



CONSULTANCY - TERMS OF REFERENCE

Title: Game Changers Coalition | Innovative Curriculum Designer Consultant

Division: UNICEF Office of Innovation, Stockholm, Sweden

Duration: 18 months full-time

Duty Station: Remotely

Advertising summary

UNICEF's Office of Innovation is hiring a consultancy covering the "Gender Equality and Gaming Industry: Innovative Curriculum Design of UNICEF's forthcoming co-creation and partnership initiative with the gaming industry".

Child Safeguarding

Is this project/assignment considered as "Elevated Risk Role" from a child safeguarding perspective?

YES NO

If YES, check all that apply:

Direct contact role YES NO

If yes, please indicate the number of hours/months of direct interpersonal contact with children, or work in their immediately physical proximity, with limited supervision by a more senior member of personnel:

Child data role YES NO

If yes, please indicate the number of hours/months of manipulating or transmitting personal-identifiable information of children (name, national ID, location data, photos):

More information is available in the [Child Safeguarding SharePoint](#) and [Child Safeguarding FAQs and Updates](#).

UNICEF works in some of the world's toughest places, to reach the world's most disadvantaged children. To save their lives. To defend their rights. To help them fulfill their potential.

Across 190 countries and territories, we work for every child, everywhere, every day, to build a better world for everyone.

And we never give up.

For every child...innovate

UNICEF has a 70-year history of innovating for children. We believe that new approaches, partnerships and technologies that support realizing children's rights are critical to improving their lives.

The **Office of Innovation** is a creative, interactive, and agile team in UNICEF. We sit at a unique intersection, where an organization that works on huge global issues meets the start-up thinking, the technology, and the partners that turn this energy into scalable solutions.

UNICEF's Office of Innovation creates opportunities for the world's children by focusing on where new markets can meet their vital needs. We do this by:

- Connecting youth communities (or more broadly -- anyone disconnected or under-served) to decision-makers, and to each other, to deliver informed, relevant and sustained programmes that build better, stronger futures for children.
- Provoking change for children through an entrepreneurial approach -- in a traditionally risk averse field - to harness rapidly moving innovations and apply them to serve the needs of all children.
- Creating new models of partnership that leverage core business values across the public, private and academic sectors in order to deliver fast, and lasting results for children.

Our team

We're an interdisciplinary team around the world tasked with identifying, prototyping, and scaling new technologies and practices. With our partners, we focus on convening and collaborating on new and different solutions, low- and high-tech, by:

- **Looking** at the 2-5 year horizon to evaluate emerging and trending technologies and to see how UNICEF can work with the private sector on doing better business while improving essential services for children;
- **Investing** in early stage solutions that show great potential to positively impact children in the 02 year future including the Venture Fund that invests in open source technology solutions from start-ups based in UNICEF's programme countries;
- **Identifying** proven solutions that can be implemented at national scale in multiple countries – taking the ideas that help thousands in one country, bringing them to dozens of countries across multiple sectors, and impacting the lives of millions of children.”

Game Changers Coalition context and concept

For women and girls to be and feel represented, safe and successful in all the opportunities that the gaming industry presents, adolescent girls need the skills, the tools, the understanding and the opportunities to join the gaming industry and impact change from within. Our initiative is centered on developing skills and creating opportunities for girls to create and develop the safe and engaging games and gaming content of the future, representative of their voices, that millions of girls and boys will play. Our Concept describes an innovative collaboration with the gaming industry, a first of its kind, building on the Skills4Girls portfolio of UNICEF, to bridge the gap between the skills of girls today and the future of women in tomorrow's video game industry, equipping & empowering adolescent girls to become coders, designers, & leaders to actively contribute to positive change and diversity in both the gaming workforce and the gaming content.

Who? UNICEF Innovation Gender Equality Portfolio, UNICEF Programme Group Gender Section, 20 Country Offices all over the world with Skills4Girls (S4G) or related programmes; video game industry stakeholders, large publishing and distribution companies, small gaming specialized studios and gaming communities to build upon

existing UNICEF programmes around adolescent girls in Science Technology Engineering, Arts and Mathematics (STEAM) and co-create the future of gaming.

What for? UNICEF already offers Skills4girls programmes around the world to improve girls' access to gender transformative skills –building, with focus on STEM learning. We also know that adolescent girls have a growing interest in the gaming industry as players (they represent half of the gamers) - yet are significantly under-represented in the stories and job opportunities within the gaming sector. Therefore, we are trying to bridge the gap between the skills of today's girls and the future of young women in tomorrow's video game industry, empowering adolescent girls to become coders, designers, leaders and actively participate in this industry in which they are already stakeholders.

