World Customs Organization
Organisation mondiale des douanes

IMPLEMENTATION AND CAPACITY DEVELOPMENT DIRECTORATE
CAPACITY DELIVERY SUB-DIRECTORATE
FACILITATION IMPLEMENTATION UNIT

BACUDA PROJECT

Project Officer

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1. INTRODUCTION

The World Customs Organization (WCO) is an independent intergovernmental body, established in 1952 as the Customs Co-operation Council (CCC), whose mission is to enhance the effectiveness and efficiency of Customs services across the globe. The WCO represents 187 Customs administrations that collectively process approximately 98% of world trade. As the global centre of Customs expertise, the WCO is the only international organization with competence in Customs matters.

As a forum for dialogue and exchange of experiences between national Customs delegates, the WCO offers its Members a wide range of conventions and other international instruments, as well as technical assistance and training services provided either directly by the Secretariat, or with its participation. The Secretariat also actively supports its Members in their endeavours to modernize and build capacity within their national Customs administrations, as well as fostering international cooperation among them.

2. PROJECT BACKGROUND

The WCO BACUDA project was launched in 2019 to raise awareness and build capacity in Data Analytics among WCO Members. The Korea Customs Service (KCS), providing financial and technical assistance, laid the financial foundation by stipulating support for Data Analytics, Artificial Intelligence (AI), and blockchain technologies in the Customs Cooperation Fund of Korea (CCF-K) Grant Agreement. The Project directly supports the WCO Strategic Plan 2025–2028, particularly under the "Technology and Innovation" focus area, by strengthening Members' capabilities to leverage advanced analytics and data-driven tools for more effective and future-ready Customs operations.

3. <u>**MAIN OBJECTIVES OF THE PROJECT**</u>

The Project's primary objective is to assist Member administrations in strengthening their Data Analytics and Artificial Intelligence (AI) capacities. This is achieved through an integrated capacity-building approach—including algorithm development, e-learning courses, workshops, and scholarship programmes—that promotes sustainable skills development, practical application, and institutional ownership across Member administrations.

4. <u>**MAIN ACCOUNTABILITIES**</u>

Under the supervision of the BACUDA Project Manager, the position holder will focus on the following key activities:

Development of Data Analytics (AI) Algorithms Tailored for Customs Administrations

- Lead the design and implementation of AI and data analytics algorithms tailored for Member administrations.
- Develop and maintain analytical tools, including DATE (fraud detection), AI-HS (HS code recommendation), AI-Synth (Data sharing), and image data analysis.
- Ensure the technical soundness and operational relevance of BACUDA algorithms in line with WCO standards and Member needs.

Organization of Blended Training Courses (Workshop)

- Coordinate with internal and external stakeholders, including beneficiary Members' contact points, (Pre-)Accredited Experts and others.
- Create and maintain WCO CLiKC! workspaces in collaboration with the WCO e-learning team.
- Manage administrative arrangements, such as creating activities in the WCO mission system and supporting travel requests and claims.
- Participate as a trainer and resource person, delivering presentations as required.
- Perform other relevant duties as needed.

Development of E-learning Courses

- Coordinate with internal and external stakeholders, including third-party developers, subject-matter experts, and the WCO e-learning team.
- Support the overall e-learning course development process.
- Perform other relevant duties as needed.

Organization of the BACUDA Scholarship Programme

- Support the development of the scholarship curriculum.
- Assist in the selection of candidates.
- Manage communication with internal and external stakeholders, including the academic institution delivering the programme on behalf of the WCO and contact points of Member administrations.

Other Activities

- Contribute to regular project reporting and draft substantive analyses.
- Administer the current project website and support the development of the new one.
- Organize project-related events.
- Liaise with the Communication Unit to ensure effective communication and promotion in line with WCO and project objectives.
- Perform any other project-related duties assigned by the supervisor.

5. <u>EDUCATION</u>

- University degree (Bachelor´s degree or higher) in a relevant field or an equivalent combination of education, skills and experience.

