

THE NETHERLANDS TALENT PROGRAMME (NTP)

OBJECTIVES, CONDITIONS & APPLICATION PROCEDURE

Objectives, main features of the NTP and eligibility criteria:

The aim of the NTP is to assist in the economic and social development of least developed countries (LDCs), low-income countries and comparable poor small and vulnerable economies in areas related to trade policy.

The NTP seeks to generate measurable results and thus leave a lasting trace, through:

- building sustainable capacity in beneficiary members and observers, by providing officials with an opportunity to participate directly in the WTO's work in Geneva;
- providing exposure to on-going activities in the Secretariat, which will assist officials in enhancing their understanding of the functioning of the WTO and the MTS and providing relevant policy advice to governments;
- facilitating the identification of areas where implementation of Members' commitments in the WTO is required;
- contributing to specific work on needs assessments, notifications, etc.

The programme targets least developed countries (LDCs), low-income countries and comparable poor small and vulnerable economies, and pays particular attention to African countries and to the promotion of gender equality.

- It provides capital based mid-level public officials from these members and observers with the opportunity to learn more about matters dealt with in the WTO, under the direction of staff members of the WTO.
- Selected NTP participants will spend a total period of up to ten months with the WTO. The long-term placement programme will normally start in March/April and finish before the end of the calendar year. The programme cannot under any circumstances exceed 10 months.
- Selected NTP participants will be expected to complete specific and well-defined tasks in that period in conformity with the objectives of the NTP. Tasks will need to have relevance for the beneficiary country in terms of capacity building in the work programme of the WTO, including on-going negotiations, and will be defined at the beginning of the programme. The tasks will be reviewed and established in close co-operation with the Head of the TA Coordination, Partnerships and Internship Programmes Section and the relevant regional desks in ITTC.
- As part of the long-term placement programme, a study tour to the Netherlands may be undertaken. Specific training events will be organized during the programme, but the emphasis will be on completing the tasks identified for the programme.
- NTP participants will receive a lump sum of CHF 5,000 per month plus travel expenses.
- Candidates should typically be between 30 and 45 years of age.
- Candidates should have a minimum of 5 years of working experience on WTO issues.

How to apply?

Applications should be submitted electronically to the Institute for Training and Technical Cooperation (ITTC) as specified in the letter, together with:

- a complete curriculum vitae (CV);
- a letter of motivation;
- specific indications of the tasks that the candidates would like to perform;
- a short biography of 150 words maximum; and
- a letter of support from the nominating national authority.

Incomplete files will not be considered.

The selection process

Candidacies will be reviewed by a WTO selection committee.

As the NTP is considered to be the highest level of learning, with a particular focus on the direct application of skills, the selection committee will give priority to those who have completed the Advanced Trade Policy Course or the Regional Trade Policy Course. The selection committee will also take into account the number of e-learning courses completed and other WTO training.

In addition, feedback will be sought from WTO trainers on the performance of the candidate during the courses, in order to retain the highest qualified officials and for whom the committee considers that the candidate can make the most useful contribution to attain the set objectives of the programme. The selection may include telephone interviews, and the Permanent Mission may also be consulted on the candidates to be retained.

The selection committee will endeavour to maintain a regional and gender balance and give priority to LDC candidates.

Monitoring and evaluation

The overall performance of the NTP programme is monitored according to the targets and indicators established by the Biennial Technical Assistance and Training Plan. At the individual level, the performance of selected NTP participants is monitored on an ongoing basis by the Head of the TA Coordination, Partnerships and Internship Programmes Section, reviewing their day to day work in light of the tasks identified with the support of the regional desks, their active participation in the training events, as well as the achievements made in specific fields, i.e. needs assessments, notifications etc.

NTP participants are required to produce monthly reports detailing the tasks carried out and the results achieved.

At the end of the programme, the NTP participants are required to submit a final report and complete an evaluation questionnaire on tasks performed.



