

Programme Manager - UNICEF Denmark

Are you UNICEF Denmark's new Programme Manager?

At UNICEF Denmark, we are partnering with globally oriented Danish companies and foundations to deliver tangible impact for children worldwide.

We are now looking for **three new colleagues** to join our Partnerships Department:

- **One permanent Programme Manager**, and
- **Two temporary Programme Managers** to cover parental leaves (**one for 14 months and one for 9 months**).

All three roles are based in UNICEF Denmark's *Future Impact* team, which focuses on initiating and developing new partnerships with companies and foundations that wish to make a real difference for children.

The *Future Impact* team is a multinational group of ambitious professionals working with strategic relationship building, partnership innovation, and purpose-driven business development – all aligned with UNICEF's global mission and strategic priorities.

If you are keen to become part of a team that drives and develops some of Denmark's most ambitious and impactful partnerships with leading companies and foundations – and if you thrive in an environment that values initiative, creativity, and collaboration – then we are looking for you.

Be Our Partnership Playmaker

As a Program Manager, you will, in close collaboration with colleagues in UNICEF Denmark and internationally, be responsible for developing and initiating new partnerships. You will connect the resources and capabilities of Danish companies and foundations to the needs of children worldwide.

Responsibilities:

- Lead or participate in the pursuit of new partnership opportunities, focusing on corporate and foundation collaborations that generate measurable value for children.
- Establish, nurture, and expand relationships with key decision-makers in companies and foundations – transforming these into meaningful dialogues about long-term collaboration.
- Shape and negotiate partnership concepts, defining clear parameters for scope, value, and mutual benefit, and translate these into concrete agreements and contracts.
- Plan and facilitate strategic vision workshops with potential partners to explore shared goals and identify co-branding, cause-related, and communication opportunities.
- Conduct outreach to new potential partners through multiple channels, ensuring UNICEF Denmark remains a preferred partner for purpose-driven businesses.
- Support internal processes to improve collaboration, knowledge sharing, and operational efficiency across the partnerships function.
- These responsibilities require strong collaboration skills, as you will work closely with multiple internal and external stakeholders to create synergy and best-in-class partnership engagements.

Your Profile

You are a confident relationship builder who combines commercial acumen with a strong sense of purpose. You are energised by engaging with external stakeholders, identifying new opportunities, and transforming them into lasting collaborations that create tangible results for children.

We imagine that you:

- Have a natural ability to connect with people, quickly building trust and credibility at all organisational levels.
- Are strategic and opportunity-oriented, seeing potential for collaboration where others see complexity.
- Bring strong negotiation and communication skills, able to define clear parameters for collaboration and close agreements that deliver value for all parties.
- Have at least five years of experience working with partnership or business development, preferably involving corporate fundraising, commercial partnerships, or multi-stakeholder collaborations.
- Are goal-driven, proactive, and self-assured, thriving in an environment where you balance

relationship-building with clear delivery expectations.

- Can work independently and in cross-functional teams, maintaining momentum even in complex processes.
- Are fluent in English, written and spoken (Danish language skills are an advantage).

What We Offer

You will join a dynamic, international organisation with more than 130 colleagues, all committed to improving the lives of children worldwide.

Our office language is Danish; however, the Partnerships team is international and works primarily in English, both in the Danish office and with global colleagues and partners.

The position is 37 hours per week, including lunchbreak. UNICEF Denmark values a healthy work-life balance and offers flexible working arrangements by agreement with your manager.

Salary and employment conditions are based on Danish terms. Some travel to UNICEF Country Offices and UNICEF Headquarters in Geneva and New York should be expected.

How to Apply

Please upload your motivated CV only, no later than the 26 October 2025. Do not attach a separate cover letter. Employment is expected to start 15th January 2026.

If you have questions about the positions, you are welcome to contact Christina Moustesgaard Laursen, Head of Future Impact, at cla@unicef.dk or by phone at +45 23 42 17 07 – or external recruiter Kasper Ottosson Kanstrup, UNLEASH GLOBAL, at kasper@unleash.dk or by phone +45 6222 2226

About UNICEF Denmark

UNICEF aims to be a diverse workplace and encourages all qualified applicants, regardless of age, gender, religion, sexual orientation, disability, or ethnic background to apply for the position.

As part of your employment, UNICEF Denmark will request a child protection certificate (criminal record check related to children). Employment is conditional upon a clean certificate.

UNICEF is the organisation appointed by the United Nations to ensure that children survive and thrive. UNICEF Denmark is the Danish national committee of the organisation, and our primary task- together with partners and private individuals - is to raise funds for children in countries affected by conflict, war, and disasters. Additionally, UNICEF Denmark is tasked with promoting awareness of children's rights in Denmark and Greenland, which is reflected in a number of national projects such as UNICEF Rights Schools and the Children's New Year's Speech. For more information, please visit www.unicef.dk.