



World Customs Organization
Organisation mondiale des douanes

IMPLEMENTATION AND CAPACITY DEVELOPMENT DIRECTORATE
CAPACITY DELIVERY SUB-DIRECTORATE

Security Unit

Strategic Trade Control Enforcement (STCE) Project Expert

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

This WCO STCE Project was initiated in 2026, building on the STCE Programme that in the last ten years has developed a range of tools and instruments to support Customs effectively detect, deter and interdict illicit shipments of controlled strategic goods and commodities. In addition to these tools and instruments the WCO has a STCE training curriculum and delivers capacity building support to its Members using this curriculum.

3. MAIN OBJECTIVES OF THE PROJECT

This Project is the next phase of the STCE Programme and is focused both on the development and refreshing of tools and instruments and on the delivery of Member focused capacity building. Specific deliverables include:

- Up to nine (9) national STCE capacity building workshops, with beneficiaries to be selected based on needs and requests, in coordination with the Donor;
- Two refresher training workshops for active STCE Accredited Experts focused on new and emerging technologies and the international controls that relate to them;
- Train-the-Trainer accreditation workshop(s) for new experts from regions currently underrepresented within the trainer pool (Europe, Asia/Pacific);
- Work with WCO regional entities to develop self-sustaining regional networks of STCE Accredited Experts to support activities beyond the life cycle of this project;
- Development of up to two e-Learning Modules in relation to Weapons of Mass Destruction (WMD) risks from emerging technologies;
- Scoping missions to Southeast Asia to address STCE implementation and how Customs can more effectively apply the Revised Kyoto Convention (RKC) and STCE Implementation Guide recommendations in Free Trade Zones (FTZs) that are built on RKC's Specific Annex D, Chapter 2 on Free Zones;
- Publication of the South East Asia Free Trade Zones Best Practices Guide;
- Collaboration with other international organizations to allow for WCO trainers and staff to support Customs focused capacity building activities organized by the UN and other international organizations;

4. MAIN ACCOUNTABILITIES

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

- Plan and deliver up to nine (9) STCE national capacity building workshops;
- Plan and deliver Accreditation and refresher workshop for WCO Accredited Experts;
- Oversee the deployment and development of WCO Accredited Experts;
- Review and refresh STCE training materials and develop new training materials when needed;
- Contribute to the development of STCE e-learning materials through technical and subject matter expertise;
- Provide briefings to WCO and other international fora based on STCE subject matter expertise; and
- Any other project-related activities as directed by line manager.

5. EDUCATION

- A minimum Bachelor's degree (in Science, Chemistry or Engineering) or an equivalent combination of education, skills and experience.

6. EXPERIENCE AND ESSENTIAL QUALIFICATIONS

- A minimum of seven (7) years working in Customs or a related position focused on Strategic Trade Control Enforcement;
- Recognised subject matter expertise in Strategic Trade Control in national or international context;
- Cross-cultural communications skills and proven experience collaborating in multicultural environment;
- Proven experience in delivering international trainings or workshops for Customs or other law enforcement officials;
- Formal Training or Teaching qualification;
- WCO STCE Expert accreditation;
- Experience in training development / course design ; and
- Experience of developing e-learning modules.

7. LANGUAGES

- Fluency in English.
- Knowledge of French would be considered an asset.

8. COMPETENCES

- Ability to work constructively in a small team and in a multinational environment;
- Willingness to travel;
- Strategic mindset;
- Ability to motivate a team;
- Excellent organizational skills;
- Excellent communication skills (oral and written);
- Ability to work under pressure and adhere to tight deadlines;
- In-depth knowledge of Microsoft Office 365; and
- Ability to adapt to the administrative and financial tools used by the WCO.

9. CONTRACT AND CONDITIONS

- Staff member under short-term contract of up to 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 starting from 6,800 EUR/month all-inclusive depending on experience and qualifications (remuneration exempted from income tax in Belgium);
- Compulsory WCO health insurance deducted from the salary (approximately 71 EUR/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 **16 March 2026**, including a CV and motivation letter in English. This application should be sent by email to:

STCEexpert.vacancy@wcoomd.org

The subject line of the email sent by each candidate should clearly indicate the project title and job vacancy for which they are applying.

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.

Position Availability: This role is subject to donor funding confirmation

11. ADDITIONAL INFORMATION

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).