



## **THE NETHERLANDS TRAINEE 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 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 multilateral trading system 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 Trade-Related Technical Assistance (TRTA) 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 Secretariat.
- Selected NTP participants will spend a total period of up to ten months with the WTO.
- The Programme will normally start in March/April and finish before the end of the calendar year. The training 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 member and observer in terms of building capacity in relation to WTO's ongoing work programme, including 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 relevant regional desks in ITTC.
- As part of the training, 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 training.
- NTP participants will receive a lump sum of CHF 5,000 per month plus travel expenses.
- Candidates should typically be under 45 years old.
- Candidates should have a minimum of 5 years of work 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;
- a letter of support from the nominating national authority and/or a letter of support from the Permanent Mission is required;
- 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 carefully review the qualifications of each of the candidates. Priority will be given to those who have completed the Advanced Trade Policy Course and/or the Regional Trade Policy Course.

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 make the most useful contribution to attain the objectives of the programme.

The selection committee will endeavour to maintain a regional and gender balance and give priority to LDC candidates. The selection may include telephone interviews where required.

### **Monitoring and evaluation**

The overall performance of the NTP programme is monitored according to the targets and indicators established by the Biennial TA Plan. At the individual level, the performance of selected NTP participants is monitored on an ongoing basis by the Head of the relevant Regional Desks, reviewing their day-to-day work in light of the tasks identified, their active participation in the training events, as well as the achievements made in specific fields, i.e., TRTA 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 Resource Division.

The Human Resource 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 work 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 nationals from least developed countries (LDCs), and other developing countries, with a Geneva 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 will come from the capital of the beneficiary Members and Observers.
- The retained candidates will work at the Geneva-based permanent missions of the beneficiary and can represent the Member or Observer in the various bodies of the WTO.
- FIMiP participants will spend a total period of up to ten months under the programme.
- Candidates should typically be under 45 years old.
- 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.
- 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. It should include:

- a complete curriculum vitae (CV);
- a letter of motivation;
- specific indications of the tasks that the candidates are expected to perform at the Mission;
- a short biography of 150 words;
- a letter of support from the nominating national 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 carefully review the qualifications of each of the candidates. Priority will be given to those who have completed the Advanced Trade Policy Course and/or the Regional Trade Policy Course.

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 make the most useful contribution to attain the objectives of the programme.

The selection committee will endeavour to maintain a regional and gender balance and give priority to LDC candidates. The selection may include telephone interviews where required.

### **Monitoring and evaluation**

The overall performance of the FIMiP programme is monitored according to the targets and indicators established by the Biennial TA Plan. At the individual level, the performance of selected FIMiP participants is monitored on an ongoing basis by the relevant Heads of Regional Desks in ITTC, reviewing the day-to-day work in light of the tasks identified by the Permanent Representative of the Mission in Geneva. The general duties could include providing support in the:

- collection, analysis, interpretation and organization of material of interest to the Member or Observer;
- preparation for meetings of WTO bodies, including attendance and follow-up of such meetings;
- preparation of reports for the capital, documentation and communication as necessary.

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

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

The participants will also submit a final programme 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 Resource Division.

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