GENERAL INFORMATION

Title of Consultancy: Disability Inclusion and Equity Consultant (IPP STRONGG)
Application Closing Date: 25 July 2025
Consultancy Start and End Date: 11 August 2025 – 31 July 2026
Location of Consultancy: Remote

BACKGROUND

Transparency International (TI) is the global civil society organisation leading the fight against corruption. Through more than 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.
Through the TI Indo-Pacific Partnership for Strong, Transparent, Responsive & Open Networks for Good Governance (TI IPP STRONGG) Phase II, TI aims to contribute to reduced corruption in the region by empowering a resilient and independent civil society voice and network that can mobilise action in support of increased accountability of national and regional public and private institutions. TI recognises that corruption affects different groups of society differently, exacerbates the effects of marginalisation, and denies disadvantaged groups access to goods, services, and opportunities. Within this context, regional and national GEDSI analyses have been conducted to ensure that TI's Indo-Pacific programme recognises the differing experience and impact of corruption on different stakeholders, including women, people with disabilities, and other socially disadvantaged groups.

These analyses have informed the development of a GEDSI Action Plan for the project, which aims to increase opportunities for these groups to participate in anti-corruption actions. As part of an ongoing effort to ensure that the TI Movement across the Indo-Pacific region maintains a strong set of skills needed for an intersectional and inclusive lens to analysis, research, implementation and monitoring of anti-corruption projects, the Transparency International Secretariat (TI-S) in Berlin is seeking a consultant who specializes in disability inclusion and equity to support the implementation of a sound disability equity and inclusion approach as part of the IPP STRONGG Phase II project's overall GEDSI Action Plan.

OBJECTIVES

Support Accessibility and Inclusion in Project Activities

- Development of a structured resource guide covering a range of disability inclusion and accountability tools, approaches, and methods within project activity planning, relevant to anti-corruption activities.

Capacity Building and Knowledge Exchange

- Facilitate up to two online learning exchanges between TI Chapters and OPDs or other expert disability inclusion actors in the region.
- Provide individualised guidance to up to 14 TI Chapters through coaching sessions to strengthen disability inclusion across their national strategies and activities.

Strengthen Disability-Inclusive Data Collection for MEL Reporting

- Advise on appropriate and accessible data collection methods particularly for people with disabilities, including in rural or remote areas.

EXPECTED DELIVERABLES AND TIMELINE

Ensure Accessibility and Inclusion in Project Activities

- Development of a resource guide (8-10 pages) aimed to guide Chapters through key considerations when project planning and designing activities. Q3-Q4 2025 (7 days)
  This will include:
  - Utilising the IPP STRONGG project's disability analysis report, provide a summary of the importance of disability inclusion within anti-corruption activities along with key challenges that need to be addressed.
  - An overview of key approaches, followed by a comprehensive compendium of specific disability inclusion within project planning tools, including budgeting considerations.
  - Best-practice case-studies, from within and beyond the TI Movement.
  - Links to further reading and existing guides on disability inclusion within project activity design.

Capacity Building and Knowledge Exchange

- Facilitation of up to two online knowledge exchange sessions on disability inclusion with TI National Chapters or other expert disability inclusion actors in the region. One to launch the resource guide as mentioned above, held at the Quarterly TI Gender & Inclusion Collective session in December (online). The second will aim to facilitate activities that address inclusive partnership practices and the co-creation of advocacy or outreach initiatives with Organisations of People with Disabilities (OPDs). – Q4 2025 - Q2 2026 (3 days)
- One-on-One Chapter Support - Q4 2025 – Q2 2026 (3 days)
  This will entail:
  - Providing individualised technical support to up to 14 TI Asia-Pacific Chapters to strengthen disability inclusion across their national strategies, activities.
  - Topics could include accessible outreach, leadership development, redress mechanisms, and OPD partnership building, among others.
  - Delivered through remote coaching sessions, with summaries provided.

Strengthen Disability-Inclusive Data Collection for MEL Reporting

- Input into the IPP STRONGG Phase II Monitoring, Evaluation and Learning framework to identify appropriate data collection tools for gathering disaggregated data on people with disabilities - by Q3 2025 (2 days).

All presentations and reports should be submitted in English, in electronic form, in accordance with the deadlines stipulated above. 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

The Consultant should have the following qualifications:

- A degree in a relevant field such as Social Science, Humanities, Disability Studies, Development Studies.
- 5 years of professional experience working on disability equity and inclusiveness
- Proven ability to develop and deliver high-quality training and capacity development sessions and to facilitate knowledge exchange.
- Strong understanding of the operating context of NGOs in the Indo-Pacific region.

- Experience working directly with local organisations across the Indo-Pacific region is an asset.
- Excellent cross-cultural communication skills.
- Ability to operate to strict deadlines and to adhere to high professional standards.
- Understanding of corruption issues in the Indo-Pacific an advantage.
- Fluent oral and written English communication skills.
- Knowledge of other Indo-Pacific language an advantage.

REMUNERATION AND COSTS

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

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 short outline of the strategy proposed to complete this project, together with some initial ideas and suggestions (maximum 1 page)
- Motivation letter and Curriculum Vitae
- A quote outlining estimated remuneration and costs

Please indicate “Disability Inclusion and Equity Consultant” in the subject line of your email application. Applications should be sent in English by email to Losana Tuiraviravi at ap-gedsi@transparency.org by close of business of 25 July 2025.

Please note that only shortlisted applicants will be contacted. 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.

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.