

Boutaleb BRAHMI, PhD



**Human Resource Management and Development Expert
Mercator Program Advisor (Strategy and Trade Facilitation)**
(World Customs Organization- Belgium)

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EDUCATION

Doctorate Abou Bekr Belkaid University • Tlemcen, Algeria	2012
Master Abou Bekr Belkaid University • Tlemcen, Algeria	2005
Diploma of the National School of Administration National School of Administration • Algiers, Algeria	2000

WORK EXPERIENCE

Human Resources Management and Development Expert 2018 - Present
World customs organization (WCO) • **Brussels, Belgium**

- Carry out audit, diagnostic, capacity-building and technical assistance missions in the human resources field (*Conduct WCO people development missions/ HR modernization: Madagascar-2024; Comoros- 2019; HR diagnostic: Comoros- 2018; Training process development: Sudan-2018*);
- Provide public administrations with technical assistance in HRM, enabling them to comply with regulatory requirements and achieve the desired organizational performance;
- Support HR managers in the design and implementation of HR strategies and policies and the effective and efficient management of HR modernization projects.

Mercator Program Advisor (Strategy and Trade Facilitation) 2018 - Present
World customs organization (WCO) • **Brussels, Belgium**

- Support, guide and mentor organizations towards planning, implementing and evaluating reforms and modernization activities and processes;
- Conduct diagnostic and capacity-building missions as part of the implementation of the WTO Trade Facilitation Agreement;
- Support administrations with organizational gap analysis, planning and implementation of the Trade Facilitation Accord (TFA).

Associate Lecturer 2016 – Present
National school of administration • **Algiers, Algeria**

- Develop educational materials, deliver lectures, as part of initial and continuing education, and ensure monitoring and evaluation;
- Direct dissertations, theses and scientific research programs;
- Serve on school committees dealing with issues such as curriculum planning and development.

Training Expert/ Advisor (National and international private and public Organizations)
Sonatrach Management Academy • **Algiers, Algeria** 2021 - Present
American Training Academy • **Riyadh, Saudi Arabia** 2024 - Present
Arab administrative development Organization • **Cairo, Egypt** 2024 - Present

Director of International Cooperation
General directorate of customs • Algiers, Algeria

2024

- Monitor relations with international organizations involved in the customs fields (*Participate, as head of delegation, in the MENA region consultation on the WCO modernization; Prepare and attend WCO meetings and committees: CBC, PTC, Council*);
- Represent the Customs Department in negotiation of international mutual administrative assistance agreements in customs matters (*Agreements finalized with: Russia, China and Mexico*);
- Coordinate the international action of Customs Department (*Preparation of the Algerian-Tunisian joint customs cooperation commission*).

Chief General Controller
General directorate of customs • Algiers, Algeria

2021 - 2024

- Develop strategies and projections to improve the organization, management and organizational performance (*Participate in the development of strategic plans and implementation plans for the Customs Department and the regional office for capacity building for the WCO MENA region*);
- Lead the performance management process;
- Design and supervise studies and/ or analyzes requiring a versatile skill in terms of the proper functioning of the administration (*Co-direct, with the CREAD, the study on modernizing the HR function in the customs administration*).

Human Resources Director (+ 18,000 employees)
General directorate of customs • Algiers, Algeria

2018 - 2021

- Develop and monitor the implementation of human resources tools, policies and strategies (*Manage the HR modernization project for Algerian Customs; Develop HR tools such as: HRIS; HR dashboard; Jobs and skills referential*);
- Steer the HRM and skills development process (*Centralized management of more than 18,000 customs officers; Standardization of HR process; Implementation of a decentralized HR organization*);
- Lead change management within the organization and act as employee advocate.

Deputy Director of Organization and Competency Management
General directorate of customs • Algiers, Algeria

2014 - 2018

- Implement human resources tools, policies and strategies;
- Manage programs and maintain human resources information and related records systems;
- Lead the performance evaluation process of employees.