What? In our conversations with the actors of the gaming industry, we are looking for innovative approaches to present this industry to STEM girls, debunking and demystifying the different professions it offers, training them with innovative tools to increase their skills, providing them with inspirational stories, and encouraging them to discover careers to make their voice heard in the development of the games they already love to play. This is where innovation happens. This experience will place human design at its center, with girls and for girls, and seeking girl's feedback at every step, answering questions about what prevented them from learning STEM, how they perceive the gaming industry before and after this experience, in what function they would like to be part of it (if they would), what difficulties do they face, and how can we support them in building the future they dream of.

How? There is a momentum not to be missed, when a whole industry is trying to reinvent the diversity of its workforce and where girls around the world have little to no knowledge of the opportunities that await. We are building upon existing STEM skills programming, improving the software and hardware used, and designing modules that match the skills required by the industry, thus best supporting adolescent girls to seize the opportunities currently going predominantly to adolescent boys and men. The co-created content will range from the upgrade/adaptation/enhancement of the existing country specific S4G material to the organization of gaming (code/design etc.) classes with gaming experts and mentors, to hackathons in several countries simultaneously, so that girls can learn how to create code or designs small parts of video game content. UNICEF also wants to take broader approaches with transmedia to expand the reach of this experience by showcasing successful women in the gaming industry and what steps the industry is taking to include gender equality in games and scenario.

How can you make a difference?

This role will support the design, delivery and overall experimentation and test phase of the new innovative curriculum for the Game Changers Coalition. The successful candidate will act as the focal point for curricular content and discussions and will ensure timely and quality delivery of the innovative curriculum related components of the initiative (ideation recommendations, curriculum development/adaptation/enhancement/upgrade itself, training material and monitoring and evaluation tools). If you love teaching but also planning and creating engaging and entertaining learning environments, this consultancy is for you. We expect that you will ensure the latest techniques and technologies are incorporated into the classroom and are adapted to adolescent girls. Your curriculum will be adapted to several very different countries in partnership with selected UNICEF Country Offices. Furthermore, this role will ensure cohesiveness and alignment of Game Changers Coalition curriculum content with other digital product/gaming related programmes at Office of Innovation, including the RITEC program.

Your main responsibilities will be:

The selected consultant as curriculum designer will be designing additions, enrichment and new modules to the Game Changers Coalition innovative STEAM curriculum and ensuring the curriculum or adapted content from it

will be implemented successfully throughout a STEAM Skills4girls programme, as well as ensuring alignments with the UNICEF RITEC programme. A new dimension of financial literacy is being added to the STEAM curriculum to support the young people who are thinking of monetizing the digital products they make (including video games created through Game Changers Coalition), the curriculum designer will be responsible for this module as well. The innovation curriculum designer oversees the curriculum implementation considering that each country office will be mobilizing local expertise to support the adaptation of the curriculum to local context. Based on this local context, the curriculum designer will also improve the teaching materials, make them user-friendly and accessible in online formats as well (via UNICEF Agora courses & modules). That will require multiple skills and responsibilities such as technical expertise in curriculum design, in STEM/STEAM, in coordination and in experimentation:

- **Designing:**
 - The successful candidate is expected to provide planning, and designing an innovative STEAM curriculum to ensure proper learning outcomes for young people in STEAM students, especially with a focus on girls;
- **Training:**
 - Providing training, capacity building, and mentoring to teachers and mentors to incorporate the new innovative curriculum into their teaching practices and their facilitation;
- **Experimenting,**
 - Observing and analyzing: observing ideation session with various stakeholders and drawing recommendations to actions, analyzing the effectiveness of the current curriculum and propose improvement based on girls, mentors and teachers' feedback;
- **Coordination:**
 - The successful candidate is expected to work closely with the UNICEF OOI team and UNICEF Country Offices in selected countries, acting as the focal point for the Game Changers Coalition for external and internal stakeholders regarding curriculum design and implementation, establishing feasible timeframes to achieve the goals and objectives outlined in the curriculum; ensure alignment and linkages of the educational content to Skills4Girls and RITEC programmes.
- **Communication:**
 - Develop internal and external communication material including training modules easily sharable, slide decks, and group activities support material and templates;
- **Reporting:**
 - The successful candidate is expected to provide develop key success metrics for the initiative and collect quantitative and qualitative data against those metrics throughout the process in partnership with U-report Team and other partners to provide monthly reports and a final report of the innovative curriculum experimentation;
- **Supporting:**
 - Provide technical support and advice to identified stakeholders on innovative curriculum, gender equality, and gaming.

