1. INTRODUCTION

The World Customs Organization (WCO) is an independent intergovernmental body, established in 1952 as the Customs Co-operation Council (CCC), whose mission is to enhance the effectiveness and efficiency of Customs services across the globe. The WCO represents 184 Customs administrations that collectively process approximately 98% of world trade. As the global centre of Customs expertise, the WCO is the only international organization with competence in Customs matters.

As a forum for dialogue and exchange of experiences between national Customs delegates, the WCO offers its Members a range of Conventions and other international instruments, as well as technical assistance and training services provided either directly by the Secretariat, or with its participation. The Secretariat also actively supports its Members in their endeavours to modernize and build capacity within their national Customs administrations.

2. OVERVIEW

Enforcement and Compliance is the Sub-Directorate in the World Customs Organization that is concerned with assisting Members in implementing effective and efficient controls, ensure fair and accurate revenue collection, and protect society by intercepting and suppressing illicit and criminal activities.

The Sub-Directorate adopts a programme management approach in order to better respond to the priority areas for Customs compliance and enforcement identified by our Members. The Sub-Directorate develops international standards and recommendations by working with WCO Members and representatives of other international organizations at various committees.

3. OBJECTIVES

The ideal candidate for this position would be an enforcement practitioner who has had representational experience and an analytical mind, is politically aware and astute in international and global security and counter terrorism affairs. The candidate is someone who can demonstrate strong networking skills along with extensive policy knowledge and operational experience in Customs enforcement matters and related cross-border compliance
activities in the field of security, risk management and intelligence. Knowledge of passenger control, Customs-Police cooperation and cross border Health policies is an asset.

The ideal candidate would also bring a strategic and holistic diagnostic perspective coupled with a sound understanding and working knowledge of the instruments and activities undertaken within the Compliance and Enforcement Sub-Directorate of the WCO. It is of utmost importance that the person will have a proven track-record of working with international organizations in order to be able to negotiate with other stakeholders and donors and manage large scale donor funded initiatives/programmes/projects.

4. **MAIN ACCOUNTABILITIES**

Under direction from the Deputy Director of Compliance and Enforcement a list of key functions and activities are:

- Manage the efficient day-to-day administration of programmes associated with enforcement in general, and especially in relation to security, data collection and intelligence.
- Manage the implementation of various WCO security and intelligence projects, based on a sound environmental scan.
- Contribute to the operation and management of the WCO Information and Intelligence Center (I2C), and the WCO Security Programme with attention to the WCO’s border security related passenger targeting and controls initiatives.
- Perform situation - and trend analysis on global security related threats and developments, draft policy and procedural documents and undertake studies and analyses on Customs legislation and best practice, and activities associated with international cross-border compliance and enforcement controls.
- Coordinate and participate in cross-border enforcement operations at international level agreed by Members.
- Prepare working documents and briefs for the Policy Commission and Council and draft documents for Chairpersons and on cross-Directorate matters associated with meetings of technical Committees, and/or prepare reports on those meetings.
- Design and deliver training and technical assistance in the area of Customs compliance and enforcement to enhance the operational and intelligence capacity of Members.
- Provide detailed action plans for the national level for the implementation of risk management, targeting and intelligence programmes.
- Represent the WCO at meetings, with Customs administrations, other international and regional organizations and/or in intergovernmental organizations that have international cross-border compliance/enforcement interests and responsibilities.
- Develop productive working relationships with the private sector, other organizations with observer status at the WCO to ensure that stakeholders’ needs are considered, where necessary, during the development of policy and procedures.
- Oversee and draft briefing notes, scripts for presentations/speeches given by the Secretary General and other senior Secretariat staff.
- Develop materials for, and lecturing at, seminars and training courses supported by the WCO.
- Draft articles for WCO publications and those of other international organizations.
- The person appointed will also be required to perform such other duties as may be assigned and may be subject to reassignment within the WCO Secretariat.
5. **EDUCATION**
   - University degree or equivalent combination of professional experience, skills and knowledge relevant to the position.

6. **EXPERIENCE**
   - Experience in Customs enforcement, particularly as regards to security, counter terrorism and intelligence. In practice, this means experience from Customs law enforcement or from another law enforcement, border security and/or intelligence function.
   - The candidate should also be in a position to demonstrate extensive experience in cross-border-related law enforcement policy development, trend analysis, operations delivery and training.
   - Experience in international co-operation in Customs matters.
   - The candidate must have the capacity to deliver training and technical assistance to developing countries and have excellent knowledge of Advance Passenger Information (API) and Passenger Name Record (PNR) developments at the international and European Union level and be prepared to provide advice and guidance at the national level to Customs administrations on the implementation of UNSCR 2178, 2396 and 2482
   - Knowledge of Customs Tools such as CLiKCI!, IRIS and the Customs Enforcement Network (CEN) are an asset.

7. **LANGUAGES**
   - Applicants must be proficient in drafting and speaking in at least one of the WCO’s official languages (English and French) and have a good knowledge of the other.
   - Written and spoken knowledge of another language, such as Arabic, Russian or Spanish would be advantageous.

8. **COMPETENCIES**
   - A proven track record from successful donor liaison, coordination and programme/project management.
   - The candidate must have good analytical, writing and oral communication skills.
   - The candidate must be able to deliver clear and concise presentations in one of the WCO’s official languages both virtually and in person to large audiences.
   - The candidate should have proven leadership skills.
   - The candidate should have a good knowledge of computer applications, including data analysis and data visualization tools.
   - The candidate must have good interpersonal skills, be prepared to work in a team and have the ability to work successfully in an international environment.
   - Be available to travel and conduct missions on behalf of WCO and jointly with other organizations.

9. **CONDITIONS**
   - Five (5) years fixed-term appointment (with possibility of renewal depending on work performance);
• Probationary period: 6 months;
• Full-time employment (37 hours and 40 minutes weekly) at the WCO Headquarters in Brussels, Belgium;
• 30 days of annual paid leave;
• Grade A3, monthly base salary starting from 6,984.45 EUR, plus allowances based on eligibility (remuneration exempted from income tax in Belgium);
• Compulsory WCO health insurance deducted from the salary (around 67 EUR/month); and
• Appointment subject to the WCO Staff Manual.

10. APPLICATION AND RECRUITMENT PROCESS
Only applications from nationals of WCO Members will be accepted.
Appointments may be subject to clearance from the candidate’s own customs organizations.

Interested candidates should submit their application for consideration no later than 18 March 2022, including a CV and cover letter in English or French by e-mail to:

enforcement.vacancy@wcoomd.org

Interested candidates may submit a request for additional information via e-mail, providing full name and contact details.

The evaluation of applicants will be conducted on the basis of the information submitted in the application according to criteria of the position and the WCO applicable rules.

11. ADDITIONAL INFORMATION

The WCO values commitment to the principles of integrity, transparency and accountability as well as values diversity among its staff members. Applications from qualified women and men will receive equal treatment and due regard will be paid to the importance of recruiting nationals from WCO Members on as wide a geographical basis as possible. Please note that the WCO Headquarters is a non-smoking environment.