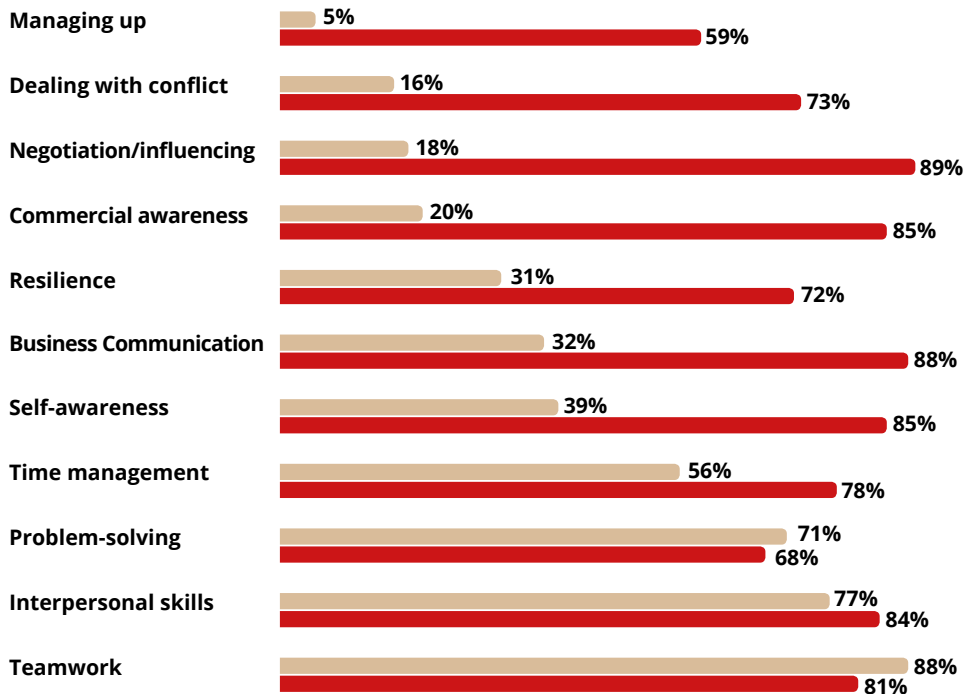
Samuel Gordon, a research analyst from ISE has kindly shared the top 10 graduate soft skills gaps with us. The list is based on employer views of their new hires and is already being used within the industry. It is a guide, to help you direct your focus. Students who want to succeed would gain from knowing about these skills, and from being trained on them.


There are a lot of gaps which may need to be closed. For example, just 39% of graduate intakes are perceived to have self-awareness, which includes understanding their strengths and weaknesses, their impact on others, and being able to adjust their behaviour in response to feedback and cues. Only 5% have “managing up”, which is (broadly) knowing how to work with a boss.


It may be worth reviewing which skills are the most important for different jobs.

Internships have value, as interns are more likely to have the skills that employers expect, and 16% of employers improved their internship development as a way of closing skills gaps in 2017.

## Graduate skills gaps



 Share of graduate intakes which have this skill

 Share of employers who train graduates on this skill post-hiring

<https://ise.org.uk/>

## Trends and skill gaps

It could be considered to be a cliché to mention teamwork and communication here, but the general consensus is that these skills are still under-developed. In 2016, the Wakeham review of STEM graduate employability commissioned by the UK government confirmed the gap of these so-called “soft skills”. The World Economic Forum at Davos in 2018 also recognised this gap globally.

**“Regardless of the sector you will all be educators in your roles”**

@rosinaborrelli

Working in food systems these high level descriptors become more nuanced and could be described in more expert ways. For example: the understanding of “multi stakeholder partnerships” and the ability to use evidence-based information to influence and innovate. Other skill gaps we have learnt about from our interaction with the workplace are the application of critical thinking and being media trained.

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“No one discipline, organisation or individual can solve food systems challenges alone. We all need to acknowledge our limits and work together towards solutions.”

**Rebecca Wells**

“To engage with ‘systems’ we need to become actively aware of our thinking processes.” **Harley Pope**

“It’s important to say “No!” to things, so that you protect yourself and pulls on your time.”

**Seb Mayfield**

Question the System!!  
#ifstal #summerschool #food  
**@ifstal John Ingram**

”

## Change begins with one

In order to effect change, we need to develop and foster self-awareness to stay true to our values and recognise our own personal bias and privilege. We use a three point process to reflect on where we are and to explore a general career direction.

- Look Inward at your values, interests, knowledge, skills and reputation
- Look Outward at food system issues, local and national employment trends and your network
- Look Forward at your options, goals and how to integrate what you've discovered

Looking at a career as a trajectory rather than a ladder to climb can help justify sideways moves to gain experience or sector insight and in the longer term can provide a richer portfolio of skills for you to draw on and promote.

## MDS

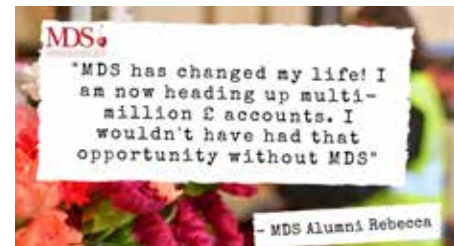
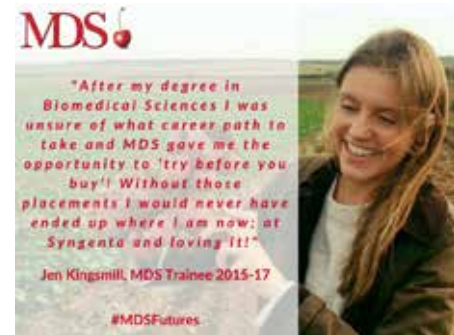
MDS works with and on behalf of the food & fresh produce industry to help it to attract and train young talent with the potential to be future industry leaders. Often overshadowed by supermarkets and food manufacturers, the food and fresh produce industry is like the behind the scenes production team of a Hollywood film: you know it is there but what it actually does is a mystery to many. The truth is that it is varied, wide-reaching and, most importantly, absolutely fundamental to the survival of modern societies. The industry is a buzzing assortment of procurement, new product development, agronomy, finance, engineering, production, commercial and many, many more opportunities. The MDS graduate scheme is the gateway to this exciting industry.

We recruit graduates from a variety of backgrounds (agricultural and otherwise) onto the two year graduate scheme, involving four six month secondments in different roles and businesses, supported by off the job, residential training.

We have about 45 trainees each year, growing steadily to 60. There are over 350 alumni who are in roles all over the industry. For graduates, this provides a unique opportunity to experience different businesses and sectors, making them more rounded, flexible and resilient future managers. For businesses, the scheme provides a regular stream of talent with the potential to progress into leadership positions.

