



World Customs Organization

Rue du Marché 30, B-1210 Brussels, Belgium
T: +32 (0)2 209 92 11

08.10.2025 / Brussels
25IL0200E

Dear Director General,

The 94th Fellowship Programme of the World Customs Organization (WCO), intended for English-speaking Customs officers, will be held from 16 February to 3 April 2026.

This programme, which is held in a blended format, is composed of the following three components:

| Component | Duration and dates | Content | Format |
|--------------------------------|--|---|---|
| 1 | <u>From 16 February to 6 March 2026</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 9 to 20 March 2026</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 23 March to 3 April 2026</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 Annex II entitled *Objectives and Format*.

This WCO programme targets high-potential middle managers to develop their skills, abilities, and knowledge, enabling them to actively contribute to **organizational development and the modernization process within their Administration**. In this regard, I kindly invite you to identify and nominate **a maximum of 2 candidates** who meet the following conditions:

- A **mid-level manager with at least four years of service in Customs** and with the assessed potential for further advancement.
- A **Maximum age of 45 years** and in **good health**.
- A university degree or equivalent qualification

- A thorough knowledge of one of the technical areas listed in Annex II – Objectives and Format - 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 stages in the selection process might involve a telephone conversation between the candidate and the WCO officer in charge of the Programme.

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. 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 nominations that meet these criteria.**

The selected candidates will be required to develop and present a modernization project based on the analysis of challenges faced by their Administrations 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 that was already recently developed by a previous Fellow selected from your Administration will not be considered for selection.

To be considered eligible, the application should include a project proposal with precise reference to the WCO standards or instruments that are considered for implementation within the framework of the future modernization initiative, while ensuring its strategic alignment with national priorities.

Please find appended hereto documents setting out the administrative provisions (Annex III), as well as a summary of the objectives of the Programme (Annex II) and the Nomination form (Annex I). Complete applications must be submitted by email **no later than 29 October 2025** (no application will be accepted after that deadline) to helene.caux@wcoomd.org and Zhaidar.inkerbayev@wcoomd.org.

The WCO Secretariat reserves the right to take all future measures that will be deemed necessary, including such actions that may require suspension or termination of the event. Should you require additional information, your staff may contact Ms. Hélène Caux, the Programme Administrator (email: helene.caux@wcoomd.org) and Mr. Zhaidar Inkerbayev, Technical Attaché (email: Zhaidar.inkerbayev@wcoomd.org).

Yours sincerely,



Ian Saunders
Secretary General