



World Customs Organization

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For the attention of :
Directors General of the WCO

18.10.2022 / Brussels
22HL0483E

Dear Director General,

The 85th Fellowship Programme of the World Customs Organization (WCO), intended for English-speaking Customs officers, will be held from 6 to 31 March 2023 at the WCO headquarters in Brussels, Belgium, and will possibly be followed by a two-week field study trip.

The Fellowship Programme is an integral part of the WCO's Leadership and Management Development Programme. It 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 English.** One of the selection criteria will 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 are nominating 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.**

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The selected candidates will be required to produce a research paper 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 research paper, which will be supervised 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 that was already developed by a previous Fellow selected from your Administration will not be considered for selection.*

Please find appended hereto documents setting out the administrative provisions, as well as a summary of the objectives of this Programme. Applications must be submitted by email **no later than 11 November 2022** (no application will be accepted after that deadline) to helene.caux@wcoomd.org.

Due to the constant evolution of the pandemic and the related measures, the WCO Secretariat will update your administration regularly on the possible change of the conditions of entry in Belgium and 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. Hélène Caux, the Programme Administrator (E-mail: helene.caux@wcoomd.org), in the Capacity Building Directorate.

Yours sincerely,

A handwritten signature in black ink, reading 'Kunio Mikuriya'.

Kunio Mikuriya
WCO Secretary General