



Charting your Blue Ocean

Identifying Emerging Opportunities and In-Demand Roles

Inter-Agency Career Week, Day 1, Session 2
16 June 2025

Today's hosts



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Head, Career Development and Transition



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Lead, Global Learning Centre

House Keeping Rules

- You are muted by default. The chat function is disabled.
- If you have any questions, please submit them through Zoom Q&A button.
- The session will be recorded. The recording and presentation will be available on: Inter-Agency Career Week webpage



Due to the large number of participants in this session, we might not be able to respond to all of your questions.

Thank you for your understanding.



Objectives for this session

- Identify the most **in-demand sectors** and **roles**, across the UN system and beyond
- Learn how the **Blue Ocean Strategy** can guide your career development
- Gain clarity on **future-ready skills** and how to **position yourself** for evolving opportunities
- Use some tips to navigate **free learning opportunities** on AI and digital skills
- Use **practical guidance** for identifying and pursuing growth areas aligned with your strengths

Future of work - Sources



World Economic Forum

Future of Jobs Report 2025



Gartner

The Gartner Top 9 Future of Work Trends for 2025 and Beyond



UN 2.0 Quintet of Change

Evolving for Impact: Skills and Culture for Tomorrow

World Economic Forum - Future of Jobs Report 2023

Core skills in today's job market: 2023

1. Analytical thinking
2. Creative thinking
3. Resilience, flexibility and agility
4. Motivation and self-awareness
5. Curiosity and lifelong learning
6. Technological literacy
7. Dependability and attention to detail
8. Empathy and active listening
9. Leadership and social influence
10. Quality control



But in the next five years, employers will be looking for:

1. Analytical thinking
2. Creative thinking
3. **AI and big data**
4. **Leadership and social influence**
5. Resilience, flexibility and agility
6. Curiosity and lifelong learning
7. Technological literacy
8. **Design and user experience**
9. Motivation and self-awareness
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World Economic Forum - Future of Jobs Report 2025

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8. Curiosity and lifelong learning
9. Talent management
10. Service orientation and customer service

World Economic Forum - Future of Jobs Report 2025

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Core skills in today's job market: 2025

1. **Analytical thinking**
2. Resilience, flexibility and agility
3. Leadership and social influence
4. Creativity and innovation
5. Motivation and self-awareness
6. Technological literacy
7. Empathy and active listening
8. Curiosity and lifelong learning
9. Talent management
10. Service to customers

Dissect
problems

Make evidence-
based decisions

World Economic Forum - Future of Jobs Report 2025

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Digital fluency

World Economic Forum - Future of Jobs Report 2025

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Core skills in today's job market: 2025

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Composure
under change

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Core skills in today's job market: 2025

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2. Resilience, flexibility and agility
- 3. Leadership and social influence**
4. Creative thinking
5. Motivation and self-awareness
6. Technological literacy
7. Dependability and attention to detail
8. Empathy and active listening
9. **Human capacity to motivate, align and inspire teams**
10. Service orientation and customer service

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Core skills in today's job market: 2025

1. Intense competition for specialized talent
2. Intense competition for specialized talent
3. Intense competition for specialized talent
4. Creative thinking
5. Renewed focus on customer experience
6. Renewed focus on customer experience
7. Renewed focus on customer experience
8. Curiosity and lifelong learning
9. **Talent management**
10. **Service orientation and customer service**

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But in the next five years (2025-2030), employers will be looking for:

1. AI and big data
2. Networks and cybersecurity
3. Technological literacy
4. Creative thinking
5. Resilience, flexibility and agility
6. Curiosity and lifelong learning
7. Leadership and social influence
8. Talent management
9. Analytical thinking
10. Environmental stewardship

World Economic Forum - Future of Jobs Report 2025

In **2023**, it was predicted that employers will be looking for:

1. Analytical thinking
2. Creative thinking
3. **AI and big data**
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World Economic Forum - Future of Jobs Report 2025

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7. Technological literacy
- 8. Design and user experience (UX)**
- 9. Motivation and self-awareness**
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World Economic Forum - Future of Jobs Report 2025

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9. Analytical thinking
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AI and big data and technological skills are skills of the future.

