

## GENERAL INFORMATION

**Title of Consultancy:** Research Consultancy, Whistleblower protection in the EU

**Application deadline:** 20 August 2025

**Consultancy Period:** beginning of September 2025 – end of January

**Duration:** 20 days of work

**Location of Consultancy:** Remote (no travel required)

## BACKGROUND

Transparency International (TI) is the global civil society organisation leading the fight against corruption. In collaboration with nearly 100 chapters worldwide and an international secretariat based in Berlin, Germany, TI raises awareness of the damaging effects of corruption and works with partners in government, business and civil society to develop and implement effective measures to tackle it.

Whistleblowers play a vital role in national and EU efforts to detect, investigate, and address corruption. Their disclosures increase transparency and accountability and help ensure that public funds are used appropriately. The **EU Whistleblowing Directive (Directive (EU) 2019/1937)** establishes a robust foundation for harmonised whistleblower protection across the EU. Although all EU Member States have adopted laws to transpose the Directive into national law, **implementation remains uneven**.

[SAFE for whistleblowers](#) and SAFE for Whistleblower II are 2-year projects funded by the European Commission and implemented by Transparency International and its National chapters in the Czech Republic, France, Germany, Hungary, Ireland, Italy, Lithuania, the Netherlands, Portugal and Slovakia, the Maison des Lanceurs d'alerte (France) and the Fundacja Akademia Antykorupcyjna (Poland).

These projects aim to support the establishment of an enabling environment for the protection of whistleblowers by addressing the following challenges: lack of awareness and trust in reporting channels and whistleblower protection, lack of capacity of civil society, public and private organisations in correctly implementing the rules applying to them, lack of available data to assess the effectiveness of whistleblowing laws, lack of knowledge and capacity of competent authorities and judges to coherently implement and enforce whistleblower protection laws and risks of incoherence in implementation, impacting the Whistleblowing Directive effectiveness.

SAFE for Whistleblowers I and II key objectives are:

- Increasing awareness among the public, (potential) whistleblowers, CSOs, trade unions, and journalists
- Strengthening workplace implementation of whistleblowing laws
- Supporting enforcement by national authorities
- Improving the availability of gender-disaggregated data on whistleblowing
- Enhancing the overall coherence and effectiveness of the Directive's implementation

## OBJECTIVES OF THE CONSULTANCY

TI-S seeks a **research consultant** to produce a report on the state of whistleblower protection in the EU, **highlighting cross-cutting trends, challenges, and best practices** with regards to the transposition and implementation of the Whistleblowing Directive

The report will provide **targeted, actionable recommendations** for policymakers and relevant stakeholders, including competent authorities, public institutions, companies, civil society, trade unions, and professional bodies. A strong emphasis will be placed on gender-sensitive and inclusive approaches, particularly addressing the needs of women, marginalized groups, and vulnerable workers.

## ROLES AND RESPONSIBILITIES

The consultant will be responsible for the following tasks:

- Conduct desk research and, where appropriate, interviews with key stakeholders to supplement existing data.
- Collaborate with TI-S to design a survey for TI national chapters and partner CSOs assessing the state of whistleblower protection in their respective countries.
- Analyse the collected data to identify cross-cutting trends, persistent challenges, and emerging good practices related to the implementation of whistleblower protection across EU Member States.
- Draft a comprehensive report presenting key findings and offering targeted, actionable recommendations for policymakers, oversight bodies, civil society organisations, and other relevant stakeholders.

**Note:** TI-S will be responsible for disseminating the survey and collecting responses from stakeholders.

## METHODOLOGY

The research will be conducted in close coordination with TI-S whistleblowing expert and will rely on:

- 10+ country reports (currently being produced by projects partners) which assess the compliance of the country's legal framework with the EU Whistleblower Protection Directive and their alignment with recognized best practices and illustrate practical implementation and enforcement through short "case studies".
- Survey responses from partners in remaining EU member states (survey developed jointly by TI-S and consultant)
- TI's 2023 report [How well do EU countries protect whistleblowers?](#)

**Additional methods may include:**

- Desk review of public sources (laws, relevant EU/national reports, publications)
- Up to 4 key informant interviews with stakeholders (e.g. EU officials, national authorities, CSOs, academics – to be selected in agreement with TI-S)

### The consultant is expected to:

- Ensure proper referencing as per TI guidelines
- Follow ethical standards for research, including confidentiality

### EXPECTED DELIVERABLES AND TIMELINE

Detailed draft outline of the report	<b>Week 6</b> (considering 2.5 weeks to get survey answers)
First draft of the report (approx. 15,000–20,000 words)	<b>Week 9</b>
2nd draft incorporating feedback	<b>Week 13</b> (considering 3 weeks to get feedback)
Final draft incorporating feedback	<b>Week 19</b> (considering 3 weeks to get feedback and 2 weeks Christmas holidays)
Availability for periodic check-in calls	

Please note that this timeline can be discussed and might be subject to change and the final deadlines will be agreed with TI-S.