We are a not for profit membership organisation, currently working with 38 different businesses all in food and fresh produce or providing a service to it, such as market research or agchems. For businesses, membership provides access to a range of trainees with a passion for the industry who are looking to progress to management. MDS manage the recruitment, training and payroll on behalf of members, relieving the burden of running in house graduate schemes or placement programmes. Some members have used MDS to replace their own internal graduate scheme and some run both.

<http://www.mds-ltd.co.uk>





## Work-based learning experiences

Hiring managers will always look for your most recent relevant experience, whether within a sector or a functional area. To ensure you have a well-rounded professional profile think about gaining some experience to consider your employability in a wider context. The Institute for Student employers (ISE, see page 6) consider work experience to be the best time to supplement academic achievement with relevant skills for employers.

Examples include:

- **Research placements:** a period of research/work time directly connected to your studies or final project/dissertation agreed with your supervisor.
- **Voluntary work:** short-term unpaid pieces of work or micro-internships lasting on average a week based on a specific project or piece of work. Small organisations and charities often need helpers for one day events or meetings and you never know who you may meet behind the scenes.
- **Internships:** a 3-6 month period of paid full time or part time work that may be a precursor for employment.

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“Make your own opportunities, make an effort, get in touch, be bold, communicate what you are doing.”

**Lucy Foster**

“Never to turn down an offer to find out about something, or meet someone, new - in my experience they quite often lead to interesting and unexpected opportunities.”

**Rosemary Collier**



Be **bold** and create your own opportunities. Look to your build your network to find them.





Transforming the world  
to sustainability

## IEMA

IEMA is the worldwide alliance of environmental and sustainability professionals working together to future-proof businesses and organisations. By mobilising our expertise, we will continue to challenge norms, influence governments, drive new kinds of enterprise, inspire communities and show how to achieve measurable change on a global scale. This is how we realise our bold vision: transforming the world to sustainability. To work towards our vision, we have identified key areas of development that are apparent in all organisations. To achieve a sustainable business model there is a need to close the skills gap between IEMA professionals, their colleagues and the wider organisation.

**“We have a huge amount to learn from each other – don’t let labels, hierarchies, notions of ‘experience’ and job titles get in the way of honest and open conversation and exploration.”**

Rebecca White

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Environmental sustainability competence is key to drive change, recognising knowledge and understanding should be embedded at all levels of an organisation will enable leadership, management and operational employees to improve performance. IEMA aim to develop and educate both professionals of environmental sustainability and the wider workforce through the medium of education and training to enable organisations to drive change, comply with regulations and ultimately achieve a high performing sustainable business model. For more information, please visit [www.iema.net/training](http://www.iema.net/training).





**“Target specific companies  
and see how your skillset  
fits with them”**

Sara Girardello

## Portfolio careers

The complex landscape of funding for non-profits and academia often results in part-time roles. Some flexibility and creativity about creating a sufficient income may be required but also presents an opportunity. By supplementing your work with other part-time employment, temporary jobs, freelancing, or possibly self-employment; you present yourself as an adaptable operator to the secondary employer and demonstrate unique skills.

Many large private sector organisations are also recognising the need to work in collaboration with small specialist organisations. They may fund (in kind or by secondment) a piece of work to widen their expertise or bridge a knowledge gap. Look at ways you can actually propose these opportunities to an employer. Examples may include SDG working groups between farmers or public engagement links between universities and industry.

**@ProfTimLang tells us a collaborative approach is the only way to tackle the beast of a dysfunctional food system. #IFSTAL** Tim Lang



# AFTP

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## Tri sector experience

The systemic issues we face require the business, government and non-profit sectors to work together to create lasting solutions. Individuals able to engage with and collaborate across all three sectors are increasingly in demand. They demonstrate the following characteristics:

- **Balanced motivations.** A desire to create public value no matter where they work, combining their motivations to wield influence (often in government), have social impact (often in nonprofits) and generate wealth (often in business)
- **Transferable skills.** A set of distinctive skills valued across sectors, such as quantitative analytics, strategic planning and stakeholder management
- **Contextual intelligence.** A deep empathy of the differences within and between sectors, especially those of language, culture and key performance indicators

- **Integrated networks.** A set of relationships across sectors to draw on when advancing their careers, building top teams, or convening decision-makers on a particular issue
- **Prepared mind.** A willingness to pursue an unconventional career that zigzags across sectors, and the financial readiness to take potential pay cuts from time to time
- **Intellectual thread.** Holistic subject matter expertise on a particular tri-sector issue by understanding it from the perspective of each sector

Source: Adapted from Harvard Business Review: <https://hbr.org/2013/02/why-the-world-needs-tri-sector>

**"be aware of the professional brand you are projecting"**  
@WarwickCareers David Molyneux

**"keep an open mind and be prepared to change tack; don't stay somewhere without a good reason."** Gavin Milligan



## Work-based Mind Flipping for a career change or job search: by Zena Everett

Most people get their job through their network, or more specifically their network's network. Who has a problem that you can solve and what's the simplest way of getting in front of them?

Usually the answer is right under your nose. It might mean picking up the phone, not just responding to job alerts sent to you by an algorithm and firing off loads of CVs. It's easy to be a busy job seeker, but don't confuse busyness with effectiveness. Thinking is just as important as action.

**Mind Flipping definition: to flip your focus away from yourself and instead look outwards – on to the value you add and the problems you, uniquely, can solve for other people.**

Zena Everett | Executive Coach

<http://www.zenaeverett.com>

### Stage One: Think

1. Think about what you want to do next.
2. Write down your goals for the job you want next: what it is, where, by when, essential criteria, salary, etc. Be as specific as possible.
3. Can you raise the bar on your goals? If you were at the top of your game and knew couldn't fail, what would you set your mind to?
4. Define how you are going to sell yourself and your 'brand'. Exactly what you do and the problems you solve.
5. Work out the gaps in the market for your skillset. Marry up what you want to do with client demand.
6. Find proof of how good you are at doing what you do. Back it up with numbers and metrics if you can.

### Stage Two: Do

7. Now and only now, write an evidence-based CV and LinkedIn profile using key words and data, aimed at your target market.
8. Talk to your network and recruiters. Don't do this until you are clear about what you want.
9. If it is sensible to do so, post your CV on notice boards and apply for jobs.
10. Network, network and more networking. Get out there and create opportunities. Keep in front of the recruiters. Call every couple of weeks to update them.
11. Interview as much as you can. You are mystery shopping here too, sussing them out too.

