

WCO/JAPAN CAREER DEVELOPMENT PROGRAMME

I. Objectives

This is a programme which aims to:

- provide developing-country Members with an opportunity for selected candidates to undertake work at the Secretariat as a Professional Associate to obtain knowledge, skills and international work experience;
- promote the involvement of Members where neither of the two official WCO languages is widely spoken;
- develop and enhance networks among WCO Members and the Secretariat;
- support and assist the Secretariat in its missions, work and tasks;
- enhance the research function of the WCO;
- develop a pool of highly competent experts/managers with international experience

II. Sponsorship: Customs Administration of Japan

III. Programme at a glance:

(a) Programme:

Up to 10 Professional Associates for a ten-month programme starting on 3rd September 2024

(b) Venue:

WCO Headquarters, Brussels, Belgium.

(c) Field Study Trip:

Two week study trip to Donor Administration (Japan Customs).

(d) Supervision:

Office of Secretary General, External Relations Unit.

(e) Office and Directorate of Assignment:

Determined in cooperation with Directorates, in line with participant's professional experience.

IV. Application and selection:

(a) Areas of application and selection of Professional Associates

- (i) Up to 2 Professional Associates in Intellectual Property Rights (IPR) and/or Risk Management; and
- (ii) Up to 8 Professional Associates in Customs issues: the candidate should specify a particular area of his/her expertise.

(b) Eligibility, requirements, condition of candidacy:

Requirements

Applicants must:

- be a customs officer of a developing-country Member administration which has active status at the WCO;

- be chosen and nominated by the Head of their home Customs Administration;
- have a minimum of 3 years' experience in Customs;
- have a university degree or equivalent professional qualification;
- be proficient in English, with English qualification/ proficiency attested by work experience, English proficiency certification from recognised language testing body and/or diplomas from international institutions of higher education where working language is English¹; and
- does not have any medical condition that would impair his/her full engagement in the Programme.

Recommended

It is desirable that Applicants have:

- have work experience in policy making, policy implementation and/or research and study;
- have work experience in an international environment, in particular regarding WCO matters (e.g. participation to WCO committees, activities as WCO accredited expert);
- have working knowledge of data analysis and/or computer applications; and
- are younger than 45 years of age.

(c) Other factors for selection:

Preference will be given to applicants from Members where neither of the two official WCO languages (English/French) such as Arabic, Portuguese, Russian, and Spanish is widely spoken. In this regard, special consideration will be given to applicants supported or recommended by a community or multiple Members using a common language;

Preference will be given to applicants with sound experience in writing research papers and analysis, such as those who hold a Master or Ph.D. degree;

Applicants will be evaluated based on their academic record and intellectual distinction, personal qualities, motivation, evidence of leadership, management potential and career growth, and work experience; and

Preference will be given to the applicants who have engaged in WCO programmes and activities.

V. Main tasks and responsibilities

(a) Assist and support WCO activities:

Professional Associates will assist and support the tasks and projects of the Secretariat, primarily in the Directorate to which they are assigned. In addition, Professional Associates will be expected to provide support for linguistic matters.

(b) Research and study project:

Professional Associates are expected to undertake research on a theme set by the WCO or by the Professional Associate himself/herself in cooperation with a tutor from a designated Directorate and under the supervision of the Office of the Secretary General (External Relations Officer). The Professional Associates shall submit the outcome of the research project to the Office of the Secretary General before the end of the Programme.

(c) Field study trip:

¹ The WCO working languages are English and French, however, main activities of the Programme, including the field study trip to Japan, are conducted exclusively in English.

The field study trip is an essential part of the Programme, which enables Professional Associates to conduct and enhance their research project. Financial support will be granted for a visit to the donor country (Japan). Support may also be granted for a mission to another country. The cost of travel (economy class ticket), accommodation and meals will be covered by the donor.

VI. Duties, obligations and privileges

(a) Status:

- Professional Associate.

(b) Recruitment, terms of appointment, advancement and promotion:

- Fixed term for ten months based on Tripartite Agreement signed between the WCO, Member administration and the selected Customs official².
- Advancement and promotion cannot be considered.

(c) Allowances and benefits:

- Allowance: around 4,300 euro per month

Note : Benefits and allowances such as household allowance, expatriation allowance, dependant's allowance, terminal allowance, advances, loans, etc. are not granted.

- All Professional Associates will be required to pay a medical insurance premium for emergency treatment (around 136 euro per year). This medical insurance covers the Professional Associates only.

(d) Travel when taking up duty and leaving:

- Economy class return tickets;
- Installation allowance (half of one month's salary).

(e) Working conditions and leave:

- The WCO Staff Manual (provisions of Chapter VII) is applicable for working hours and public holidays.
- Professional Associates will have 15 days of annual leave.

(f) Accommodation:

- All Professional Associates will be required to stay in the residence arranged by the WCO. Changing from the apartment reserved by the WCO will not be allowed.
- The monthly rental fee is around 1,500 euro, including a utility fee payable by the Professional Associate.

VII. Other

This programme is designed as a non-family posting and is of a short duration.

That being the case, the WCO will provide assistance with visa requirements solely for the Professional Associate himself/herself.

² The renewal or extension of the term may be considered only in exceptional cases.