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

The WCO Enforcement and Compliance Sub-Directorate is tasked to support WCO Members in their mandate to fight illicit trade across borders in all its forms, including revenue fraud. The primary reason that most transnational criminal organizations engage in their illicit activities is to generate premium profits due to the illegal nature of their activities.

The WCO realizes that Customs Services (“Customs”) are uniquely positioned to serve as the primary sentinel at international borders and inland ports of entry, as an important Customs mandate is to identify and prevent the movement of smuggled, restricted or prohibited goods in the global supply chain across international borders.
3. **PROJECT BACKGROUND**

In support of the global law enforcement and regulatory effort to fight illicit trade at cross-border level, the WCO has joined up with the United Nations Office on Drugs and Crime (UNODC) to implement a dedicated programme on illicit trade in cargo, known as the Container Control Programme.

The Container Control Programme (hereinafter referred to as the “CCP” or the “Programme”) was established in 2004 by the WCO and the UNODC. Its mission is to build capacity in countries seeking to improve risk management, supply chain security and trade facilitation in seaports, dry ports, airports, railways and land border crossings.

The CCP accomplishes this by establishing dedicated inter-agency Port Control and Air Cargo Control Units composed of Customs authorities, national police, anti-narcotics forces and other relevant agencies, which are subsequently trained in risk assessment, detection and inspection techniques. Globally, the field operations of the CCP span ten regional and two country offices.

The CCP covers the full spectrum of illicit trade in the air cargo mode, ranging from drug smuggling to strategic goods. All these forms of illicit trade generate enormous profits for organized crime structures and massive revenue losses for governments. The CCP seeks to strengthen the capacities of the respective national law enforcement entities to intensify cooperation with the Port Control Units (PCUs) and Air Cargo Control Units (ACCUs) established in the framework of the Programme, and to improve the risk profiling and detection capacities of the officials working on illicit trade in the PCUs and ACCUs.

4. **OBJECTIVES**

The objectives of the assignment are as follows:

- Developing and updating training curricula and materials;
- Delivering technical assistance and capacity building, including trainings and mentoring;
- Raising awareness of global threats in the supply chain and Customs’ important role on the issue;
- Deploying and monitoring technical equipment for inspection; and
- Conducting operational activities and fostering stakeholder relations.

5. **MAIN ACCOUNTABILITIES**

Under the supervision of the WCO Technical Officer (Head of CCP for WCO), the Training Expert on sea cargo control will focus on the following key activities:

i. **Capacity building, training and technical assistance activities**

(a) Developing training curricula on profiling and selecting high-risk sea cargo shipments, for www.wcoomd.org
use by officials selected by their national governments to form the inter-agency Port Control Units;
(b) Developing new syllabus material, and planning, organizing, coordinating and delivering training courses on risk profiling and sea cargo control;
(c) Assessing current and previous training activities on the risk-based approach to selecting sea cargo shipments for physical examination;
(d) Establishing a plan for the implementation of improved measures;
(e) Initiating, coordinating and contributing to the development of new training syllabuses to support and sustain the Programme goals and outputs;
(f) Organizing, conducting and implementing training courses, seminars, working groups and workshops in coordination with the Programme partner, UNODC. Participating as a trainer and resource person and delivering presentations as required;
(g) Coordinating and overseeing the implementation of specific training plans;
(h) Validating the supply of special equipment and monitoring its use;
(i) Preparing as directed, jointly with the Programme staff, all necessary progress reports and project segment implementation delivery rate reports;
(j) Supporting and promoting the expansion of CCP sea cargo segment activities to new countries, helping secure government agreement and identifying partners to join the CCP;
(k) Undertaking general and administrative arrangements, including preparing funding requests and liaising with national authorities and international organizations; and
(l) Promoting WCO’s portfolio of expertise and services under all mandate areas.

ii. Operational activities

(a) Assisting the WCO Technical Officer (Head of CCP for WCO) with scoping activities and country visits; and
(b) Organizing and coordinating law enforcement operations.

iii. Reporting and analysis activities

(a) Contributing effectively to regular reporting activities and drafting substantive analyses;
(b) Overseeing the mining and analysis of data and information; and
(c) Supporting the development and operation of WCO communications platforms.

iv. Communication activities

(a) Promoting the CCP, including producing publications and communication material;
(b) Supporting the development and operation of WCO communications platforms; and
(c) Liaising with Programme participants, partners and key stakeholders in a demanding context.

v. Any other Programme-related duties as may be assigned by the supervisor.
6. EDUCATION

- A university degree in a relevant field of study or an equivalent combination of education, skills and experience.