### Stage Three: Review

12. Analyse the patterns in the responses you are getting and do more of whatever is working best.
13. Brush up your interview skills; get feedback, take a video of yourself to see how you present.
14. Negotiate objectively and value what you have to offer.
15. When you get a job, set yourself a diary date to review where you are against your career goals.
16. Finally, keep nourishing your network to avoid future derailment.

**"If you can be purposeful in your job, going to work every day isn't a big chore."** Jake Backus

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### Building your network

The implication of networking in its most traditional sense is to gain customers. Try to reframe networking as “learning from others”. With your systems thinking hat on, meeting others is another way to learn about things from their perspective, share your views and find interesting collaborations. It is also an excellent way to find out about opportunities for work experience and possible future employment.

Use LinkedIn as a way to do your homework on individuals or organisations within the field you are interested in working. Most people are flattered to be asked for a chat about their experience or some advice.

Demonstrate your proactivity and unique skills to be memorable and they will think of you next time a relevant opportunity arises.

Apply anyway! Sell additional skills and suggest how you might be able to make up for any gaps. @KawtherH – excellent advice **Kawther Hashem**



## IFSTAL needs you!

**Wherever you sit in the food system you will be aware of the ever-increasing challenges we all face.**

- Over 50% of the world population currently consuming poor diets
- Maintain food safety and quality against increased demand
- Increasing food system resilience to extreme weather events, and financial and other shocks
- Eliminating food waste in the entire supply chain

**Join us!**







## Voices from the food system

John Ingram: How does food systems thinking help? This can't be solved by one discipline #IFSTAL

@ifstal #IFSTALSym18 @QUBFoodProf "20 years since the definition of food security was coined, we need to change it"

@HMcGrath93 #IFSTAL "change happens at an individual level and institutions are made of individuals" #useyourvoice

@HMcGrath93 #IFSTAL Multi-stakeholder partnerships "pretty damn difficult but what's the alternative?"

@CharlotteSRich Have never really thought about food security outside of agriculture. Eye-opening stuff at #IFSTAL inaugural lecture. #foodsecurity

@georginechikchi How can shifting from a consumer to citizen mindset accelerate the shift to fair, sustainable food systems? We all have responsibilities!

@DruSalite Dietary choice can reduce the energy, carbon and water impact of foods #ifstal

@HelenaDiffey 'Obesity' is a LOT more complicated than 'eating too much' #IFSTAL

@YorickBruins #ifstal discussion about to start @FoodPolicyCity, in food systems are some gains, some losses, leading to trade offs. Never black or white?

@chappmannng Food crime can be fatal e.g. introduced allergens (nuts). #IFSTAL

Food waste is the challenge from @vickihird #ifstalsym2018 Less focus on tech, a more systemic approach

Good food doesn't need a chlorine wash @vickihird #ifstalsym2018 **Vicki Hird**



"the regulatory and policy landscape around food and drink in the UK is very complex, spanning several departments and regulatory partners. This is one reason why it's such an interesting place to work. Working with the law enforcement community, in the analysis and investigation of crime and dishonesty in this sector, is similarly rewarding." **Giles Chapman**

## A selection of the food systems professionals who have shared their insights with IFSTAL



### **Angela Baker – Public Health England**

Angela Baker is a Deputy Director of Health and Wellbeing, working with Public Health England. By background, Angela is a paediatric nurse, she has worked in the field of Public Health for the last 10 years. Currently, her main focus is in the area of Health Improvement leading on relationships with Local Authorities across the South East of England for Public Health England South East. She has worked as a senior lecturer at Oxford Brookes University where she taught on the Masters of Public Health course and is an educational supervisor. During her career, she has covered most areas of public health, from BME populations and partnership working to working closely with GPs and secondary care professionals, to partnership working with councillors and community development colleagues.



### **Jake Backus – Empathy Sustainability**

Jake Backus, Visiting Senior Member of Linacre College, Managing Director of Empathy Sustainability, and formerly Customer Sustainability Director (and Commercial Leadership Manager) for Coca-Cola Europe. Jake is working on restorative supply chains and future landscapes through a project to restore up to 2M Ha of degraded rainforest in Indonesia, with commensurate social and economic impact for local and indigenous people. He also set up and is co-leading a project to measure and map air quality in Oxford from a human, temporal and spatial dimension, in conjunction with Oxford University, Oxford City Council, Oxfordshire County Council and others. And he is also working on a project to help Oxfordshire SME businesses start their sustainability journey - a forgotten group of businesses. Nothing if not eclectic, Jake is part of the Ocean Plastics Crisis Summit working group and recently spent two hours with the Greenpeace UK CEO and Ocean Plastics team to try to help nuance their campaigning on plastics. Keen on holistic and systems thinking, and since cycling is the ultimate solution to everything, Jake is a keen cyclist and is on the Oxford City Cycle Forum and Cyclox committees, and is a youth cycle racing coach.



### **Tim Hess – University of Cranfield**

Prof. Tim Hess is Professor of Water and Food Systems at Cranfield University (UK). He is an interdisciplinary scientist, bringing together areas of natural and social sciences to address real-world problems associated with the relationship between agriculture, food production and the water environment. Recently, his work has focused on the field of water footprinting and water-related risk, particularly in the agri-food sector. He has worked on several projects considering; the contribution of water footprinting to national food policy; benchmarking irrigation water use amongst farmers and growers; and evaluating new technologies for agricultural water management.



### **Giacomo Zanello – University of Reading**

I am an early-career academic trained in economics and with a research interest at the intersection of agriculture, food, and health in developing countries context. I am interested in food system as a whole, but also in its various components (from production to markets and food environments) and how this affects nutrition and health.

After a two-year post-doctoral stint at Oxford University, I was Policy and Evidence Research Fellow at the London School of Hygiene and Tropical Medicine where I supported the work of the Global Panel on Agriculture and Food Systems for Nutrition. With a blend of field experience and academic rigour, my research agenda is focused on policy impact. I am currently lecturer in Food Economics and Health at the University of Reading (UK).



### **Ruth Soroko – Eat Club**

Experienced graphic designer who specialised in print design. Has in recent years centred career and studies around food. Following the completion of a post-graduate degree from Central St Martins in Design Studies has decided to continue studies with a focus on food. Graduated in 2011 from the Centre for Food Policy in City University London with a masters in Food and Nutrition Policy.

In 2014 she has set up Eat Club. Eat Club delivers cooking courses, supper clubs and bespoke events that are designed to improve the relationship young people have with food and address the underlying barriers to healthy eating and physical and mental wellbeing.

She is also a director in the Kentish Town Vegbox - a cooperative tasked with running a community based local and organic vegbox scheme.



