



# Job Classification


[Home](#)

## Classified Job Descriptions

Job Description Type:	Specific Job Description	Region:	HQ
Category:	<a href="#">IP (International Professionals)</a>	Country:	<a href="#">Sweden</a>
Reason for Classification:	Establishment of a new post	Duty Station:	Stockholm
Level:	<a href="#">P-4</a>	Office:	Office of Innovation
Title:	Innovation Manager	Section:	Services & Systems
Title Information in Parenthesis:	Design & Connect	Unit:	Design
CCOG Code:	1L08	Case Number:	#OOI2026-01
UNICEF Code:	INN	Post Number:	
Classified by:	Natalia Paquin	Classified Date:	5/6/2026

### Organizational Context:

The Office of Innovation (OOI) works to catalyse UNICEF's and its partners' expertise, resources and creativity to accelerate results for children. OOI supports UNICEF to identify priority problem spaces, test and scale solutions, and strengthen the systems, governance and ecosystems required for sustainable impact at scale.

The office is doing this by continuously exploring new ways of accelerating results for children, investing across a range of early stage solutions, and harnessing internal and external expertise towards continuously iterating and finetuning the most promising solutions for children through a systematic portfolio management approach, and leveraging all stakeholders' innovation energy, knowhow and resources from intergovernmental, multilateral, private sector and non-governmental fora (think tank, academia

Within OOI, the Systems & Services Section strengthens innovation as a disciplined, system-level organisational capability. It provides a coherent set of innovation services that link insight to decision-making, support structured country engagement, embed governance and learning, and enable system-level transformation.

The Systems & Services Section is organised around three mutually reinforcing pillars: (1) Insights & Learning, (2) Design & Connect, and (3) Influence. The Design & Connect pillar focuses on design-led country engagement, applied innovation governance, and the development of innovation ecosystems, operating through both time-bound acceleration engagements and longer-term ecosystem-building work.

### Purpose of the Job:

Under the general supervision of the Senior Adviser Innovation – Systems & Services (P5), the Innovation Manager (Design & Connect) provides strategic leadership of the Design & Connect pillar, providing strategic direction, design leadership, and connective capacity across OOI's work.

The role combines strategic leadership, people management, and hands-on advisory support, and shapes how UNICEF engages with countries and systems on innovation through structured, design-led engagement and applied innovation governance,

**Classified Job Descriptions - Innovation Manager**

ensuring that innovation efforts are prioritised, routed and institutionalised in a coherent and disciplined manner.

The incumbent provides strategic direction for country intake and triage, Innovation Ecosystem development (including innovation culture and decision infrastructure), and coordination of Design & Connect sub-teams, while delegating operational delivery to P3 roles in line with the approved organigram.

Key functions, accountabilities and related duties/tasks:

Strategic leadership of the Design & Connect pillar

- Provide strategic direction for the Design & Connect pillar in alignment with Systems & Services design principles, OOI priorities and Management Plan.
- Ensure Design & Connect functions operate as repeatable, system-facing innovation services rather than bespoke or ad-hoc support.
- Embed human-centred and systems design approaches across OOI portfolios and initiatives.
- Act as a strategic thought partner to OOI leadership on design, collaboration, and learning-related questions.
- Contribute to OOI-wide strategic planning, prioritisation, and innovation governance processes.

Intake, triage and routing of technical assistance (TA) requests

- Lead the coordinated intake, triage and routing function for TA requests across OOI, through a shared mechanism spanning Systems & Services and Solutions.
- Ensure requests are assessed, qualified, prioritized and routed transparently, with clear handover accountability between functions.
- Maintain portfolio-level visibility of demand patterns to inform strategic planning and resource allocation.
- Preserve mandate clarity and prevent duplication through disciplined handover protocols between Systems & Services and Solutions.

Design leadership and advisory support

- Provide expert guidance on design methodologies (e.g. human-centred design, service design, systems mapping) to teams across OOI and, where relevant, to UNICEF country offices.
- Support the framing of complex problems, user research, synthesis of insights, and translation into actionable strategies or solutions.
- Ensure design quality, coherence, and consistency across initiatives and deliverables.
- Provide strategic oversight of Sprint Lab, directing the Design sub-team, safeguarding methodological integrity, and linking outputs to governance and solution pathways.
- Champion Youth Leadership and Human-Centred Design+ (HCD+), embedding participation and co-creation across innovation governance, Sprint Lab delivery, and country engagement.