Description of assignment

SCOPE OF WORK

The UNICEF's Office of Innovation Gender Equality and Gaming Industry is recruiting an Innovative Curriculum Designer Consultant to be onboarded for a total of 18 months full time. The main objectives are to build upon existing UNICEF STEAM curriculum in coherence and alignment with the skills needed for girls to be equipped to have opportunities to join STEAM gaming industry positions or studies as well as understanding and measuring

how this curriculum will be put in place in country offices within each local ecosystem contexts; this includes a module on financial literacy for young people interested in monetizing their own digital products created as a result of GCC; furthermore, alignment and synergies on the educational content will be created with the RITEC program as well. We are looking for a consultant with extensive curriculum design, teaching, research, STEAM and systems innovation expertise to conduct following activities. The curriculum is targeting young people with a focus on adolescent girls, thus experience in teaching and curriculum design for this age group will be considered an asset.

No.	Main Assignment	Output	Deliverables	Tasks	Delivery deadline	% of payment/ Estimated combined working days
1	Support GCC	Revised Dissemination Strategy	Develop a revised dissemination strategy for the online content (i.e. STEAM curriculum online course content)	Analyse the identified limitations and challenges in reaching adolescents, and proposing solutions to address bottlenecks in the distribution of educational materials	10 Feb 2026	5%
2	Support GCC	3 New Countries Onboarded and Support Current Cohort of GCC	Onboard 3 new countries to the GCC. 1 Report to cover the onboarding activities. Support current cohort of Country Offices (3) in their	Offer workshops and technical assistance calls during the implementation phase and continued technical assistance during the scaling phase. Coordinate with existing cohort of GCC countries to	10 April 2026	12%

			respective routes of expansion & scale up of GCC programming with government and private sector.	support their scale up processes.		
3	Support RITEC – GCC Alignment	GCC Curriculum Adaptation	Building upon the RITEC framework , adapt the GCC STEAM curriculum to integrate wellbeing and safety for players, as well as responsible design for young video game creators.	Review existing curriculum, suggest and implement changes that integrates RITEC into the existing educational materials. Update items in respective resources (documents, Agora online course, etc.)	15 May 2026	10%
4	Support RITEC – GCC Alignment	RITEC training course for designers	Develop RITEC instructional content and publish on Agora	Develop the instructional content for a RITEC module on Agora, training for designers, covering mutually agreed sub-topics (such as child-rights and wellbeing,	July 1st 2026	20%

				<p>RITEC-8 framework, RDT, graduation certificate)</p> <p>Coordinating with the video production vendor for the course's content creation</p> <p>Collaborate with RITEC/UNICEF technical experts on the course content</p>		
5	Support GCC	Master Training of Trainers for GCC Completed	Conceptualize, plan and deliver the Master Training of Trainers	Conceptualize, plan and deliver the Master Training of Trainers to all participating countries, to take place in one central location, involving key stakeholders capable of ensuring GCC sustainability and ownership in the long-term	5 Aug 2026	8%
6	Support GCC	Blockchain and Financial Literacy Module Developed	Develop a new Blockchain and Financial Literacy module	Create new educational content on financial literacy and blockchain topics to strengthen GCC's ability to work with emerging	20 Oct 2026	10%

				technologies and support young people in building digital skills and financial skills. Incorporate into the GCC curriculum, publish on Agora.		
7	Support GCC	Technical Assistance to COs Completed (2 countries)	Provide technical assistance ad hoc to 1-2 countries interested in integrating STEAM curriculum into public education systems	Hold meetings, review plans and provide advice/feedback to government entities in collaboration with country offices (i.e. public school education boards) on uptake of the UNICEF STEAM curriculum*.	5 Sept 2026	5%
8	Support GCC	2 nd Global Game Jam Supported/ Organized	Organize and coordinate the second edition of the GCC online global game jam	Announce the Game Jam, mobilize outreach and coordination with COs, brief jury members and organize the game jam to support young people's skills development	5 Dec 2026	10%
9	Support GCC	Programmatic activities include new financial literacy and	Develop, pilot and test programmatic activities	Create a plan for integrating blockchain topics into programmatic activities and implement with	30 Mar 2027	5%

		blockchain topics	using blockchain technologies to support COs in maintaining a focus on innovation and youth-led programming	Country Offices, ensure timely delivery and technical assistance as requested.		
10	Support GCC	Updated version of the GCC Public Game	Iterate on the pilot version and support scale-up of the GCC public video game, and ensure its publication on an open-access platform.	Gather feedback, monitor bugs/issues and provide recommendations (in consultation with the supervisor) on possible updates and additions to the public GCC game that is created to drive outreach to the GCC online course. Implement updates and publish the renewed version.	20 May 2027	10%

