



**World Customs Organization
Organisation mondiale des douanes**

**POLICY AND STANDARDS DIRECTORATE
NOMENCLATURE & REVENUE SUB-DIRECTORATE**

NOMENCLATURE POLICY UNIT

Technical Attachés - Harmonized System

WCO TECHNICAL ATTACHÉ POSITIONS ARE FUNDED ENTIRELY BY THE ATTACHÉ'S HOME ADMINISTRATION. CANDIDATES MUST THEREFORE OBTAIN THEIR HOME ADMINISTRATION'S SUPPORT TO FUND THE POSITION WHEN APPLYING.

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 provide leadership on Customs matters by developing international standards and building capacity to foster an environment that facilitates the legitimate trade, ensures fair revenue collection and protects society. 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. SHORT DESCRIPTION OF THE VACANT POSITIONS

The Policy and Standards Directorate is looking to recruit Technical Attachés to work on Harmonized System related matters in the Nomenclature & Revenue Sub-Directorate.

The Nomenclature & Revenue Sub-Directorate is tasked with overseeing the development, update, maintenance and promotion of WCO instruments and tools in the areas of Nomenclature, Rules of Origin, Customs Valuation, Post Clearance Audit and Revenue Compliance.

Reporting to the Head of Nomenclature Policy Unit, Technical Attachés perform the duties listed under the main accountabilities and each have specific focal areas within the HS in which they primarily work.

Well qualified Customs officers in any focal area of the HS will be considered, and the positions offer ample opportunity to grow skills in classification across the HS.

However, based on current staffing needs, there are two areas of specific interest:

Agriculture, fisheries, food and beverages

A classification expert in this area is highly desired. The Harmonized System Committee (HSC) and its sub-committees have faced complex issues in recent years in relation to determining the character and nature of goods at different stages of processing, e.g. the distinction between heat treatment and cooking, or that have been produced or processed in ways not widely utilised at the time the provisions were originally formulated, e.g. the ultra-filtration of alcoholic beverages or the production of microbial oils. In addition, there is a continuing interest in better reflecting agricultural and fisheries products of rising importance, as reflected in the changes to these chapters at each edition. Given these industries continue to evolve and adapt, the requirement for research and the preparation of documents on agricultural, fishery, food and beverage products to support the HS working bodies will continue to grow.

Textiles, clothing and other textile products, and footwear

Changes in staffing make this an area where additional capacity is required and a classification expert in this area is highly desired. While the Harmonized System Committee (HSC) and its sub-committees have maintained a relatively stable HS structure for this sector in recent years, interesting issues on construction methods and the definition of garment types have been topics tabled. In addition, interest has been expressed by various Contracting Parties (CPs) in expanding consideration of the textiles industry in relation to new types of materials, secondary materials, used products, and wastes, so it is likely that proposals from CPs for this area will expand. In relation to classification questions the areas of new materials and products, innovation in this sector is growing, including in relation to textiles with integrated electronics or with novel constructions, opening the potential for an increase in classification issues. It is also noted that these industries are an important area of trade for many CPs making them sensitive commodities.

These positions offer the opportunity to expand experience at the international level and have an impact that will be of value across the full membership of the WCO.

3. MAIN ACCOUNTABILITIES

Under the supervision of the Head of Unit, Nomenclature Policy, the Technical Attaché will focus on the following key activities:

- Prepare working documents for the Harmonized System Committee (HSC), HS Review Sub-Committee (RSC) and other HS-related working bodies, including in

relation to changes to the HS Nomenclature or the Explanatory Notes, resolution of classification questions, policy matters, or reports on activities;

- Act as rapporteur in meetings of HS-related working bodies;
- Advise on complex technical matters relating to the Harmonized System and classification;
- Co-ordinate with external stakeholders, including other international organisations, to obtain information as required;
- Contribute to the development of capacity building assistance, support for professional development programmes, educational material and other HS development activities as required;
- Undertake capacity building training as required; and
- Contribute to WCO publications and communication products.

The person appointed will also be required to perform such other duties as may be assigned and may be subject to reassignment within the WCO Secretariat.

4. EDUCATION

- A university degree, or an equivalent combination of education, skills and experience.

5. ESSENTIAL QUALIFICATIONS, EXPERIENCE & COMPETENCIES

- The candidate must have a comprehensive knowledge of the Harmonized System and at least five (5) years' experience of practical issues relating to Nomenclature matters, in particular tariff classification, at the national level within the Customs administration.
- The candidate must have high-level analytical skills.
- A high level of proficiency in written and oral communication skills, including analytical writing, is required.
- The candidate must have good interpersonal skills, be prepared to work in a team in an international environment, be able to respond flexibly to changes in priorities and requests for work, perform effectively under high workload, and meet competing deadlines.
- Good knowledge of computer applications and information systems, including MS Office.

6. DESIRABLE QUALIFICATIONS & EXPERIENCE

- Experience in relation to classification of foods and beverages or the classification of textile products is an advantage.
- Experience in either training in the HS or preparing guidance on classification.
- Experience in capacity building or technical assistance. Accreditation as a WCO Expert Trainer on HS.
- Experience in WCO HS working bodies (HSC and RSC).
- Experience in working in an international environment.

7. LANGUAGES

- Fluency in English and/or French, the official working languages of the WCO.
- Knowledge of one or more of the other working languages (Spanish, Portuguese, Russian or Arabic) would be an asset.

8. CONTRACT AND CONDITIONS

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- Technical Attaché under a WCO contract of three (3) years (with the possibility of renewal);
- 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;
- Monthly remuneration is determined by the home administration on the basis of the cost of living in Belgium.

This position is subject to the Manual for Technical Attachés serving at WCO Headquarters. 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.

9. APPLICATION AND RECRUITMENT PROCESS

Interested candidates should submit their application for review no later than **Sunday 24 May 2026 by 23.59 Central European Time**, including a CV and motivation letter in English or French. **A supporting letter from the candidate's Customs administration, or other competent Administration, is also required.** This application should be sent by email to: NomenclatureTA.vacancy@wcoomd.org

The subject line of the email sent by each candidate should clearly indicate the 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.

Interested candidates may submit a request for additional information via email, providing their full name and contact details.

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.

10. 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).