Applied innovation governance (COMPASS)

- Provide strategic oversight of applied innovation governance at country and system level, primarily through COMPASS engagements.
- Ensure prioritisation, decision discipline, stage-gating and learning loops are embedded within engagements.
- Work closely with Insights & Learning to ensure evidence and learning inform upstream decision-making.
- Provide strategic ownership of Public Sector Innovation (PSI) as a thematic application within COMPASS, focusing on public sector innovation governance, policy frameworks and institutional capability, delivered through COMPASS ways of working.

Innovation Ecosystem ownership (SPARK and culture)

- Provide strategic ownership of the Innovation Ecosystem, including innovation culture, community building and decision infrastructure.
- Oversee ecosystem-level initiatives such as SPARK, alumni networks, peer exchange and codified learning products.

## Classified Job Descriptions - Innovation Manager

- Ensure ecosystem work complements applied governance and policy influence functions.

Connection, collaboration and knowledge enablement

- Strengthen connective tissue across OOI through disciplined collaboration, shared ways of working and systematic learning loops across Systems & Services pillars, the Solutions Section, Country Offices and Centres of Excellence, regional DID teams and Global Programme Division.
- Facilitate cross-functional workshops, design sprints, and sensemaking processes at key decision points.
- Support systematic capture and reintegration of lessons from Sprint Lab, SPARK and COMPASS into upstream prioritisation and governance processes, in coordination with Insights & Learning.

People management and representation

- Supervise and support staff and consultants within the Design & Connect function, in line with the approved organigram.
- Support recruitment, onboarding, performance management and professional development.
- Engage with internal and external partners (including academia, design networks, and innovation partners) to strengthen OOI's design and collaboration ecosystem.
- Represent OOI in relevant forums, communities of practice, and events, as delegated.
- Build team capacity through mentoring, feedback, and professional development.

Contribute to recruitment, onboarding, and performance management processes.

- Serve in OIC roles as required.

Impact of Results:

The Innovation Manager (Design & Connect) strengthens OOI's ability to deliver coherent, user-informed, and connected innovation efforts. By embedding design practice and enabling collaboration, the role directly contributes to higher-quality solutions, stronger learning, and increased impact for children.

Competencies and level of proficiency required:

Core Values:

Care  
Respect  
Integrity  
Trust  
Accountability  
Sustainability

Core Competencies:

Demonstrates self-awareness and ethical awareness (1)  
Works collaboratively with others (1)  
Builds and maintains partnerships (1)  
Innovates and embraces change (1)  
Thinks and acts strategically (1)  
Drive to achieve impactful results (1)  
Manages ambiguity and complexity (1)

Recruitment Qualifications:

Education requirement: Advanced university degree (Master's or higher) in innovation, service design, UX, graphic design, social sciences, public policy or a related field.

Experience required: A minimum of 8 years of progressively responsible experience in innovation, systems change, or design-enabled programmes in complex institutional contexts (development, public sector, or related).

Required:

Demonstrated experience providing strategic direction across multidisciplinary teams, including people management and performance oversight.

## Classified Job Descriptions - Innovation Manager

Proven experience with applied innovation governance: structured prioritisation, stage-gating, decision discipline, and learning loops within organisational or country-level programmes.

Strong working knowledge of human-centred and systems design methodologies, with experience directing (and quality-assuring) design practice at team or programme level.

Strongly desirable:

Experience working with or within government systems on institutional change, innovation policy, or systems strengthening, particularly in low- and middle-income country contexts.

Experience with innovation ecosystem development: culture change, community building, capacity strengthening, or acceleration programme design.

Familiarity with Sprint Lab, COMPASS, SPARK, or equivalent structured engagement methodologies.

An asset:

Hands-on design practice background (service design, UX, systems mapping) as a foundation for current strategic and advisory work.

Language requirements: Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) is an asset.

Is this role a Representative, Deputy Representative, Chief of Field Office, the most senior Child Protection role in the office, Child Safeguarding Focal Point, or Investigator (OIAI)?:

No

Is this post a Direct contact role in which incumbent will be in contact with children either face-to-face, or by remote communication, but the communication will not be moderated and relayed by another person?:

No

Is this post a Child Data role in which incumbent will be manipulating or transmitting personal-identifiable information on children such as names, national ID, location data, or photos)?:

No

The selected candidate for this position will be required to engage with vulnerable children:

No

Competencies and level of proficiency required:

Recruitment Qualifications:

Attachments: [Innovation ManagerP4\\_Directors approval.pdf](#)  
[JD for P4 - Innovation Manager \(Design \\_ Connect\).docx](#)  
[OOI Org chart 2026\\_Services\\_Systems plan 1.pdf](#)  
[OOI Org chart 2026\\_Services\\_Systems plan.pdf](#)

Print

