



WORLD CUSTOMS ORGANIZATION

Annex: I

WCO INTEGRITY DEVELOPMENT EXPERT'S PROFILE

OBJECTIVES OF THE ACCREDITATION OF INTEGRITY DEVELOPMENT EXPERTS:

The rapidly and dynamically changing world requires continuous and efficient change management through the journey of reform and modernization in an efficient and effective manner. Integrity Development Experts are individuals who possess the capacity to accompany, guide and mentor organizations. The objective of this WCO accreditation process is to establish a pool of WCO Integrity Development Experts, in order to respond to increasing Members' demand for capacity building/technical assistance related to Integrity Development.

PRINCIPAL ACCOUNTABILITIES:

WCO Integrity Development Experts are focused on supporting the planning, implementation and monitoring of Customs integrity programmes in line with the WCO Revised Arusha Declaration Concerning Good Governance and Integrity, as well as other WCO standards and instruments used to strengthen integrity within the Customs ecosystem. They have proven expertise in fields ranging from the 10 key factors of the WCO Revised Arusha Declaration to other relevant WCO standards directly linked to integrity promotion in Customs.

QUALIFICATIONS and COMPETENCIES:

In order to be accredited as a WCO Integrity Development Expert, candidates need to demonstrate most of the following requirements:

1. Personal Skills

- Excellent interpersonal and communication skills.
- Personal suitability and aptitude required for international development work (open-mindedness, patience, self-awareness, cultural awareness, empathy, etc.).
- A high level of self-motivation, flexibility and commitment to task completion.

2. Academic Background

- University-level education or equivalent professional experience of at least 5 years in Public Administration.
- A post-graduate university degree in Public Administration would be considered an advantage.

3. Professional Career Expertise



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- Ongoing experience within a Customs administration (at least 5 years)
- Proven experience in implementing Customs modernization programmes or practices.
- Knowledge of integrity development related initiatives linked to at least 5 of the key factors of the WCO Revised Arusha Declaration.
- Understanding of the latest anti-corruption developments.
- Experience as an advisor, facilitator or mentor.
- Proven knowledge of delivering technical assistance on behalf of the WCO would be considered an advantage.

4. Knowledge of WCO Standards and Instruments

- Thorough understanding of the WCO Strategies and approach.
- Robust knowledge of the key WCO standards and tools such as, *inter alia*, the:
 - ✓ WCO Revised Arusha Declaration.
 - ✓ WCO Integrity Development Guide.
 - ✓ WCO Revised Kyoto Convention.

5. International Experience

- Experience in participating in international events, such as meetings organized by WCO or international as well as regional actors in the field of trade.
- Experience in working in different international cultures would be considered an advantage.

6. Vocational Skills

- Ability to communicate effectively and engage with senior Customs managers, as well as other border management and trade representatives and private sector representatives.
- Ability to facilitate group discussions relating to Public Administrations reform and modernization.
- Ability to work effectively in a team by contributing to common objectives.
- Ability to communicate clearly in writing that shows competence to think and analyze clearly and comprehensively.
- Proven analytical abilities and reporting skills.
- Excellent oral, written and good IT communication skills

7. Language Skills

- A proficient level of English is required. Additional languages are an advantage.