

Call for Applications: Consultancy for the Development of GATE's New Strategic Plan

Application Deadline: 15 May 2025, 17:00 CEST

Location: Home-based / Remote

Start Date: 1 June 2025

Language required: English

Budget: ~ \$20,000 USD

Summary

GATE is seeking a consultant or team to lead the development of its 2026–2030 Strategic Plan. This plan will guide GATE's work for the coming years, ensuring it remains responsive to the evolving needs of trans and gender diverse communities while strengthening its institutional capacity and impact.

The consultant(s) will facilitate a participatory and intersectional strategic planning process, ensuring that GATE's membership and key stakeholders are central to shaping the organization's future priorities. This process will also include developing a Theory of Change that clearly articulates GATE's pathways to impact in an evolving global landscape.

Objectives

The main objective of this consultancy is to develop a comprehensive, participatory, and impact-driven strategic plan for GATE. This plan must:

- Prioritize input from GATE's membership, ensuring that trans and gender diverse organizations guide the strategic direction.
- Be informed by a strong intersectional, feminist and decolonial framework.
- Respond to emerging political, social and funding challenges impacting trans and gender diverse movements.
- Include a Theory of Change that outlines the strategies, interventions and outcomes needed to achieve GATE's vision.
- Provide a clear roadmap with strategic priorities, measurable outcomes and an implementation framework.

Scope of Work

The consultant(s) will be responsible for:

1. Reviewing GATE's current Strategic Plan and Organizational Context
 - a. Conduct a desk review of GATE's Strategic Plan, past reports, evaluations and other relevant material.
 - b. Assess achievements, challenges and lessons learned from the current plan.
2. Stakeholder Consultations and Membership Engagement
 - a. Facilitate meaningful consultations with GATE's membership, ensuring that trans and gender-diverse activists and organizations play a leading role in defining strategic priorities.
 - b. Engage with staff, board members, funders and key partners through interviews, surveys and focus groups.
 - c. Ensure representation from diverse geographic regions and communities facing intersecting oppressions.
3. Strategic Analysis and Development
 - a. Conduct a SWOT analysis to identify strategic priorities.
 - b. Develop a Theory of Change clearly mapping how GATE's interventions contribute to long-term systemic change.
 - c. Define key thematic areas and goals for the next five years, ensuring alignment with trans rights movements and the global human rights framework.
4. Drafting and Finalizing the Strategic Plan
 - a. Develop a draft Strategic Plan including vision, mission, objectives, key strategies and an implementation roadmap.
 - b. Facilitate a validation workshop with GATE's leadership, membership and key stakeholders to gather feedback.
 - c. Revise and submit the final strategic plan, incorporating a monitoring, evaluation and learning framework to track progress.

Responsibilities

- Design and implement an inclusive and participatory strategic planning process.
- Engage GATE's membership and stakeholders to ensure community-driven priorities.
- Develop a Theory of Change that articulates GATE's long-term impact strategy.
- Ensure that the Strategic Plan reflects intersectional, feminist and decolonial perspectives.

- Provide a detailed implementation framework, including monitoring and evaluation indicators.
- Deliver a final, high-quality strategic plan ready for adoption and implementation.

Minimum Qualifications

- 5+ years of experience in strategic planning, organizational development, or human rights advocacy.
- Strong knowledge of trans and gender diverse rights, advocacy, and movement-building strategies.
- Experience conducting stakeholder consultations and participatory strategic planning.
- Proven ability to develop theories of change and strategic frameworks.
- Strong writing, research and facilitation skills.

Preferred Qualifications

- Experience in developing strategic plans for international LGBT or feminist organizations.
- Familiarity with anti-gender movement, political trends and funding challenges affecting trans people.
- Knowledge of monitoring, evaluation and learning frameworks for strategic plans.

Application Process

We encourage applications from trans and gender diverse people from the Global Majority, Black, Indigenous, and Latinx people and people of color, D/deaf and disabled people, people from a migrant background, and sex workers.

Only shortlisted candidates will be contacted.

Submit the following to the email listed below with the suggested subject line by 17:00 CEST on 15 May 2025:

Email: applications@gate.ngo

Subject line: Surname – [Strategic Plan] (e.g., Smith – [Strategic Plan])

- Cover letter, including expected remuneration.
- Curriculum Vitae, including name and contact details of two references.
- Example of recent work (preferably a strategic plan)

About GATE

GATE is an international organization that advocates for equality and dignity for all, regardless of gender identity and expression. We collaborate with trans-led organizations, strategic partners and allies, and critical global, regional, and national stakeholders to ensure our communities are not left behind.

GATE is a 501c3 organization registered in New York (USA). Our programs are organized around three main areas: Human Rights, Health, and Movement Building.