11	Support GCC	Nurture academic partnership for GCC programme ; 1 report covering the effort	Explore collaboration opportunities with academic institutions, including existing partners (i.e. KBTU, Wits University) that participated in previous GCC activities and/or new ones.	Engage with schools & universities on best practices to teach STEAM topics, share GCC&RITEC experience.	20 July 2027	5%
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**Note: Game Changers Coalition receives requests and enquiries about integration of STEAM curriculum (in whole or in parts) to the public education systems. As the curriculum design consultant, short ad hoc technical assistance tasks may be required with review and advice on integration approaches.*

To qualify as an advocate for every child you will have...

- An advanced university degree (Masters or higher) in Education, Curriculum Design, Research, STEAM or STEM education and/or Gender Studies is required.
**A first University Degree in a relevant field combined with 2 additional years of professional experience may be accepted in lieu of an Advanced University Degree.*
- At least 5 years of professional work experience in a relevant field, such as conducting research and collaborating with educators, STEM/STEAM experts, policymakers, gaming industry, gender equality groups and other professionals to develop quality curricula and learning resources, is required.
- Experience in gender equality and women's empowerment projects with girls centered approaches is preferred.
- Experience designing STEAM engaging curriculum including digital content and quality teaching resources is preferred.
- Excellent technical writing, research, and communication skills is necessary.
- Experience in working with multiple countries and with multiple stakeholders is preferred.
- Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or a local language is an asset.

Travel:

- The consultant is expected to travel for approximate durations according to the below to fulfill deliverables. The consultant is responsible for arranging his/her own travel, including visa.
 - 7 days in Indonesia (onboarding support)
 - 7 days in Bolivia (onboarding support)
 - 7 days in Bangladesh (onboarding support)
 - 7 days in Brazil (support with scale-up of the curriculum)

Payment details and further considerations

- Payment of professional fees will be based on the submission of agreed deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant.

How to apply:

- Interested applicant are required to submit a financial proposal with all-inclusive fee. Please see the financial proposal template.
- Financial proposal must include travel costs (economy class) and daily subsistence allowance, if travel is required as per TOR and any other estimated costs: visa, travel/health insurance.
- **Applications without a financial proposal will not be considered.**

General Terms and Conditions:

Please review UNICEF's General Terms and Conditions for Consultants [here](#) for important information regarding contract obligations, including medical insurance, SARS-CoV-2 (Covid-19) vaccination, and income tax requirements.

For every Child, you demonstrate...

UNICEF's values of Care, Respect, Integrity, Trust, Accountability, and Sustainability ([CRITAS](#)).

To view our competency framework, please visit [here](#).

UNICEF is here to serve the world's most disadvantaged children and our global workforce must reflect the diversity of those children. The UNICEF family is committed to include everyone, irrespective of their race/ethnicity, age, disability, gender identity, sexual orientation, religion, nationality, socio-economic background, or any other personal characteristic.

UNICEF offers reasonable accommodation for consultants/individual contractors with disabilities. This may include, for example, accessible software, travel assistance for missions or personal attendants. We encourage you to disclose your disability during your application in case you need reasonable accommodation during the selection process and afterwards in your assignment.

UNICEF has a zero-tolerance policy on conduct that is incompatible with the aims and objectives of the United Nations and UNICEF, including sexual exploitation and abuse, sexual harassment, abuse of [United Nations Children's Fund](#)

authority and discrimination. UNICEF also adheres to strict child safeguarding principles. All selected candidates will be expected to adhere to these standards and principles and will therefore undergo rigorous reference and background checks. Background checks will include the verification of academic credential(s) and employment history. Selected candidates may be required to provide additional information to conduct a background check.

Remarks:

Only shortlisted candidates will be contacted and advance to the next stage of the selection process.

Individuals engaged under a consultancy or individual contract will not be considered “staff members” under the Staff Regulations and Rules of the United Nations and UNICEF’s policies and procedures, and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.

The selected candidate is solely responsible to ensure that the visa (applicable) and health insurance required to perform the duties of the contract are valid for the entire period of the contract. Selected candidates are subject to confirmation of fully-vaccinated status against SARS-CoV-2 (Covid-19) with a World Health Organization (WHO)-endorsed vaccine, which must be met prior to taking up the assignment. It does not apply to consultants who will work remotely and are not expected to work on or visit UNICEF premises, programme delivery locations or directly interact with communities UNICEF works with, nor to travel to perform functions for UNICEF for the duration of their consultancy contracts.