Gartner - Future and in-demand skills

- **Digital** and **technological skills**
- **Human-centered** skills
- **Critical thinking** and **problem-solving**
- Workforce flexibility and career resilience
- Emerging workforce trends

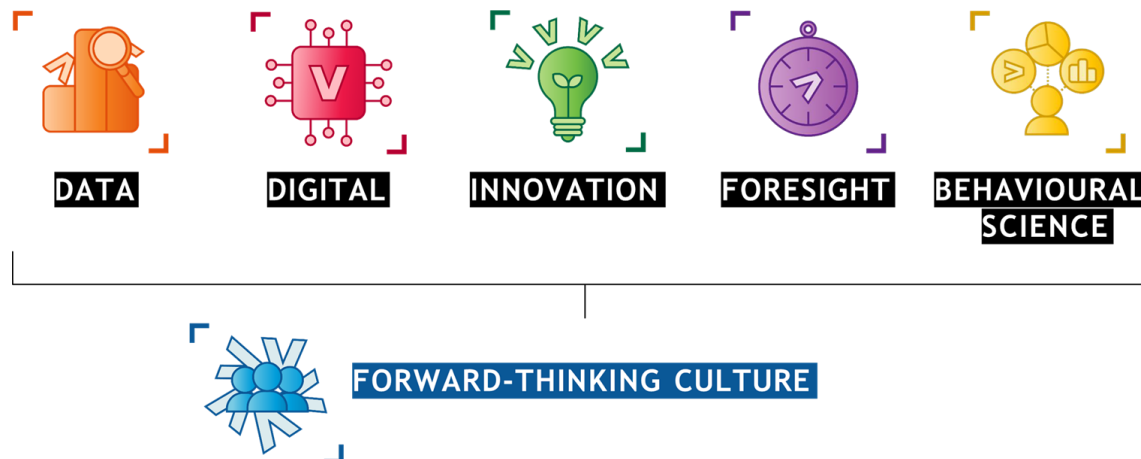


UN 2.0 - Quintet of Change

"UN 2.0 is about strengthening our expertise and culture in data, digital, innovation, foresight, and behavioural science – to build a UN System that can better support Member States in the years to come."