### **Sue Lloyd – Nutrition and Wellbeing Ltd.**

My passions are food, food policy and public health, not necessarily in that order. I am an energetic Faculty of Public Health Board member and Consultant who has worked internationally, nationally and locally to influence positive change in food policy. I'm committed to the principles of public health practice, and particularly to the importance of prevention. Throughout my career, and recently at a senior level, I've been a transformational leader and have negotiated changes to health systems, notably the introduction of public health networks pan- Wales, including the nutrition network for Wales. I'm passionate about food policy, and particularly proud of the research work that I've delivered with City University, which has resulted in a 200 – 400 metres limit on local authority planning permissions around schools in many boroughs and counties. Since 2012 I've been the Chairperson of the Registration Panel, U.K. Public Health Register.



### **Celia Nyssens – Nourish Scotland**

Celia studied politics in Belgium and Scotland, with a focus on environmental policy and politics during her Master's degree. In Edinburgh she became very aware of the crucial role of food in our lives and societies and therefore decided to specialise in food-related issues, which brought her to Nourish Scotland, an Edinburgh-based organisation working for food justice. When she first started at Nourish, Celia focused on farming policies, but she has since broadened her portfolio to look at food and climate change, public health, planning, and supply chains; a truly food system-wide perspective, which is coming together in Nourish's most important campaign to date: the Good Food Nation Bill.



### **Mary O'Connor – CABI**

Mary's career has been in the not-for-profit sector, in developing new products and services. Previously at Which? Ltd, the Consumers Association, she's currently Head of Commercial Innovation at CABI, an NGO that seeks to improve knowledge about agriculture and the environment. One of her main projects to-date has been taking the concept of an agri-advisory platform to help smallholder farmers, to pilot stage in East Africa.

Mary is studying at Said for the Diploma in Strategy and Innovation. For her final project she is researching the relationships between donors and agri-enterprises. In her spare time she has managed the Lord Mayor's of London's Student Leadership Challenge, which brought 40 young women aged 16-21 years together from India and the UK to learn from inspiration female leaders, and she is a Committee member for a community linking project in South Africa.



### **Sara Girardello – LMC**

Ms Sara Girardello heads up the Starch and Sweeteners Research Team of LMC International Ltd. Sara gained an MSc in Applied Statistics from the University of Oxford, UK and an MA (Hons) in Economics from the University of Verona, Italy, before joining LMC's Sugar and Sweeteners research team. A thorough and intuitive research economist who is bilingual in English and Italian, she has acted as project leader across a broad range of projects. One of this is The Global Sweetener Market, a biannual service which examines in detail demand for caloric sweeteners, as well as intense, zero calorie sweeteners in different end uses (food, table top, pharma and beverages), for all of the major markets. She is the senior editor of LMC's Starch and Fermentation Analysis monthly report and has led numerous consultancy projects on agricultural raw materials, such as cereals, and food ingredients such sweeteners and proteins. In 2009, Ms Girardello took a career break from LMC to study for an MSc in Horticulture at the University of Reading.





### **Tomaso Ferrando – University of Bristol Law School**

Dr. Tomaso Ferrando is a Lecturer in Law at the University of Bristol Law School. He holds a Phd in law from Sciences Po University (Paris) and has been visiting a fellow at Harvard University Law School, University of Sao Paulo and the University of Cape Town. Tomaso's work focuses on the link between law and food, with particular attention to the international dimension (trade, investments and the human right to food) and the shift from a commodity-based to a commons-based food system. In his latest academic work, he has looked into the EU regulation of food waste, the role of competition law in facilitating concentration of power and obstructing coordinated attempts to improve the global food system, and at the role of financial actors in determining what and how people eat.

Outside of academia, he acts as consultant and pro-bono advocate in questions relating to the right to food and food policies. In the last years he has been cooperating with the International Panel of Experts on Sustainable Food Systems (IPES-Food) and contributed to the formulation of a EU Common Food policy (to replace the Common Agricultural Policy). He is a member of Feeding Coventry, a multidisciplinary project that aims to tackle the roots of food poverty by involving public administrators, private sector and civil society, of the Global Legal Action Committee ([www.glan.org](http://www.glan.org)) and of the Extraterritorial Obligation Consortium.

### **Lucy Foster – DEFRA**

Dr Lucy Foster began her Government career as a scientist at the Ministry of Agriculture, Farming and Fisheries in 1998, joined the Food Standards Agency in 2000 and moved to the Department of Food and Rural affairs in 2009 where she leads science policy and research programmes on food and food systems. Lucy has considerable experience in food including food technology, foodborne disease, food hygiene, food additives and food composition, authenticity and labelling and has managed a variety of Government food policy, research and surveillance programmes since the 1990s. She is a food scientist by training, and has early experience of working both as a laboratory research scientist and as an industry food technologist; her PhD was in food composition and analysis; she has mainly published papers on food analysis.



### **Seb Mayfield – Independent**

Seb Mayfield has been at the forefront of the good food movement for a decade. Described by Time Out as an 'urban food guru' he has helped thousands of people grow and eat good food, coordinating campaigns such as Capital Growth, one of the largest urban food networks in the world. More recently Seb has focused efforts on improving access to healthy food for people on low incomes, including establishing both the Independent Food Aid Network, the national network for independent food aid providers, and Quidsln, a micro-savings scheme that Seb is developing for Oxfam GB. Seb is a Winston Churchill Fellow and Clore Social Fellow and is currently network & projects coordinator for Good Food Oxford.



### **Alice Turnbull – Bayer**

Alice is a Communications and Government Affairs Specialist working in the Crop Science division for Bayer here in the UK. After graduating with a BA in Sociology at the University of Nottingham studying science communication and the politics of climate change, Alice went on to complete an MA in International Relations at Warwick University where she enjoyed engaging with local food initiatives and working with food businesses on sustainable development. Alice is thrilled to collaborate with a range of stakeholders including politicians, farmers, and the general public on shaping the future of agricultural policy. She engages daily with key agri-food sector issues and particularly loves promoting knowledge transfer and the cutting edge science delivered in scientific innovation centres nationwide as a member of the agricultural biotechnology council. A key highlight for Alice is her ongoing mentorship work with various organisations including IFSTAL, and Bayer's global Youth Agricultural Summit initiative.



### **Giles Chapman – National Food Crime Unit**

Giles is Head of Intelligence in the Food Standards Agency's National Food Crime Unit, joining the Unit in 2015 shortly after its creation. He initially lead a small team focussed on the delivery of professional, high quality intelligence analysis, exploring the threat which food crime presents to UK consumers and businesses. Giles joined NFCU after eleven fulfilling and varied years in the Metropolitan Police. His work has spanned various areas both of local and serious, organised offending, including firearms, gang violence, sexual offences and intelligence support for events including the 2011 London riots and the 2012 Olympics.