All presentations and reports should be submitted in English, in electronic form, in accordance with the agreed deadlines. The Consultant is responsible for editing and quality control of language. The TI Secretariat retains the sole rights with respect to all distribution, dissemination, and publication of the deliverables.

### SELECTION CRITERIA

- Advanced degree in law, political science, public policy, or related field
- Minimum 5 years of relevant professional experience, preferably at an international NGO, government agency, think tank, research centre etc.
- Extensive and documented knowledge of whistleblowing and/or anticorruption, good governance and integrity
- Proven research experience, including legal analysis and survey methodologies, with a track record of producing operationally and policy relevant research.
- Knowledge on gender equality and social inclusion approaches an advantage
- Regional expertise on the EU an advantage.
- Excellent writing and analytical skills in English; additional EU language(s) an asset
- Commitment to the values and principles of Transparency International.

### REMUNERATION AND COSTS

Applicants should provide their **daily or hourly rate** and an **estimated total fee** based on the expected number of working days.

**For candidates based in the EU, EEA, UK, and Switzerland:**

Transparency International e.V. (Secretariat), (TI-S) is registered as a Business Entity in Germany with VAT identification number DE273612486. EU reverse charge applies. Service providers should issue invoices with zero VAT.

Candidates who are based in Germany and do not charge German VAT must confirm their small entrepreneur status.

## HOW TO APPLY

The application should include the following documents in English:

- A Cover Letter outlining their experience, interest in the role and how it fits this role, in addition to their CV,
- A proposal with **technical and financial specifications**:
  - Technical part to include a list of five key sources for desk research, identification of the three main stakeholder profiles for interviews, and formulating tailored survey or interview questions for each stakeholder identified.
  - Financial part to include an outline of the number of days needed for each of the deliverables listed, in addition to their daily rate.

Please indicate “**Whistleblowing in EU member states report consultant**” in the subject line of your email application. Applications should be sent in English by email to **SAFEwhistleblowingconsultancy@transparency.org** by close of business of **20.08.2025**.

Please note that **only short-listed candidates will be contacted** and that it is unfortunately not possible to provide individual feedback on applications.

**TI retains the right to reject any or all the applications and/or to enter into additional negotiations with one or more of the tendering parties.**

The Transparency International Secretariat is committed to creating an inclusive work environment where diversity is valued and where there is equality of opportunity. We actively seek a diverse applicant pool and therefore welcome applications from qualified candidates of all regions, countries, cultures, and backgrounds.

Selection of candidates is made on a competitive basis, and we do not discriminate based on national origin, race, colour or ethnic background, religious belief, sex, gender identity and expression or sexual orientation, marital or family status, age, or ability. We kindly ask applicants to refrain from including in their application information relating to the above as well as from attaching photos.

## Data protection

*When you respond to this tender and submit your application, you provide consent that Transparency International e. V. keeps your application materials for the period of ten years*

*according to German legal requirements. Afterwards Transparency International will delete your application and any personal data included in it. If you have any questions, please reach out to [dataprotection@transparency.org](mailto:dataprotection@transparency.org)*

## **Guidelines for handling overhead and travel expenses**

### Overhead

Regular overhead expenses associated with the Consultants maintaining their place of business, such as rent, telephone, utilities, or stationery, are included in the Consultant's professional fee, except where explicitly agreed otherwise in the contract.

### Travel

Travel and accommodation expenses will as far as possible, and where applicable, be recovered from the institutions and companies hosting events or using the outputs provided by the Consultant.

Where such cost recovery is not possible, all travel is subject to prior approval by TI-S staff responsible for the financial management of the Project or TI Budget Line that will support the costs of travel. TI shall not issue travel advances to the Consultants. For accommodation or travel by air, rail, or coach, they will instead have to contact TI-S that will make travel arrangements on the Consultant's behalf.

All travel booked by TI-S will include **travel health and accident insurance** with worldwide coverage and Economy class only; accommodation will aim to achieve best value for money up to a 4-star category.

Consultants shall be entitled to invoice TI-S **only** for local transportation and visa cost (if applicable).

Subsistence allowance (per diems) and expenses for individual meals cannot be claimed. These are part of Consultant's business expenses