ANTÓNIO GUTERRES

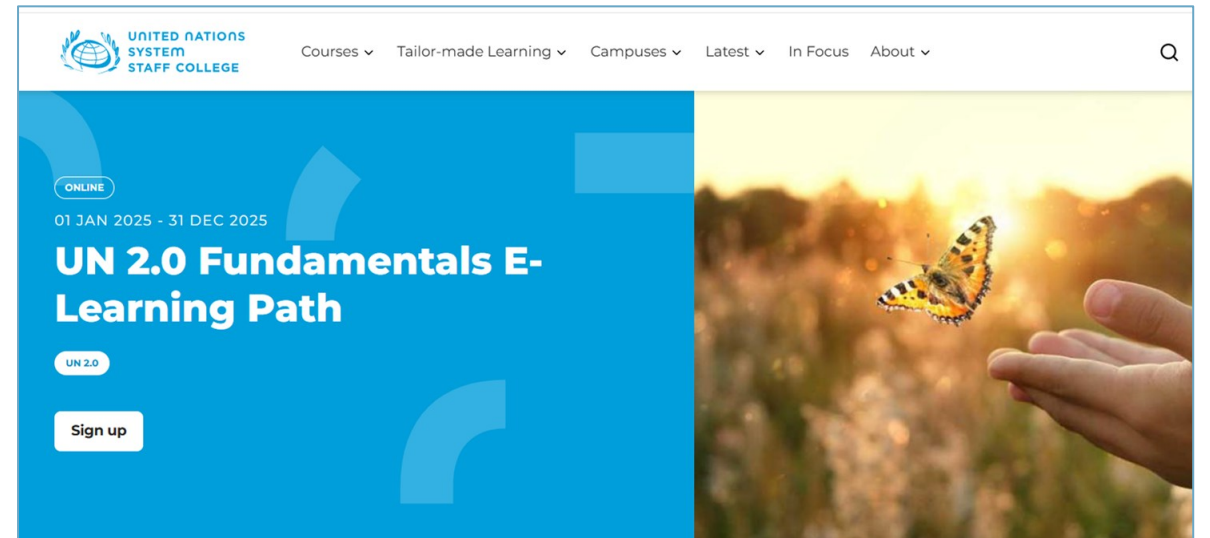
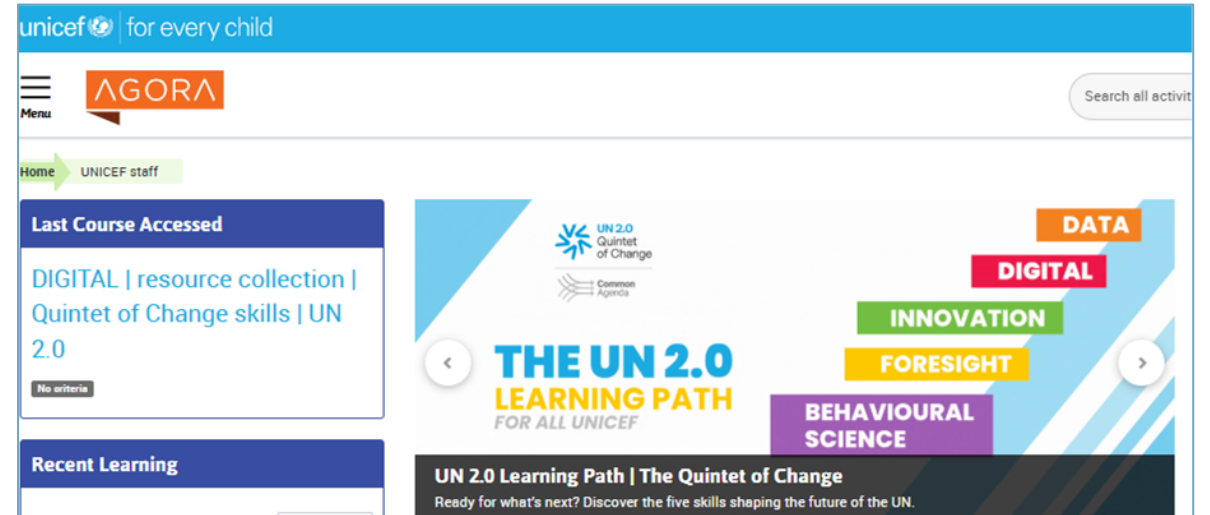
United Nations Secretary-General



Quintet of Change

- **Data** - Skills in data literacy and data analytics
- **Digital** - Skills in digital transformation and tech fluency
- **Innovation** - Skills in creative thinking and strategic thinking
- **Foresight** - Skills in strategic planning and future thinking
- **Behavioural science** - Skills in psychology and influence

Quintet of Change: Where to start?





What is happening in the UN job market today?

A snapshot



- **Programme and Project Management** - 576 positions
- **Management and Strategy** - 530 positions
- **Administrative Support** - 383 positions
- **Finance, Budget, and Accounting** - 257 positions
- **Environment and Natural Resources** - 240 positions
- **Social and Inclusive Development** - 220 positions
- **Data Science and Research** - 200+ positions
- **Information and Communication Technology (ICT)** - 186 positions
- **Communication and Advocacy** - 147 positions
- **Human Resources** - 136 positions
- **Humanitarian Aid and Crisis Response** - Dozens

This Photo by Unknown Author is licensed under [CC BY-SA-NC](#)