### **Alan Hayes – IGD**

With a career spanning the entire agri food supply chain, Alan brings a wealth of industry experience to IGD. An engaging presenter and speaker, as well as a skilled facilitator, Alan is equally at home with large conferences and corporate board rooms. Alan heads IGD's industry sustainability programmes, which include food waste measurement and reducing wasted miles in 2018. Previous areas of work have included encompassed water scarcity, emissions reduction, sustainable diets and household food waste. He also works on bespoke cross functional projects with clients, combining his strategic skills and facilitation expertise with IGD's unrivalled research to great effect for audiences and management teams equally. Alan holds a degree in Chemical Engineering, a Postgraduate Diploma in Marketing and awaits graduation for his MBA from Henley Business School.



### **Frances Hansford – Independent Researcher & Consultant**

Most of my work focuses on food systems issues in developing countries and the UK, particularly diets and nutrition with a focus on equity and gender. I'm particularly interested in understanding policy responses to the co-existence of under- and over-nutrition, strategies to reduce obesity, how we can shift consumers towards more sustainable diets, and access to healthy and sustainably-sourced foods among families with low incomes. Current and recent projects include gender analysis on a scaling-up nutrition programme in Northern Nigeria, evaluation for Good Food Oxford and the Oxford Food Poverty Alliance, evaluation of a food marketing literacy project for children in Hackney as a way to tackle obesity, and research in the Rose Hill Primary School community to help shape the healthy school approach. I hold an MPA from the Kennedy School of Government at Harvard University and a DPhil from Oxford University's Department of International Development.



### **Gavin Milligan – William Jackson Food Group**

Dr Gavin Milligan holds a PhD from the University of London and worked for 9 years in the chemical industry before moving to the food sector. He has worked for a number of businesses ranging from SMEs to blue chip corporates in supply chain, operations and commercial roles and is currently ESG Director for the William Jackson Food Group where he oversees the company's social and environmental programmes.

He is a Member Director of the Supplier Ethical Data Exchange, chairs the Management Committee of FoodWasteNet, is a member of the Food Sector Knowledge Transfer Network, which he represents on the European Food Technology Platform, is a committee member of the Royal Society of Chemistry's agriculture sector group and chairs the Agri-food member interest group at Campden BRI. He sits on the Industrial Advisory Boards at Sheffield Hallam University's centre for excellence in food engineering and Lincoln University's MSc programme in Agri-food Technology, the Commercial Advisory Board of the Industrial Biotechnology Innovation Centre in Glasgow and the Advisory Board for New Food Magazine.

He also runs his own business, Green Knight Sustainability Consulting Ltd, providing support on social and environmental strategies for agri-food businesses.



### **Dr. Susanne Padel – Organic Research Centre**

Susanne is Senior Programme Manager and team leader at The Organic Research Centre involved in several projects related to socio-economics and policy aspect of organic farming. She has worked with organic farming systems since the early 80s, at first in advice followed by research, since 2009 at ORC. Susanne holds a degree in general agriculture (University of Kassel, Witzenhausen) and a PhD in agricultural economics (Aberystwyth University) She has a keen interest knowledge exchange and in supporting good collaboration between farmers and researchers, for example through the Agricology project that ORC is collaborating with <https://www.agricology.co.uk/> ([www.organicresearchcentre.com](http://www.organicresearchcentre.com))



### **Gerald Midgely – University of Hull Business School**

Professor of Systems Thinking in the Centre for Systems Studies. He also holds Adjunct Professorships at the University of Queensland, Australia; the University of Canterbury, New Zealand; Mälardalen University, Sweden; and Victoria University of Wellington, New Zealand. He was Director of the Centre for Systems Studies at Hull from 1997 to 2003 and from 2010 to 2014. From 2003 to 2010, he was a Senior Science Leader in the Social Systems Group at the Institute of Environmental Science and Research (ESR), New Zealand. Gerald has had over 300 papers on systems thinking, problem structuring methods, community operational research and stakeholder engagement published in international journals, edited books and practitioner magazines, and has been involved in a wide variety of public sector, community development, technology foresight and resource management projects. He was the 2013/14 President of the International Society for the Systems Sciences, and has written or edited 11 books including, *Systemic Intervention: Philosophy, Methodology, and Practice* (Kluwer, 2000); *Operational Research and Environmental Management: A New Agenda* (Operational Research Society, 2001); *Systems Thinking, Volumes I-IV* (Sage, 2003); *Community Operational Research: OR and Systems Thinking for Community Development* (Kluwer, 2004); and *Forensic DNA Evidence on Trial: Science and Uncertainty in the Courtroom* (Emergent, 2011).



### **Caroline Bennett – Sole of Discretion**

Way back in 1994 Caroline Bennett founded Moshi Moshi and started the kaiten-sushi revolution, simply because she loved sushi and was convinced other Londoners would as well. Since then, the restaurant has stuck to time-honoured Japanese tradition, serving authentic Japanese food made by our chefs with many years of experience. Caroline is at the forefront of campaigns to protect fish stocks, and has won a number of awards, including the prestigious Green Apple Award for the Environment, the RSPCA Award for Animal Welfare, and she was lauded as a 2009 international Seafood Champion by SeaWeb's Seafood Choices. Moshi Moshi was one of the first five restaurants in the UK to achieve Marine Stewardship Council accreditation. Caroline was the author of *Sushi 500* published in 2013. She sat on the Board of Slow Food and remains involved through Slow Fish, and founded Sole of Discretion CIC to safeguard the livelihoods of small-scale fishers and their marine friendly fishing methods.



### **Dhanush Dinesh – CCAFS, CGIAR**

Dhanush Dinesh is the Global Policy Engagement Manager for the CGIAR research program on Climate Change, Agriculture and Food Security (CCAFS). He focuses on linking CCAFS science with global policy processes and partners. Before joining CCAFS, he worked in NGOs, the private sector, and the UN system, in Asia and Europe. An Indian national, Dhanush holds Masters degrees in Business Administration and Carbon Management. He is also a Trustee of the Plan Vivo Foundation.





### **Duncan Williamson – WWF**

Duncan is a global food system expert. He works as the Food Policy Manager for WWF UK. He has been in post for over 8 years and heads WWF UK's food work. He came up with and delivers the on-going Livewell project, which demonstrates that a healthy diet can be sustainable, Eating for 2 degrees – new and updated Livewell Plates. He is leading the WWF Network's position on sustainable diets and is on the steering group for their work on the post 2015 agenda and the food practice leadership team. He is coordinating WWF's work on sustainable food security including the recently published report: From Individual to Collective action; exploring the business cases for addressing sustainable food security. At WWF he advises companies around food sustainability and works with senior managers at Tesco, M&S, Nestle, Sodexo, Alpro. He has been working in the field of sustainable systems for 20 years. His work has led to him living and running projects in Greece, Thailand and on the Galapagos Islands. He has an MSC in Sustainable Environmental Management and a BA Hons in Philosophy. He is a director at Eating Better, on the Advisory Board for FCRN and Food Bytes and the UNSCP 10 yr program on food and the steering groups of Protein 2040 and Peas Please.



