



For the attention of:
Directors General of the WCO

17.12.2024 / Brussels
24HL0459E

Dear Director General,

The 92nd Fellowship Programme of the World Customs Organization (WCO), intended for Spanish-speaking Customs officers, will be held from 23 April to 6 June 2025. As this programme is held in a blended format, it is composed of the following three components:

Component	Duration and dates	Content	Format
1	<u>From 23 April to 9 May 2025</u> 3 weeks Full-time	Introduction to the Programme Research work and modernization project Presentations of WCO Directorates' and units' activities and latest updates.	<u>Virtual activity</u> , daily online, self-learning through CLiKC! and remote tutoring sessions
2	<u>From 12 to 23 May 2025</u> 2 weeks Full-time	Roundtable with the Secretary general Experience-sharing sessions Leadership & Management Development workshop	<u>In-person workshop</u> , at the WCO Secretariat
3	<u>From 26 May to 6 June 2025</u> 2 weeks Full-time	Field study trip	<u>In-person study visit</u> , within a partner organization
Total duration: 7 weeks			

For more information on the delivery format of the Programme and the specific objectives of each component, please consult the Annex entitled *Objectives and Work*. The holding of the practical internship consecutively to the first two parts will be confirmed later.

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As an integral part of the WCO's Leadership and Management Development Programme, the Fellowship programme aims to invest in middle managers with high potential and develop their abilities, skills and knowledge to ensure that they can actively participate in their **Administration's reform and modernization processes** and ongoing organizational development initiatives under the WCO Capacity Building programme.

In this regard, I kindly invite you to identify and nominate **a maximum of 2 candidates** who meet the following conditions:

- A thorough knowledge of one of the technical areas listed in the annex and the **capacity to articulate practical recommendations for your Administration's modernization initiatives in this field.**
- **Proficiency in both written and spoken Spanish.** One of the selection criteria might involve a telephone conversation between the candidate and the WCO officer in charge of the Programme.
- **A mid-level manager with at least four years of service in Customs** and the assessed potential for further advancement.
- **Maximum age of 45 years** and in **good health.**

The Secretariat will only be able to accept a limited number of candidates subject to the resources provided by the various donors for this Fellowship Programme. In order to promote gender balance, if you nominate two candidates, you are advised to nominate one female candidate and one male candidate. **Preference will be given to the candidates who meet these criteria.**

The selected candidates will be required to produce a modernization project based on the analysis of their national situation and the inventory of the operational problems that their Administration faces and to put forward recommendations to solve them. This modernization project, which will be supervised online by a specialized WCO tutor, shall then be presented to the Director General and may be used by WCO experts who carry out missions within the Administration. *Please note that applications for the WCO Fellowship Programme proposing a research topic already recently developed by a previous Fellow selected from your Administration will not be considered for selection. To be considered valid, the project proposal must make precise reference to the WCO standard or instrument that is considered for implementation within the framework of the future modernization project.*

Please find appended hereto documents setting out the administrative provisions, as well as a summary of the objectives of this Programme. Complete applications must be submitted by email **no later than 8 January 2025** (no application will be accepted after that deadline) to helene.caux@wcoomd.org.

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The WCO Secretariat reserves the right to take all future measures that will be deemed necessary, including maintaining or not this event. Should you require additional information, your staff may contact Ms. H  l  ne Caux, the Programme Administrator (E-mail: helene.caux@wcoomd.org), in the Capacity Building Directorate.

Yours sincerely,



Ian Saunders
Secretary General