Trends



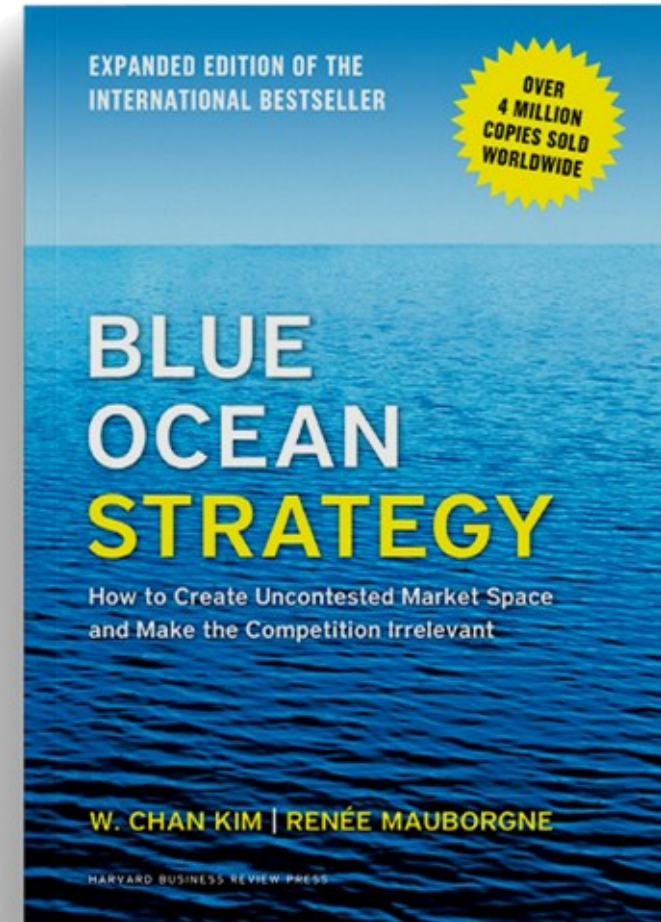
- ↑ Surge in Digital and Data Science roles
- ↑ Growth in Climate Action and Sustainability jobs
- ↑ Increased AI-related positions (Policy, Data Science, Innovation)
- Steady demand for Humanitarian and Crisis Response roles
- ↓ Decline in Public Health surge (post-pandemic stabilization)
- Geographic shifts: More roles in Eastern Europe (Ukraine), Africa, Asia-Pacific

An aerial photograph of a vast, turbulent ocean. The water is a deep, vibrant blue, with white foam and spray visible as waves break and churn. The perspective is from directly above, looking down on the swirling currents and the cresting of waves. The overall effect is one of immense power and movement.

Blue Ocean Strategy

The Source

W. Chan Kim and Renée Mauborgne:
Blue Ocean Strategy





Red Ocean



Blue Ocean



Potential Blue Ocean opportunities



Data and AI-driven roles



Sustainability and green economy roles



Digital and technology transformation roles



Human-centered and behavioral science roles



Strategic and future-oriented leadership roles

What about typical UN roles - Still in demand?

Traditional Skills (still needed but changing)	Emerging/Future Skills (growing rapidly)
Project and Program Management	Digital Project Management (agile, hybrid methodologies)
Grant Writing and Donor Relations	Data-Driven Resource Mobilization
Administrative Support (Finance, HR)	Tech-enabled Administration (ERP, digital workflows)
Field Operations Management (logistics, humanitarian)	Remote Operations Management, Digital Logistics
Public Information and Advocacy (media relations)	Digital Communications, Social Media Analytics
Policy Analysis (general)	Policy Innovation (AI Governance, Climate Policy, Digital Rights)
Humanitarian Coordination	Crisis Data Analytics, Humanitarian Technology Solutions
Monitoring & Evaluation	Real-Time Data Monitoring, Predictive Analytics, Geospatial Analysis

Focus on AI skills

It is **not necessary** for every professional to become an AI engineer or data scientist!



Focus on AI skills - Where to start?






