Good Jobs Institute Fellowship

Good Jobs Institute (www.goodjobsinstitute.org) is hiring for our 2023-2025 Good Jobs Fellowship, a two-year full-time paid fellowship for a recent MBA graduate who is passionate about how good jobs and strong operations can drive more vibrant and sustainable companies and communities.

Who We Are. GJI is a start-up non-profit social enterprise founded in 2017, following the success of MIT Sloan professor Zeynep Ton’s book The Good Job Strategy. Our mission is to help companies thrive by creating good jobs and redefine what it means to run a successful business. We have a small but dynamic team: the institute is managed by an MIT Sloan graduate and headed by Professor Ton.

What We Do. Millions of people in the U.S. are stuck in bad jobs with poverty-level wages, unpredictable schedules, and few opportunities for growth, meaning, or dignity. By making better operational choices and investing in their employees, companies can create good jobs that enable them to outperform competitors. The Good Jobs Institute helps companies make this change. Most of our time is spent working directly with companies and investors in low-wage service industries seeking to improve financial and operational performance and the quality of the jobs that they offer. Our company partners range from mid-sized regional players to major national retail chains. As we work with new partners, we are continuously refining our methodology and using learnings to develop tools and resources that any company can use to become a good jobs company.

How We Work. We’re a supportive, collaborative, flexible start-up team with a unique and evolving approach.

- We learn the day-to-day reality of partners’ operations by spending time with frontline employees
- We work hand-in-hand with partners – not for or around them – as they plan and execute good jobs journeys
- We are humble, and always learning from company partners and the business and thought leaders we work with
- We have fun: we’ve set ourselves an ambitious, critical task – to help create 10 million better jobs by 2027 – and we love pursuing it every day

The Role. The Fellow will support our company partnerships and help drive learning. Specific tasks may include:

- Spending time in partners’ frontlines and with company leadership to understand operations and customer/employee experience, using the Good Jobs Strategy as the framework for analysis
- Reviewing and analyzing data to reveal insights and connections between good jobs and performance
- Creating alignment documents, decks, meeting materials, and more to support company partnerships
- Helping translate learnings into new tools, resources, data-driven products, and more to support any company who wants to implement the Good Jobs Strategy and provide tools to the wider good jobs ecosystem
- Helping drive new strategies and partnerships to change the narrative on how good jobs drive good business

The Fellow will also help to evolve GJI’s methodology/processes and perform other duties as they arise.

Who You Are. We are looking for applicants with 5+ years of relevant work experience and an MBA who are:

- Passionate about operations and improving the quality of jobs in the United States
- Creative, pragmatic problem-solvers who thrive in ambiguous start-up environments
- Able to communicate effectively with anyone from frontline staff to C-Suite executives
- Enthusiastic lifelong learners with a desire to grow and generating new knowledge and tools
- Effective working collaboratively in team environments...but also strong self-starters
- Able to travel around 40% of the time (COVID permitting) and be on your feet all day on store visits
- Have authorization to work in the United States. The position is based in Cambridge, MA

How to Apply. Please submit a cover letter with your resume to careers@goodjobsinstitute.org.