



JOB PROFILE

I. Post Information

Job Title: Innovation Manager (Design Lead)
Supervisor Title/ Level: Senior Advisor
Innovation, Ventures, P5
Organizational Unit: Office of Innovation
(2576)
Post Location: Stockholm, Sweden

Job Level: P4
Job Profile No.:
Job Classification Level:

II. Strategic office context and purpose for the job

The Office of Innovation seeks a top-level candidate who can lead the Office's approach to design in support of Innovation across the organization. This role will focus on leading a pilot initiative on integrating design practice across OOI for the first year, capturing lessons and based on those developing a longer-term strategy for design practice within OOI.

The candidate will work with the management team to design the team, structure, operations and strategy for a design practice within the Office of Innovation. The ideal candidate will also support the Office to meet ongoing Design needs and can intake, prioritize and toggle nimbly between multiple projects coming from a geographically dispersed team. The role requires someone with a diverse and hybrid background, someone who loves to creatively problem-solve. We seek someone who knows how to work alongside a multidisciplinary team with backgrounds in communications, development, operations, partnership building, science, engineering and new and emerging technologies. Ideally, this candidate will also have a strong sense of UNICEF's programmes and goals and expresses a passion for designing for social impact through their portfolio. Good communication is key, so we seek a candidate who knows how to articulate our work and our goals easily amongst a diverse range of staff who range in their understanding of design, and who has a knack for extrapolating information that can be utilized to improve ideas.

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, hope

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the organization does — in programs, in advocacy and in operations. The equity

strategy, emphasizing the most disadvantaged and excluded children and families, translates this commitment to children's rights into action. For UNICEF, equity means that all children have an opportunity to survive, develop and reach their full potential, without discrimination, bias or favoritism. To the degree that any child has an unequal chance in life — in its social, political, economic, civic and cultural dimensions — her or his rights are violated. There is growing evidence that investing in the health, education and protection of a society's most disadvantaged citizens — addressing inequity — not only will give all children the opportunity to fulfill their potential but also will lead to sustained growth and stability of countries. This is why the focus on equity is so vital. It accelerates progress towards realizing the human rights of all children, which is the universal mandate of UNICEF, as outlined by the Convention on the Rights of the Child, while also supporting the equitable development of nations.

The Office of Innovation (OoI) works to catalyze UNICEF's and all its partners' expertise and resources against key children-outcomes bottlenecks, with a view to continuously ideate and scale the most effective solutions with transformational potential at scale to achieve the child-related SDGs.

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 fine-tuning the most promising solutions for children through a systematic portfolio management approach, and leveraging all stakeholders' innovation energy, know-how and resources from intergovernmental, multilateral, private sector and non-governmental fora (think tank, academia)

III. Key functions, accountabilities and related duties/tasks:

This role will focus on leading a pilot initiative on integrating design practice across OOI for the first year, capturing lessons and based on those developing a longer-term strategy for design practice within OOI.

1. Lead a multi-disciplinary design team to deliver on a select initiatives

- Leading a creative team that comprises of visual / graphic, interface and service designers, to deliver on projects that are already in the pipeline
- Provide creative leadership to the design team while also handling the stakeholder expectations—ensuring a fine balance between design rigor and timely delivery of service is maintained
- Create and sustain an inspirational environment for the fellow designers to thrive. Since design isn't a core area of work for UNICEF, keep the design team motivated and our practices up to the global industry standards by constantly seeking outside of the UN space and bringing those learnings within the team

2. Create a long-term vision and strategy of implementation for design practice within the Office of Innovation

- Develop a hypothesis for the need of design within OOI (Office of Innovation), using the select initiatives
- In close collaboration with management team and the hypothesis established, propose a strategy, including resource needs and ways of working with other teams
- Create a 2-to-3-year action plan—how can we action on the strategy for design?
- Design a monitoring plan to assess strategy and review its progress on ongoing basis

3. Set-up a pool of design talent for the Office of Innovation, including through staffing, consultants, vendors etc

- Identify human capacity and talent needs in design and support related recruitment processes
- Refresh and evolve a design consultant pool
- Support technical assistance team managing Global HCD LTAs and other recruiting/resourcing solutions
- Update the existing pool of HCD LTAs, with a focus on creative agencies in the Scandinavian region

4. Provide design-related guidance to select priority initiatives across the Office of Innovation

- In close collaboration with management team, identify priority initiatives and allocate appropriate design resources (including for direct support)
- Provide direct design-related guidance for select initiatives
- This could include facilitating ideation, validation and strategy sessions, structuring sprint exercise that can be piloted and templated; user testing and prototyping of technical explorations; evaluating effectiveness of platforms and building alignment within and across teams on common challenges and/or work areas

5. Provide design mentorship and strategic support to UNICEF Country Offices that contributes to embedding the culture of innovation beyond Office of Innovation

- Working with UNICEF Country Offices, especially the Venture Fund investees, and providing them with design guidance
- This could include facilitating ideation, validation and strategy sessions, structuring sprint exercise that can be piloted and templated; user testing and prototyping of technical explorations; evaluating effectiveness of platforms.

8. Engage in relevant planning processes and externally in relevant fora to represent the Office of Innovation on design

- Identify opportunities for and contribute to documentation, communications and external engagement on OOI's design work

IV. Impact of Results

The key results of this position contribute to the achievement of the expected outcome for the Office of Innovation of “accelerating results for children through innovation and influencing the external context to create an enabling environment for others to innovate for children”.

V. Competencies and level of proficiency required

Core Values attributes

- Care
- Respect
- Integrity
- Trust
- Accountability

Functional competencies:

- Thinks and acts strategically (3)
- Relating and Networking (2)
- Apply Technical Expertise (3)
- Creating and Innovating (3)

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VI. Recruitment Qualifications	
Education:	<ul style="list-style-type: none"> ● An advanced university degree (Master's or higher) in product design, communication design, design strategy, service design, systems design or other relevant field. ● 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.
Experience:	<ul style="list-style-type: none"> ● A minimum of 8 years of relevant professional experience in product design, communication design, design strategy, service design, systems design or related – and proven experience in translating complex ideas into unified storytelling visuals. ● A minimum of 2 years of experience leading creative teams on multiple projects of varying degrees and timelines and managing design resources and capacity. ● Experience in developing design-related strategies, structures and approaches, including defining staffing needs and developing teams and building capacity. ● Experience in independently managing and following through multiple projects and teams simultaneously, including establishment of systems to manage competing demands. ● A portfolio which exemplifies strong work for relevant design work, which shows both strong processes and attention to detail. ● Design skills across the print and digital spectrum and professional-level knowledge of design platforms like Adobe Illustrator, InDesign, Photoshop and digital prototyping tools like Figma. ● Knowledge of capabilities and limitations of web and mobile technologies and experience that extends beyond-screen based designs. ● A strong understanding of UNICEF programmes, goals and principles, UNICEF Innovation approaches and experience in a UNICEF programme country desired. ● Experience working in complex, resource poor contexts is a plus ● Developing country work experience and/or familiarity with emergency is considered an asset.

Language Requirements:	<ul style="list-style-type: none"><li data-bbox="690 201 1385 344">• Fluency in English is required. Knowledge of another official UN language (Arabic, Chinese, French, Russian or Spanish) or a local language is an asset.