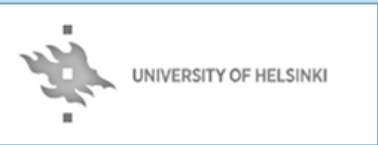
Foundational Area	Core Skills
AI Literacy	Understand AI basics
Ethical AI Use	Risk awareness, privacy basics, ethical principles
Prompting	Basic prompt writing, prompt tuning, critical evaluation
Data Literacy	Basic data concepts, interpretation, privacy handling
Key tools	What tools to use for what purpose
Basic automation awareness	Recognize and use AI for simple task automation



Focus on AI skills - Learning according to your needs

Task	Skill Needed	Examples of tools
Create new content	Prompt writing + Critical editing	ChatGPT, Claude
Deep research and summarize	AI-assisted search + Source validation	Perplexity, Deep Search
Safe AI use	Data privacy awareness	<i>AI policies, Cybersecurity</i>
Create presentations, visuals, or infographics	Text-to-image prompting	Canva AI, DALL·E
Create videos	AI for visual generation	Synthesia, Vimeo
Translate text into multiple languages quickly	AI translation tool usage	Articulate, DeepL
Analyze datasets or survey results quickly	Using AI for simple analytics	Tableau AI
Create a chatbot or AI agent (no code)	Basic AI workflows with templates	Zapier AI, GPT Builder
Automate repetitive work	Workflow automation with AI	Zapier AI, MS Power Automate
Develop a small AI-powered application	Prompt-driven app builders (no-code)	Bubble.io with AI plugins

Focus on AI skills: Free resources to start learning

 	<u>Introduction to AI</u>
 	<u>Google AI essentials</u>
	<u>AI for everyone</u>
	<u>Elements of AI</u>

Transferable skills



I am interested in a job,
but I do not match all
the requirements.
Should I still apply?



Transferable skills are
abilities you have acquired
in one context that can be
used in other contexts,
jobs, positions, functions,
or fields of work

Transferable skills (I)



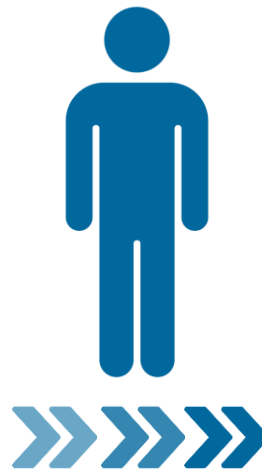
Transferable skills (II)



Example: Programme Manager

Current skills

- Project tracking and reporting
- Administrative coordination
- Budget monitoring and data entry
- Risk identification
- Stakeholder communication



In-demand skills

- Strategic project oversight
- Workflow automation and process optimization
- Financial analysis and strategic resource allocation
- Risk mitigation using predictive analytics
- Stakeholder engagement and relationship building

Digital Transformation

Change Management

Where these roles are needed

- **United Nations & global organizations** - Green transition, AI governance, digital transformation
- **Private sector & startups** - AI, sustainability, cybersecurity, digital platforms
- **Public sector & policy organizations** - ESG, behavioral science, workforce development
- **Education & workforce training** - Future skills development, digital learning solutions