6. <u>EXPERIENCE AND ESSENTIAL QUALIFICATIONS</u>

- At least five (5) years' experience in a relevant field.
- Experience in applying data analytics or AI solutions in an operational or policy context, preferably related to Customs operations.
- Experience in delivering training with practical experience in both online and on-site settings.
- Experience in organization of workshops or events at national and regional level and skills in related logistics.
- Works collaboratively and respectfully with colleagues to achieve organizational goals and harness a positive working atmosphere.
- Ability to work in a multi-cultural environment with a wide variety of stakeholders.
- Strong interpersonal and communication skills.
- Strong organizational and work capacity in a demanding context.
- Good mastering of MS Teams and Microsoft Office 365.

7. <u>ADDITIONAL DESIRABLE BUT NON ESSENTIAL QUALIFICATIONS</u>

- WCO (Pre-)Accreditation on Customs Data Analytics or equivalent combination of training, skills and experience will be considered a strong asset.
- Academic background or formal training in data analytics, artificial intelligence, computer science, statistics, or a related field will be considered an asset.
- Project Management certification will be considered an asset.
- Experience in e-learning course development will be considered an asset.
- Experience in website development and maintenance will be considered an asset.
- Knowledge of the functioning of international organizations will be considered an asset.

8. <u>LANGUAGES</u>
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- Fluency in English is required.
- Knowledge of French would be considered an asset.

9. CONTRACT AND CONDITIONS

- Staff member under short-term contract of two (2) years with the possibility of renewal based on budget availability and performance;
- Probationary period: six (6) months;
- Full-time employment (thirty-seven (37) hours and forty (40) minutes weekly) at WCO Headquarters in Brussels, Belgium;
- Thirty (30) days of annual paid leave;
- Salary of 5,500 EUR/month all-inclusive (remuneration exempted from income tax in Belgium);
- Compulsory WCO health insurance deducted from the salary (around 71EUR/month).

This position is subject to the Manual for Short-Term Contractors. The successful applicant shall not acquire the right subsequently to occupy a permanent position within the WCO. The successful applicant will not be affiliated to any WCO retirement fund or pension scheme. If a candidate is related to current WCO staff members (spouse, father, mother, son, daughter, brother or sister), they are required to specifically indicate this in the application.

10. APPLICATION AND RECRUITMENT PROCESS

Interested candidates should submit their application for review no later than **28 February 2026**, including a CV and cover letter in English or French. This application should be sent by email to: **bacuda.vacancy@wcoomd.org**

The subject line of the email should clearly indicate the first and last names of the candidate.

The onus is on the applicant to demonstrate how they meet each of the essential qualifications and requirements. Applicants are encouraged to describe tangible achievements in their CV and motivation letter, as well as to include contact details for referees.
Only short-listed candidates will be contacted for an assessment, which may include a written test and/or an interview. All short-listed candidates may be requested to provide copies of their original diploma, certificates and proof of relevant experience. Pre-selected candidates may also be subject to reference checks to confirm the information provided in their application.

The evaluation of applicants will be conducted on the basis of the information submitted in the application, according to the criteria for the position and the applicable WCO rules.

11. ADDITIONAL INFORMATION

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The WCO is committed to the principles of integrity, transparency and accountability, as well as to promoting diversity among its staff members. Accordingly, applications from qualified candidates, irrespective of gender, will receive equal treatment and due regard will be paid to the importance of recruiting nationals from WCO Members on as wide a geographical basis as possible. The age limit for employment at the WCO is 65. Please note that the WCO Headquarters building is a non-smoking environment.

Any personal data collected and processed as part of the recruitment procedure will be in accordance with the WCO's Personal Data Protection Policy (available on the WCO website: https://www.wcoomd.org/en/about-us/legal-instruments/policies.aspx). Any questions or complaints in this regard may be addressed to the WCO's Data Protection Officer (dpo@wcoomd.org).