### **Sarah Malone – Food and Drinks Federation**

Sarah is the Economist for the Food and Drink Federation (FDF), the voice of the UK food and drink manufacturing industry. She leads on economic insight and data analysis for FDF, focusing on exports policy as one of the three key activities to stimulate productivity in the sector. Other key priorities include trade policy, industrial strategy, workforce strategy and economic issues relating to the UK's exit from the European Union. She is responsible for driving industry export growth, working closely with the Department for Environment, Food & Rural Affairs, the Department for International Trade, the Department for Business, Energy & Industrial Strategy and the wider industry in developing an ambitious exports proposal as part of a food and drink manufacturing sector deal. This has led to the Government's announcement of the Food and Drink Sector Council. She graduated in 2012 with a BSc Hons in Economics and French from the University of Birmingham and a year's study at the University Paris 1 Panthéon-Sorbonne. She has held previous roles as Economist at a macroeconomic publication company, Consensus Economics, and in Sheffield's economic development agency, Creative Sheffield at Sheffield City Council.



### **Vicki Hird – SUSTAIN (the alliance for better food and farming)**

Vicki Hird is an award winning author, expert, strategist and senior manager who has been working on environment, food and farming issues for over 25 years. As part-time Sustainable Farm Campaign Coordinator at Sustain, Vicki manages the farm policy and supply chain campaigns and related campaigning, particularly the impact of Brexit, and provides comment and guidance on these issues. Prior to this role Vicki has held senior positions roles at War on Want, Friends of the Earth and Sustain and has been an expert consultant for numerous NGOs and institutions. Her book Perfectly Safe to Eat was published in 2000.



### **Angela Wright – Compassion in World Farming**

Angela is Chief Scientific Adviser at Compassion in World Farming and, whilst maintaining oversight of the science strategy, focuses on high level engagement and promoting sustainable food systems – particularly regenerative agriculture. Compassion sees regenerative agriculture underpinning the a global sustainable food system and Angela is working in partnership with a wide range of national and international organisations with the aim of establishing a global agreement via the UN to achieve such a sustainable food system. Extensive agroecological systems provide high welfare potential for farmed animals.

Angela has a passion for improving the lives of animals, a passion that has driven her career, from Government scientist to lecturer in Animal Welfare Science at the Royal Veterinary College, University of London before joining Compassion in 2014 as Head of research and Education. Oxford-educated, she is a Fellow of the Royal Society of Medicine and the Higher Education Academy, holds a PhD in Animal Welfare in Veterinary Education, and, to paraphrase Nelson Mandela, believes education is the most powerful weapon with which to change the world. She has practical experience in animal welfare and management in a broad range of species, specialising in pigs and sheep. Angela is also on the Advisory Boards of both the FCRN and IFSTAL, and, is a Director of the UK-based Pasture-Fed Livestock Association – a Community Interest Company that promotes grain-free ruminant production. She oversees the scientific support that helps make Compassion a Centre of Excellence for Farm Animal Welfare.



### **Kawther Hashem – Action on Sugar**

Kawther is a Registered Nutritionist for Consensus Action on Salt, Sugar and Health (CASSH), a charity organisation concerned with the effects of salt and sugar on health and a Researcher at Queen Mary University of London. Kawther studied for a BSc in Nutrition at King's College London. Since graduating, Kawther has worked for the food industry (Unilever), non-governmental organisations (Sustain: the alliance for better food and farming and Consumers International), CASSH and more recently in academia. Kawther joined CASSH in August 2012 and is responsible for coordinating the Action on Sugar project. She completed a Masters in Food Policy at City University London in December 2014. Alongside her current roles she is also a visiting lecturer on nutrition and food policy at several UK Universities and is regularly invited to comment on nutrition topics in the media.



### **Alisdair Wotherspoon – Formerly Head of Science Delivery, Food Standards Agency**

35+ year career in public service with 24 years in food/feed related areas. I recently retired after 14 years as Head of Science Delivery at the Food Standards Agency. Responsible for: governance around how the FSA prioritised, commissioned, managed and communicated its evidence portfolio; development of partnership working with national/international organisations, including links to EFSA. I have had significant representational experience at national and international level including on the UK Global Food Security Programme; impact assessor for REF 2014; FSA observer on BBSRC Responsive mode committees A and B; EU Working Groups and Framework Programme Projects.



### **Craig Sams – Green & Blacks**

Craig Sams was born on a farm in Nebraska. In 1967 he and his brother Gregory founded Whole Earth Foods, expanding from Seed, an organic macrobiotic restaurant into retail, wholesaling and manufacturing. They published “Seed Magazine - The Journal of Organic Living” from 1971-1977. In 1991, in partnership with Josephine Fairley, founded Green & Black's Organic Chocolate, the first product to carry the Fairtrade Mark. He is President of Green & Black's, acquired by Cadbury's in 2005 and subsequently by Kraft in 2010. He is a director of Duchy Originals, Soil Association Certification, Carbon Gold and Larry Smart Art. Author of: About Macrobiotics, The Brown Rice Cookbook, The Little Food Book and The Story of Green & Black's. Columnist in Natural Product News. Soil Association Treasurer from 1990-2001 and Chairman from 2001 to 2007. Founded Carbon Gold in 2008 to establish biochar as a means to restore degraded soils, enhance organic farming and sequester carbon dioxide to reverse climate change.

## **IFSTAL team profiles**



### **Rebecca Wells – City, University of London**

Dr Rebecca Wells, Teaching Fellow and IFSTAL Education Co-ordinator, Centre for Food Policy, City, University of London. Formerly a radio producer on BBC Radio 4's The Food Programme, Rebecca's research investigates the links between food policy and media coverage. Her PhD thesis analysed the interaction between print media and UK government recommendations on red and processed meat consumption and bowel cancer prevention. She has also published research on media coverage of food banks and food bank users. Her current research investigates social media and food policy. She has been a visiting lecturer at City for 5 years, teaching master's students in the Centre for Food Policy and the Department of Journalism.