Deputy Regional Director in Charge of Administrative Affairs
Regional customs department • Oran, Algeria

2007 - 2014

- Implement the human resources activities related to staffing, competency assessment, training, career development, performance management, compensation and benefit programs;
- Supervise the management of material and financial resources;
- Develop practices in terms of social, health and safety benefits.

Head of Customs Office/ Head of Customs Revenue
Regional customs department • Tlemcen, Algeria

2000 –2007

INTERNATIONAL MISSIONS AND ACTIVITIES

Conduct WCO people development missions:

- **Madagascar** : HR modernization (2024);
- **Comoros** : HR modernization (2019);
- **Comoros** : HR diagnostic (2018);
- **Sudan** : Training process development (2018);

Participate in WCO missions:

- **Belgium**: WCO Council (2024); WCO PTC (2024); WCO CBC (2020);
- **Belgium**: WCO MENA Heads of Customs regional meeting (2024);
- **Oman**: WCO Capacity Building focal points meeting (2019);
- **Jordan**: WCO Mercator Program advisers accreditation workshop (2018);
- **Morocco**: WCO Capacity Building focal points meeting (2017);
- **Saudi Arabia**: WCO Workshop on competency-based HR approach (2017);

Other:

- **WCO MENA region**: Participate in the MENA region consultation on WCO modernization (2024); Development of strategic plans for the regional office for capacity building for the WCO MENA region (2017- 2019 and 2020- 2022);
- **South Korea**: Development of the HR information system (2019);
- **USA**: Take part in the IADLEST conference, organized by the International Association of Directors of Law Enforcement Standards and Training, USA (2018).

SCIENTIFIC ACTIVITIES

SCIENTIFIC ARTICLES

- "Models to improve the performance of Algerian municipalities", Algerian Journal of Research and Studies, vol.8, no.29, 2025;
- "Modernization of the HR Function in public administrations", "Abhath" Review, vol.9, no.2, 2024;
- "Customs facilities for exporting dates: impact and challenges", Journal of North African Economies, vol.19, no.3, 2023;
- "Explanatory factors of the smuggling economy", Review of Economic Studies, vol.16, no.3, 2022;
- "Reform of local finances and promotion of investment", Review of Humanities, vol.33, no.2, 2022;
- "Improving the performance of local collectives", Review of Social Sciences, vol.11, no.2, 2018;
- "The weakness of financial municipal resources", LAAREIID Review, no.4, 2017;
- "Smuggling offenses in light of ordinance 05-06", Annals of Law, no.3, 2013;
- "The interconnection of interests between smuggling and other forms of organized crime", Phare Review, no.158, 2012;
- "Position of economic thought regarding smuggling activities", Review of Economics and Management, vol.10, no.1, 2011;
- "The deficit issue of municipal budgets", IDARA Review, vol.21, no.41, 2011.

BOOK CHAPTER

- "Modernization of municipalities: need for strategic planning and change management", Organizational change management: concepts and practical models", Nourane Editions, 2021.

SKILLS

- Trade Facilitation;
- Strategic Management;
- Organizational Development;
- Human Resources Management;
- International Cooperation;
- Leadership.

PROFESSIONAL CREDENTIALS

- **Expert in Human Resources Management and Development (HRMD):** World Customs Organization (Belgium);
- **Mercator Program Advisor (Strategy and Trade Facilitation):** World Customs Organization (Belgium);
- **Trade Facilitation Advisor:** Algerian Chamber of Commerce and Industry, Ministry of trade (Algeria) and FORMATEX (France).

VOLUNTEER ACTIVITIES

- Founding member of the Think Tank “Citizen’s hour”, Algeria;
- Founding member of the Thematic Network on Saharan Agriculture, Algeria;
- Member of the National Association of Algerian Economists (NAAE), Algeria;
- Member of the International Association of Directors of Law Enforcement Standards and Training (IADLEST), USA.

AWARDS AND HONOURS

Certificate of merit

2013

Certificate of merit awarded by the World Customs Organization (WCO) for exceptional work rendered to the international customs community.-