7. EXPERIENCE

- A minimum of 5 (five) years' relevant experience in risk-based working methodology (profiling), with a focus on law enforcement, organized crime, drug trafficking in border management, is required;
- Experience in delivering training, with practical experience in both classroom and on-site related risk-based working methodologies and the use of techniques and risk indicators applied to the selection of air cargo, is required;
- Experience of analysing data and information, and transforming this into analytical documentation is highly desirable;
- Experience of developing training material, and training experience in the area of risk profiling and sea cargo control, is highly desirable;
- Experience of development projects benefitting Asia, Latin America and Africa is considered an asset;
- Experience in drug law enforcement, particularly in the fields of precursor chemicals and new psychoactive substances, is an additional advantage;
- Customs and/or law enforcement and/or border security background; and
- Experience in the organization of workshops or events at national and regional levels, and skills in related logistics; and
- Previous experience of working with the WCO Secretariat, would be assets.

8. LANGUAGES

- Fluency in Spanish and English is required; and
- Fluency in French would be an asset.

9. COMPETENCIES

- Stress-resistance;
- Flexibility;
- Enthusiasm and open-mindedness;
- Strong interpersonal and communication skills:
  - Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed;
  - Ability to analyse data and information, and transform this into analytical documentation;
  - Capacity to create and sustain a network;
  - Ability to work in a multi-cultural environment with a wide variety of stakeholders;
- Preparedness for frequent travel;
- Strong organizational and work capacity in a demanding context;
- Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others’ ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decisions, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings; and
- Good mastery of Microsoft Office software (Word, Excel, PowerPoint) and video conference software, including data management.

10. CONTRACT AND CONDITIONS

- Staff member under short-term contract of one (1) year (with possibility of renewal depending on availability of funding and work performance);
- Envisaged start of short-term contract: 1 December 2022;
- Probationary period: six (6) months;
- Full-time employment (37 hours and 40 minutes per week) at WCO Headquarters in Brussels, Belgium, or in home country (specific restrictions may apply), or on mission (to be determined);
- 30 days of annual paid leave;
- Travelling to beneficiary countries required;
- Salary commensurate with experience and up to 4,800.00 EUR/month all-inclusive (remuneration exempt from income tax in Belgium); and
- Compulsory WCO health insurance deducted from salary (around 67 EUR/month).

This position is subject to the Manual for Short-Term Contractors. The successful applicant shall not acquire the right subsequently to occupy a permanent post within the WCO. The successful applicant will not be affiliated to any retirement fund or pension scheme taken by the WCO.

11. APPLICATION AND RECRUITMENT PROCESS

The onus is on the applicant to demonstrate how he/she meets each of the essential qualifications and requirements. Applicants are encouraged to detail concrete achievements in their CVs and/or in their cover letters, and to include references.

Only short-listed candidates will be contacted for an assessment, which may include a written test and/or an interview. All short-listed candidates may be requested to provide copies of their original diplomas, certificates, etc., and proof of relevant experience. Pre-selected candidates may also be subjected to reference checks to confirm the information provided in their application.

Interested candidates should submit their application no later than Monday 4 November 2022, including a CV of maximum five (5) pages and a cover letter in English or French, by email to:
Narjes.Yahmed@wcoomd.org

Or by mail to:

World Customs Organization
Directorate of Compliance and Facilitation
Rue du Marché, 30
B-1210 Brussels
Belgium

Interested candidates may submit a request for additional information via e-mail, providing their full name and contact details. *The evaluation of applicants will be conducted on the basis of the information submitted in the application, in accordance with the criteria for the position and the applicable WCO rules.*

**12. ADDITIONAL INFORMATION**

The WCO values commitment to the principles of integrity, transparency, and accountability, as well as valuing 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 of WCO Members on as wide a geographical basis as possible. Please note that WCO Headquarters is a non-smoking environment.