### **Kelly Reed – University of Warwick**

I'm currently a Teaching Fellow at Warwick and the Education Coordinator for IFSTAL (Innovative Food Systems Teaching and Learning). Within IFSTAL I work to promote this exciting new programme to a wide range of multi-disciplinary students, coordinate local events and teach aspects of Food Systems on our innovative virtual learning environment (VLE), Moodle. My background is in archaeobotany with interests in food systems, agricultural development, cultural adaptations to environmental change and global sustainability. My work has focused predominantly on the reconstruction of past diet and subsistence strategies in the Balkans from the Neolithic to the Late Middle Ages (6000 BC – 16th Century AD). I am particularly interested in exploring how archaeology and anthropology can help inform current food systems issues, especially as they are tools well-suited to investigating food security and agricultural development over different time frames and under different challenges.



### **Lauren Blake – SOAS**

Lauren is an anthropologist and human geographer focusing on malnutrition, food security, development, food activism and policy. She holds a Masters degree from SOAS, University of London, in Anthropology of Food, where she conducted research on malnutrition, gender and intervention programmes with agricultural communities in rural Guatemala. She did a short research project on food labelling with the Food Standard Agency's Social Science Research Unit. Lauren's PhD (forthcoming), at the University of Sheffield, was based on in-depth oral history interviews and ethnography with food activists, campaigners and policy makers on a wide spectrum of food systems issues. The recorded interviews form a public sound archive at the British Library, collaborator of the PhD. She is interested in the role of qualitative methods within interdisciplinary research on food systems. She joined the RVC in 2015 as the LCIRAH Education Coordinator for IFSTAL, working with the RVC, LSHTM and SOAS.



### **Harley Pope – University of Reading**

Harley is the educational coordinator for the IFSTAL programme at the University of Reading. He has taken a particular interest in developing food systems thinking pedagogy and skills development for the programme. He also lectures on diverse topics such as food security, urban agriculture and development, ecosystems services, resilience and systems thinking. Prior to his appointment at Reading, he worked as an Associate Researcher at the University of Sussex providing technical support in the areas of urban ecosystem services, sustainability and urban agriculture to an Ecosystem Services for Poverty Alleviation (ESPA) project operating in Delhi.

Harley is an interdisciplinary social scientist with interests in science and technology studies, governance, agriculture, international development and the environment. He has a BSc in Biochemistry and an MSc in Environmental Technology (ecological management) from Imperial College. More recently he has completed his PhD at the University of Sussex, entitled, "Participatory Crop Improvement: The challenges of and opportunities for institutionalisation in the Indian public research sector".



### **Rosina Borrelli – University of Oxford**

Rosina Borrelli has a background in change management consultancy and food education with a first degree in European Business with Technology and a mid-career Master's in Culinary Arts. She has worked in a variety of areas of the food system including hospitality, manufacturing, retail and FMCG. Her most recent experience is with the Children's Food Trust, the National Childbirth Trust and Slow Food where she specialised in early years food education. She has tri-sector experience and is passionate about effecting change through education.



### **Raquel Ajates Gonzalez – University of Dundee**

Raquel is a Researcher at the European Commission-funded GROW Citizens' Observatory led by the University of Dundee, UK. Before that, she worked as a Teaching Fellow at the Innovative Food Systems Teaching and Learning (IFSTAL) Project at the Centre for Food Policy, City, University of London, UK, where she also completed her PhD and MSc.



#### **Dr Annabel de Frece – City, University of London**

Annabel is a Teaching Fellow at City, University of London and Education Coordinator for IFSTAL (Innovative Food Systems Teaching and Learning). She is also a MSc distance learning tutor teaching Gender and Social Inequality and a dissertation supervisor at the Centre for Development, Environment and Policy (CeDEP), SOAS. Annabel has taught a variety of courses related to development and environment and has particular expertise in gender, Latin America and West Africa. She has authored CeDEP modules including Gender and Social Inequality and research methods and conducted research on farmers' cooperatives for the FAO and on income generation in rural communities for SNV. Annabel's doctoral research in the Yucatán, Mexico, examined local meanings attached to maize production, interactions with development interventions and environmental narratives. Her research interests are interdisciplinary, with an emphasis on exploring the connections between meanings, representation and discourse and the cultural interactions between people, the environment and policy with a focus on inequality.



#### **Michael Panagopoulos – Oxford Brookes University**

Michael joined IFSTAL in February 2017 as Knowledge and Communications Officer, based in the central IFSTAL Programme Office at the University of Oxford. He worked on developing and implementing communications, engagement, knowledge exchange and impact plans across three food research and teaching programmes: IFSTAL; Global Food Security's 'Resilience of the UK Food System Programme', and the Oxford Martin Programme on the Future of Food. Prior to joining the University, Michael worked in communications roles for the Department of Chemical Engineering at Imperial College London, New Phytologist, a scholarly plant science journal, and CIHE, a business-HE leadership network. Michael also holds a PhD in Plant Science from the University of Bristol. In January 2018 he took up a position working for Oxford Brookes University in their Strategic Business and Planning Office.



#### **Alex Arnall – University of Reading**

Alex is a social and development geographer. He specialises in the study of migration, movement and displacement of people and things. His work is characterised by an environment theme, including climate change, agricultural development and food systems. Much of Alex's empirical research has taken place in the Maldives and Mozambique. He has a DPhil in Geography from the University of Oxford on development processes in flood-affected resettlement communities. Prior to joining the University of Reading, Alex worked as a Consultant for the international firm Environmental Resources Management (ERM) and then as a Research Officer at the Institute of Development Studies. Alex's research has been funded by the ESRC, DFID, Norwegian Research Council, British Academy and Leverhulme Trust. He has also carried out consultancy for a number of development agencies, including GIZ, Save the Children, Oxfam and WWF. Alex supervises PhD students funded by the ESRC, Commonwealth Scholarship Commission and Leverhulme Trust.





### **John Ingram – University of Oxford**

Dr John Ingram's interests are in the conceptual framing of food systems; the interactions among the many actors involved and their varied activities, and the outcomes of their activities for food security, livelihoods and environment; and food system resilience. He has designed and led regional food system research projects in Europe, south Asia, southern Africa and the Caribbean and has conceived, developed and/or led a range of major international research initiatives. He has had substantial interaction with FAO, UNEP and CGIAR and many other international organisations, with national departments and agencies, with NGOs, and with businesses in the food sector (and notably with the International Life Sciences Institute Research Foundation, ILSI-RF), helping to establish research on the links between food security and environment through the analysis of food systems. In addition to leading the food system research group within ECI, he also leads the multi-university post-graduate food systems training programme (IFSTAL) and coordinates the UK Global Food Security programme 'Resilience of the UK Food System'. He is an Associate Professor and Senior Research Fellow at Somerville College.