Main takeaways: Prepare for in-demand roles



Look **beyond traditional roles**



Understand **future market demands**



Upskill to fit **niche opportunities**



Leverage **transferable skills**



UN Inter- Agency Career Week 2025 Agenda

16 - 20 June



	Monday, 16 June	Tuesday, 17 June	Wednesday 18 June	Thursday 19 June	Friday, 20 June
03:00-04:00 (New York) 09:00-10:00 (Europe) 11:00-12:00 (Nairobi) 15:00-16:00 (Bangkok)	Pres (E) - Embracing Your Career Journey in a VUCA World - Unlocking the Power of Learning Agility	Pres (E) - Your career is more than your next job	PD (E) - Career Conversations with colleagues on Inter-Agency mobility	Pres (E) - Skills for the Future of Work	Pres (E) - NextGEN Talent Acquisition: Insights from Recruiters
04:30-05:30 (New York) 10:30-11:30 (Europe) 12:30-13:30 (Nairobi) 16:30-17:30 (Bangkok)	Pres (E) - Charting your Blue Ocean: Identifying Emerging Opportunities and In-Demand Roles	PD (F) - Conversation de Carrière (Parcours Leadership)	Pres (E) - Navigating Inter-agency moves: key questions to consider	PD (F) - Conversations de carrière avec des collègues sur la mobilité inter-agences	Pres (E) - Demystifying Job Searching in the UN System
06:00-07:00 (New York) 12:00-13:00 (Europe) 14:00-15:00 (Nairobi) 18:00-19:00 (Bangkok)	Clinic (F) - Optimisez votre PHP : Clés pour une Candidature Réussie	Clinic (F) - Entretien basé sur les compétences pour les candidats	Clinic (F) - Réseautage Stratégique : Créer des liens, créer des chances	Pres (E) - Your application and the process	PD (E) - Recruitment for Global Impact: Insights from Non-Governmental Organizations
07:30-08:30 (New York) 13:30-14:30 (Europe) 15:30-16:30 (Nairobi) 19:30-20:30 (Bangkok)	Clinic (E) - Successfully crafting your Personal History Profile / P11	Clinic (E) - CBI for applicants	Clinic (E) - Demystifying Networking for Career growth	Clinic (E) - Career Pivot into the Private Sector	PD (E) - How Volunteering Shapes Future Careers
09:00-10:00 (New York) 15:00-16:00 (Europe) 17:00-18:00 (Nairobi) 21:00-22:00 (Bangkok)	Keynote Speakers (E) - Pursuing your Success : Skills for Career Development	Keynote Speakers (E) - Unlocking Career Potential: The Power of Continuous Learning and Training	Keynote Speakers (E) - A holistic approach to career development	Keynote Speakers (E) - Onto the Balcony: Leadership Insights from a Personal Journey	Keynote Speakers (E) - Keynote Address by David Bearfield (UNDP)
10:30-11:30 (New York) 16:30-17:30 (Europe) 18:30-19:30 (Nairobi) 22:30-23:30 (Bangkok)	Pres (E) - Your Personal Journey	PD (E) - The Leadership Equation: Integrity, Innovation, and Impact	PD (E) - Getting into the international professional category - Moving to a different UN Organization	PD (E) - Career Conversations with colleagues on Interns and Fellows	Pres (E) - Creating Your Personal Learning Strategy
12:00-13:00 (New York) 18:00-19:00 (Europe) 20:00-21:00 (Nairobi) 00:00-01:00 (Bangkok)	Pres (S) - El CV como herramienta de impacto	Pres (E) - Branding from the Inside Out: Authenticity and EQ in Action	Clinic (S) - Desmitificando el Networking para el Crecimiento Profesional	Pres (E) - From Federal to Civilian: Resumes & Job Search Strategies	Clinic (S) - CBI para solicitantes
13:30-14:30 (New York) 19:30-20:30 (Europe) 21:30-22:30 (Nairobi) 01:30-02:30 (Bangkok)	Pres (E) - A Mind-Blowing Tour of AI Tools to Accelerate Your Career	PD (S) - Voces de Impacto: Liderazgo que Transforma	Pres (E) - Resilience and Adaptability in times of change: "Bending without breaking"	PD (E) - Navigating and supporting the careers of women in the UN system	Pres (E) - CV writing - transforming tasks into achievements
15:00-16:00 (New York) 21:00-22:00 (Europe) 22:00-23:00 (Nairobi) 02:00-03:00 (Bangkok)	Pres (S) - Entrevistas de trabajo eficaces en el sistema de las Naciones Unidas	Pres (E) - Effective Interviewing Skills in the UN	Pres (S) - Cómo completar un perfil para solicitar un puesto de manera efectiva	Pres (E) - Step Into your Future: How to set big goals and unlock your potential as a leader	Pres (E) - Reset and Recharge: Reconnecting with what grounds us



THANK YOU! MERCI ! ¡GRACIAS!

The presentation, recording and other resources will be shared on our dedicated Inter-Agency Career Week Page.

Please fill out the **Evaluation Survey**. Your feedback matters to us!



If you have any questions, please reach out to the Career Development and Transition team at IOM or the Global Learning Centre at UNICEF