

## GENERAL INFORMATION

**Title of Consultancy:** Research Consultancy, Whistleblowing Authorities

**Application Closing Date:** 26/02/2025. Please note that applications will be reviewed on a rolling basis.

**Consultancy Start and End Date:** Start date early March 2025, end date June 2025.

**Location of Consultancy:** European Union (no travel abroad 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 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.

[SAFE for whistleblowers](#) is a 2-year project funded by the EC, implemented by Transparency International and its National chapters in the Czech Republic, France, Ireland, Lithuania, the Netherlands, Portugal and Slovakia, and the French Maison des Lanceurs d'alerte. The project aims to support the establishment of an enabling environment for the protection of whistleblowers by tackling a set of challenges, including lack of awareness and trust in reporting channels and whistleblower protection and lack of knowledge and capacity of competent authorities to coherently implement and enforce whistleblower protection. Through a set of activities to address these challenges, one of the objectives of the project is to improve implementation and enforcement of whistleblowing laws by national authorities.

As part of this agenda, TI-Secretariat is looking for a research consultant to co-author a research paper updating and expanding a TI 2021 research paper "[Institutional arrangements for whistleblowing: Challenges and best practices](#)".

## OBJECTIVES

The Transparency International Secretariat (TI-S) is currently seeking to contract an EU-based research consultant to collect data on national authorities with whistleblowing-related responsibilities in EU countries and contribute to the updating/revision of the TI [2021 paper](#) "Institutional arrangements for whistleblowing: Challenges and best practices". With the adoption of new legislation on whistleblower protection in all EU countries between 2021 and 2024 to transpose the EU Directive 2019/1937 on whistleblower protection, the case studies presented in the paper are outdated – new whistleblowing authorities have been established and/or exiting national authorities have been given new whistleblowing-related competences in most EU countries since 2021. As a result, challenges and best practices have evolved as well.

The revised paper will be used to support capacity building and knowledge exchange between whistleblowing authorities and with civil society organisations, as well as advocacy towards policy makers and authorities to amend relevant laws, policies and practice to improve implementation and enforcement of whistleblowing laws by national authorities

The consultancy is currently estimated to start in March 2025 and continue for 4 months.

## MAIN ROLES AND RESPONSIBILITIES

The role requires a highly motivated researcher with expertise in whistleblowing and/or anticorruption, good governance and public integrity, to collect data on national authorities with whistleblowing-related responsibilities in EU countries and contribute to the updating/revision of the TI [2021 paper](#) “Institutional arrangements for whistleblowing: Challenges and best practices”.

The research paper will be co-authored with TI-S whistleblower protection expert.

**The consultant’s specific tasks include:**

- Identify and provide an overview of roles of national authorities in EU countries with whistleblowing-related responsibilities
- **For selected authorities/countries** that will be case studies (to be agreed with TI-S):
  - collect information on:
    - their mandate, organisational structure, independence, and setup.
    - coordination mechanisms between relevant authorities.
    - their investigative and enforcement powers, focusing on their legal authority, operational capacity, resources, and effectiveness in delivering results, and systemic challenges impacting their performance.
    - how/if they implement a gender equality and social inclusion approach
  - Identify challenges (gaps, weaknesses, or ambiguities) and best practice in national whistleblowing institutional framework and enforcement mechanisms.
- Revise, in collaboration with TI-S whistleblower protection expert, the [2021 TI paper](#) “Institutional arrangements for whistleblowing: Challenges and best practices” using that information

**The TI expert’s co-authorship** will include written contributions, revisions, and detailed comments to refine the draft prepared by the consultant, ensuring alignment with best practices in whistleblowing frameworks.

## **METHODOLOGY**

The research will be conducted in close collaboration with the TI-S Whistleblower Protection Lead. The research methods can include but not necessarily be limited to the following:

- Desk research using publicly available resources, including:
  - National whistleblower protection laws of EU member states
  - Annual reports and websites of relevant national authorities in EU member states
  - Research reports and other relevant publications and public sources.
  - Reports from European and international organisations (e.g., EC, GRECO, UNCAC).
- Survey of TI National Chapters and national whistleblowing authorities in the EU – survey questions developed with TI-S Whistleblower Protection Lead, surveys dissemination and collection of answers done by TI-S.
- Key Informant Interviews (KIIs) with relevant stakeholders such as:
  - competent authorities’ representatives

- TI chapters representatives
- Experts and academics

**Guidance and quality assurance:**

- The findings should be fully referenced following the referencing guidelines provided by TI-S.
- The research should abide by ethical protocols including participant confidentiality and privacy as required

**EXPECTED DELIVERABLES AND TIMELINE**

- draft two survey questionnaires: one for national chapters and one for whistleblowing authorities
- mapping of national authorities in EU countries with whistleblowing-related responsibilities, with a short description of their respective roles – it will be an annex of the research paper
- Detailed draft outline of paper with proposed case studies for comment
- First draft paper (week 7, mid-April)
- Second draft paper incorporating TI-S expert contributions revisions and comments (week 11, mid-May)
- Possibly third draft incorporating TI-S edits and comments (week 16, mid-June)
- Consultant being available for calls to discuss the task.

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 university degree in a relevant academic field (preferably law or political science; or a similar field)
- 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 public integrity,
- Excellent research skills with a track record of producing operationally and policy relevant research. Experience with different data collection methods required, including desk research, legal reviews and developing surveys
- Experience working with public authorities a strong advantage
- Experience in reviewing legal and institutional frameworks an advantage
- Knowledge on gender equality and social inclusion approaches an advantage
- Regional expertise on EU an advantage.
- Excellent analytical ability and writing skills.

- Fluency in written and spoken English, ability to communicate in other EU language an advantage
- Commitment to the values and principles of Transparency International.

## REMUNERATION AND COSTS

The Consultants should provide their estimated total fee as a lump sum or as standard daily or hourly rates.

## 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 days needed for each of the deliverables, in addition to their daily rate.

Please indicate “**Whistleblowing Authorities Research Consultant**” in the subject line of your email application. Applications should be sent in English by email to [whistleblowingconsultancy@transparency.org](mailto:whistleblowingconsultancy@transparency.org) by close of business of **23/02/2025**.

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.