Open Call: Consultant – Study on protecting the rights of trans people in the digital sphere

open call, advocacy resources

TGEU is seeking a skilled Consultant to conduct an in-depth study on the rights of trans people in the digital sphere. This will drive TGEU's programming on digital rights and AI justice. This consultancy will run until 15 March 2026, which is the final date for submitting the materials.

- **Location:** Flexible within Europe
- **Start date:** As soon as possible
- **Application deadline:** 16 December

The goal of this consultancy is to

- Enable TGEU and its members to map the key issues affecting the rights of trans people in online spaces;
- Identify emerging threats and risks, including algorithmic harms and AI, digital safety concerns, and other relevant issues;
- Map member needs and ongoing and future policy and advocacy opportunities.

This project will cover the entire region of Europe and Central Asia, with a particular focus on the European Union.

Key responsibilities:

- Work in partnership with TGEU to refine the scope of the research and methodology.
- Undertake a comprehensive literature review of the key issues affecting the rights of trans people in the digital sphere, including but not limited to AI, algorithmic biases and harms, online safety, misinformation and disinformation, and access to goods and services.
- Conduct an in-depth legal and policy analysis of the above issues in light of existing EU and Council of Europe human rights standards, and assess existing legal and policy frameworks for protecting the rights of trans people.
- Conduct 2 online focus groups with TGEU membership to gather input on the identified issues.
- Develop a comprehensive yet accessible study (no more than 50 pages) addressing the identified issues. The study should analyse these issues and policy developments in the region, identify their implications for trans people, and map relevant policy and advocacy opportunities and risks.
- Develop a shorter advocacy document outlining the key demands and priorities to protect the rights of trans people online, to be shared with policymakers;
- Work closely with TGEU's team to align content with community needs and ensure clarity and accuracy.
- Provide additional consultation and revisions based on feedback from TGEU and community members.

Profile of the successful candidate:

- Strong expertise in international and European human rights law, with a specialisation in technology and

digital rights.
- Prior experience working with feminist, LGBTI, racialised minorities, and other vulnerable groups is highly desirable.
- Proven experience in undertaking analytical research projects, with a focus on identifying advocacy and programmatic goals and strategies.
- Excellent writing skills, with a track record of producing high-quality publications and reports.
- Strong communication and training skills, with experience delivering engaging online workshops.
- Fluency in English.
- Commitment to trans rights and familiarity with issues affecting trans communities in Europe.

Timeline for contracting:

- Application deadline: 16 December
- Decision and contracting: by 18 December

What we offer:

- Maximum budget: 5000€ (inclusive of VAT)
- The opportunity to contribute to a meaningful project that supports trans activists in Europe and Central Asia, by developing their knowledge and expertise on digital rights.
- Flexible working arrangements with remote collaboration.
- Giving guidance and chamber de-reflection throughout the drafting process.

How to apply:

Please send the following documents in English to contracts@tgeu.org by **16 December**:

- A cover letter outlining your motivation and relevant experience (1 page max);
- Your CV (2 pages max).
- Your quote along with a detailed breakdown of the budget, and clearly identified stages with timelines for the consultancy.
- A sample of previous work that demonstrates your ability to conduct complex analysis of digital rights issues (e.g., publication or report), particularly at the intersection of gender and sexuality.

TGEU encourages applications from trans and non-binary people; Black people and people of colour; D/deaf and disabled people; people with a migration background; sex workers; trans women and gender non-conforming people; people from Eastern Europe and Central Asia; and people living with HIV. Applicants are welcome to mention their backgrounds and experiences in their application. We guarantee that all information will be treated confidentially. If you have any access requirements pertaining to the application process or project delivery, please let us know.

As the task is focused on drafting, please note that AI-generated applications will not be considered. Additionally, applicants who contact TGEU staff members outside of the provided contact-email will be disregarded.

For any questions, please contact contracts@tgeu.org.

We look forward to receiving your application!