### **Barbara Häslér – Royal Veterinary College**

Barbara Häslér is a veterinary researcher and Lecturer in Agrihealth at the Leverhulme Centre for Integrative Research on Agriculture and Health, Royal Veterinary College, with expertise in animal health economics and food systems. Her main area of interest is the integration of economic, social and epidemiological aspects in animal disease mitigation to provide practical and feasible tools that support decision-makers in the efficient allocation of resources. She is particularly committed to the development of approaches that support appropriate surveillance and intervention programmes for the control of foodborne and zoonotic diseases in food systems. She has contributed to research in livestock and fish value chains on disease management, food safety, food security and/or nutrition aspects with multiple partners in Egypt, Vietnam, Tanzania, Kenya, Zambia, South Africa, Switzerland, France and the UK in both formal and informal markets.



### **Tim Lang – City, University of London**

Tim Lang is Professor of Food Policy at City, University of London's Centre for Food Policy. He was a hill farmer in Lancashire UK in the 1970s which confirmed his interest food as a link for health, environment, culture and political economy. This became his work from 1980 first academically, then in the public sector and civil society, and for the last quarter century back in academia. He was food advisor to the EU Environment Commissioner (1988), food commissioner on the UK Sustainable Development Commission (2006-11), and a member of UK Council of Food Policy Advisors (2008-10) and the London Food Board advising the Mayor of London (since 2009, reappointed 2017). He is author or co-author of numerous journal articles and ten books. His latest book is Sustainable Diets (with Pamela Mason), published in March 2017. He is a member of the EAT-Lancet Commission on Healthy Diets from Sustainable Food Systems (reporting summer 2018). He was Expert (advisor) to the European Economic & Social Council's Opinion on the case for a comprehensive EU Food Policy. He is currently writing a book on the state and future of the UK food system.



#### **Rosemary Collier – University of Warwick**

Rosemary is based in the School of Life Sciences at the University of Warwick, is an Academic Lead for the Warwick Global Research Priority (GRP) on Food and the Warwick lead for IFSTAL. She trained as an entomologist and her main research interest is in the development and application of Integrated Pest Management strategies for horticultural crops. Rosemary is also interested in wider aspects of food production and consumption and has collaborated with colleagues from various disciplines. She is a member of Advisory Committee on Releases to the Environment, the Royal Horticultural Society Science Committee and the UK Insecticide Resistance Action Group. She was recently awarded the Royal Horticultural Society Veitch Memorial Medal for an 'outstanding contribution to the advancement of science and practice of horticulture'.



#### **Saher Hasnain – University of Oxford**

Saher is a researcher with the Environmental Change Institute's Food Systems Group, currently working on the Foresight4Food Initiative which is supporting enhanced foresight and scenario analyses for global food systems. It aims to provide a mechanism to better understand and synthesize key trends and possible futures in global food systems and support informed and strategic decision making between food systems stakeholders.

Trained as an environmental scientist, Saher has focused on environmental health and food systems in urban areas. For her doctoral research, she examined the influence of factors like fuel policies, urban design, violence, and regional and global food system transformation on food consumption behaviour and spatial mobility in urban Pakistan. Previously with the IFSTAL programme at Oxford, she collaborated with colleagues from the IFSTAL consortium in delivering the online course material through a series of face-to-face workshops to students with interdisciplinary backgrounds and approaches. Saher has previously worked on environmental health issues through photovoice and mapping at the University of Pennsylvania, and the development of national energy management cultures at Bahria University.



#### **Rebecca White – University of Oxford**

I find it hard to describe myself academically, but am settling on 'environmental social scientist' and am working on adding teacher to that description. I feel very happy to have made something I love – food – a big part of my job, and am particularly interested in using interdisciplinary research to explore the drivers and impacts of food systems on the environment. I also love teaching and learning alongside students. My PhD research looked at the environmental governance of milk supply chains, and I've also researched rice systems in India and community food growing in the UK.



#### **Roger Sykes – University of Oxford**

Roger joined the ECI Food Systems Group in July 2015. The programme contributes to the University of Oxford's broad view of food systems by increasing two-way interactions between food security and environmental change. The research and training programme looks at all food system activities from production to consumption, and how these relate to food security and the environmental outcomes of these activities. Roger provides programme support for the IFSTAL teaching programme and the programme on Resilience of the UK Food system in a global context.

## Kaleidoscope: From IFSTAL Participants to Food System Professionals

### Clara Lapeyre

University of Reading

Secretariat IFAD, Rome  
Consultant at the  
International Land  
Coalition

### Bee Vellacott

SOAS  
Sainsbury's,  
London  
Waste less, Save  
more project  
manager

### Georgie Styles

SOAS  
The Gaia Foundation &  
Farms not Factories,  
London  
We feed the world  
coordinator Campaigns  
& Outreach Manager

### Brooke Watson

LSHTM  
ECOHealth Alliance,  
New York  
Research Scientist

### Abigail Bok

Oxford University  
Root Capital, Boston  
Investor Relations  
Associate

### Silvia Vacchi

University of Warwick  
United Nations Institute  
for Training and  
Research (UNITAR),  
Switzerland  
Trainee

### Yorick Bruins

City University  
Agriterro, Tanzania  
Business Advisor

### Lucy Redmore

University of  
Warwick  
LEAF, Warwickshire  
LEAF Marque  
Technical Assistant

### Kate Jarvis

University of  
Oxford MBA  
Fonterra, Australia  
Senior Commercial  
Intelligence Analyst

### Alex Bleasdale

SOAS  
FareShare UK,  
London  
Food Coordination  
Assistant

### Chrishane Williams

University of Reading  
FAO, Jamaica  
Communications  
Consultant

### Skye Oudemans

University of  
Warwick  
Food and Drink  
Federation, London  
Media and  
Campaigns Officer

**Saher Hasnain:** the programme helped me identify the limitations in how I addressed problems, even though I have a background in a very interdisciplinary field, and that addressing messy and complicated problems can be anything but neat, but accomplish great things in the meanwhile, like bringing people together around a table sharing their perspectives in a meaningful way.

**Annabel de Frece** IFSTAL teaches us that we should not be afraid to push the boundaries of our own disciplines. It is through this engagement of multiple disciplines that we can learn to think differently and collaboratively, and perhaps find more effective solutions to the complex problems in our food system.

**Raquel Ajates Gonzalez** interdisciplinary projects are the best chance we have of overcoming the barriers facing food and farming in the XXI century. IFSTAL is a perfect for postgraduate students to experience interdisciplinarity, both through learning and connections.

**Michael Panagopolous** IFSTAL helped me realise that science alone won't save the world's (food) problems. By breaking disciplinary boundaries, talking (and listening) to each other and working together we can achieve so much more.