Communication of results of the selection process

No communication of the results will be provided before the conclusion of the selection process. The selected candidates and the Permanent Missions will be informed by the Human Resources Division.

The Human Resources Division will also inform the unsuccessful candidates by email.

THE FRENCH-IRISH MISSION PROGRAMME (FIMiP)

OBJECTIVES, CONDITIONS & APPLICATION PROCEDURE

Objectives, main features of the FIMiP and eligibility criteria:

- The FIMiP provides capital-based mid-level public officials, with a minimum of 5 years of working experience on WTO issues with the opportunity to learn more about matters dealt with in the WTO.
- Through the programme, the FIMiP participants are expected to:
 - enhance knowledge and understanding of the WTO multilateral trading system and of trade policy in general,
 - strengthen the understanding of the negotiation process at the WTO, and
 - support the mission in participating in the daily activities of the WTO.
- The FIMiP is available primarily to officials from least developed countries (LDCs), and other developing Members, with a Geneva Permanent Mission. Preference will be given to those beneficiaries with lower per capita GNP and the least number of staff in Geneva together with those who stand to gain most from such a programme.
- Candidates shall come from the capital or other government administrative city of the beneficiary member.
- The retained candidates will work at the Geneva-based Permanent Missions of the beneficiary Members and can represent their member in the various bodies within the WTO.
- FIMiP participants will spend a total period of up to ten months under the programme. The programme will normally start in March/April and finish before the end of the calendar year. The programme cannot under any circumstances exceed the 10 months.
- Candidates are typically between 30 and 45 years of age.
- FIMiP participants will receive a lump sum of CHF 5,000 per month plus travel expenses.

How to apply?

Applications should be submitted electronically to the Institute for Training and Technical Cooperation (ITTC) as specified in the letter, together with:

- a complete curriculum vitae (CV),
- a letter of motivation,
- specific indications of the tasks that the candidates are expected to perform,
- a short biography of 150 words,
- a letter of support from the nominating authorities,

- a letter of support from the Permanent Mission in Geneva.

Incomplete files will not be considered.

The selection process:

Candidacies will be reviewed by a WTO selection committee.

As the FIMiP is considered to be the highest level of learning, with a particular focus on the direct application of skills, the selection committee will give priority to those who have completed the Advanced Trade Policy Course and/or the Regional Trade Policy Course. The selection committee will also take into account the number of e-learning courses completed, and WTO face-to-face trainings attended by the candidate.

In addition, feedback will be sought from WTO trainers on the performance of the candidate during the courses, in order to retain the highest qualified officials and for whom the committee considers that the candidate can make the most useful contribution to attain the set objectives of the programme. The selection may include telephone interviews, and the Permanent Mission may also be consulted on the candidates to be retained.

The selection committee will endeavour to maintain a regional and gender balance.

Monitoring and evaluation

The overall performance of the FIMiP programme is monitored according to the targets and indicators established by the Biennial Technical Assistance and Training Plan. At the individual level, the performance of selected FIMiP participants is monitored on an ongoing basis by the Head of the TA Coordination, Partnerships and Internship Programmes Section, reviewing the day-to-day work in light of the tasks identified by the Permanent Representative of the Mission in Geneva and with the support of the regional desks. The general duties could include providing support in the:

- collection, analysis, interpretation and organization of material of interest to the Mission,
- preparation of meetings of WTO bodies, including attendance and follow-up of such meetings,
- preparation of reports for the capital, documentation and communication of economic and/or legal nature related to WTO.

FIMiP participants are required to produce monthly reports detailing the tasks carried out and the results achieved.

At the end of the programme, an evaluation will be done by the participant's supervisor at the mission.

The participant will also submit a final report and complete an evaluation questionnaire on tasks performed.

Communication of results of the selection process

No communication of the results will be provided before the conclusion of the selection process. The selected candidates and the Permanent Missions will be informed by the Human Resources Division.

The Human Resources Division will also inform the unsuccessful candidates by email.