

Date: 04 September 2026

- **Title: Research Assistant**
- **Project Name: MANTHAN**
- **Number of Vacancy: 08**
- **Contract Duration:** Initially 1 year, with a probation period. Annual contract renewal after performance appraisal.
- **Job Location:** Shajapur, Madhya Pradesh with occasional required travel to Sangath Bhopal office.
- **Reports to:** Research Coordinator, Sangath, Bhopal Hub

About Sangath

Sangath is a leading non-profit organization dedicated to transforming healthcare by focusing on mental health and public health initiatives. Our mission is to empower communities through world-class research, innovative healthcare solutions, and compassion-driven services. We are proud to have recently been recognized with the prestigious [Great Place to Work award](#), a testament to our commitment to fostering an inclusive and supportive work culture.

Our Values

At Sangath, our values form the cornerstone of everything we do. For nearly three decades, we have passionately upheld a belief in the power of empathy, teamwork, and respect for every individual we serve and work with. We are committed to excellence in delivering world-class research and mental health services, backed by professional rigor and cutting-edge technology.

Our drive for innovation keeps us forward-thinking, always learning and evolving to solve complex healthcare challenges. We take pride in our unwavering integrity, ensuring transparency, accountability, and ethical practices throughout our work. Finally, we hold performance as a key measure of success, continuously striving for impactful, sustainable solutions. These values have been the backbone of our organization, guiding us on a journey of creating lasting change in the communities we serve.

Benefits

We believe in taking care of our team as much as they care for our mission. Sangath offers a dynamic range of benefits that reflect our commitment to our employees' well-being and professional growth. These include Provident Fund (PF), ESIC, Gratuity, and comprehensive Medical Insurance, ensuring financial and health security. We offer flexible work timings to promote a healthy work-life balance, along with special leaves such as Menstrual Leave and Gender Affirmation Leave. Our progressive work-from-home policy is designed to give employees the flexibility they need in today's changing work environment. Joining Sangath means being part of an organization that truly values and supports its people.

About the Project

[MANTHAN study](#) aims to develop and evaluate the effectiveness of a Participatory Action Research (PAR) and Theory of Change (Toc) informed rural primary depression care model to integrate depression care services into primary care settings.

In phase-1, we will engage rural community members, frontline workers, primary care clinic staff, and health system officials to understand perspectives on depression care through interviews, focus group discussions, and other qualitative research activities to inform a 'theory of change' workshop and a co-developed care model, refined through iterative community consultations. In phase-2, the final - implementation model will be evaluated through a cluster-randomized controlled trial with nine rural health centres (e.g., PHCs or SHCs) deploying the model (with routine district team support) and nine 'control'

Registered Office Address

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rural health centres (e.g., PHCs or SHCs) delivering depression care through routine district team support alone. We will evaluate model effectiveness through a comparison of depression case-detection rates between arms (primary implementation outcome) in addition to secondary outcomes of cases referred to the health centre doctor/care provider, cases initiated on treatment, and followed up for continued care. We will also compare patient depression remission outcomes at 3-month follow-up between arms (primary patient outcome). We will also cost the development and delivery of the model using WHO's health system building blocks. If effective, the model could be scaled across 1,200 rural health centres in Madhya Pradesh to complement the government's efforts to integrate mental health care into primary care.

Key Responsibilities

The Research Assistant (RA) will implement project activities, including study procedures, project delivery and data collection. Specifically, the RA will assist in the implementation of project research activities as outlined below:

The RA will assist the implementation of project research activities as outlined below:

- Assisting the research coordinator for the preparation and submission of ethics protocols, tools, and related materials to the Sangath IRB for approval.
- Assisting the research coordinator to coordinate with study stakeholders and collaborators.
- Assisting the research coordinator and investigators for developing standard operating procedures (SOPs) for collection, processing, and management of data for participatory action research (PAR) activities.
- Assisting the research coordinator in planning, implementation and oversee the selection and recruitment of participants at community and health centres based on eligibility criteria.
- Assisting the research coordinator for selecting participants from multiple stakeholder groups (e.g., rural community members, clinic staff, health systems officials) for the Theory of Change (ToC) workshop, send invitations, and confirm participation.
- Conduct informed consent with study participants followed by baseline and follow up data collection.
- Ensuring the completeness of the qualitative data collection activities and PAR activities.
- Ensure completeness and validity of data collected, entry, and documentation.
- Maintain records of training, interventions, and participant attendance from each field visits.
- Assisting the research coordinator in initial coding framework for data analysis.
- Assisting the research coordinator to Prepare ToC workshop logistics, including finalising dates, venue, arrangements for the 3-day workshop, and breakout sessions for diverse stakeholder groups.
- Assisting the research coordinator in conducting periodic data collection review (weekly) using a process indicator checklist.
- Assisting the research coordinator to track implementation progress, process indicators, and project milestones.
- Support data analysis, report writing, and dissemination of findings to stakeholders.
- Support the development of project manuscripts.
- Assisting the research coordinator to prepare and submit periodic project research reports and reports to the funder.
- Support Sangath activities and other project-related tasks as assigned by the supervisor and project leads.

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Qualifications and Experience

Essential

- Masters level education in psychology, public health, psychiatric social work or social work.
- Experience of 1-2 years in mental health (preferably) or public health research or implementation projects.
- Experience of data collection with health/health systems/community.
- Experience in conducting consent and research assessments.

Mandatory requirement

- Willingness to be based in or relocate to **Shajapur district**.
- Willingness to work specifically from **Shajapur**
- Must possess a **valid driver's license**
- Must have access to a **two-wheeler** for travel.

Desirable

- Working experience of mental health/community health/community mental health and system research program.
- Experience in working with multi-disciplinary teams and government stakeholders

Remuneration and Contractual Duration

The remuneration for this position will be commensurate with qualifications and experience, in accordance with Sangath's salary policy, ranging from INR 30,000 to 40,000 per month. The position includes a six-month probation period, with the possibility of extending for an additional year after performance appraisal.

How to Apply

To apply, please send your CV and a cover letter to ritu.shrivastava@sangath.in, including "APPLICATION FOR RESEARCH ASSISTANT FOR MANTHAN PROJECT" in the subject line. Applications are open until the 15th of September 2026.

Equal Opportunity

Sangath is an equal-opportunity employer committed to building a diverse and inclusive team. We value all employees, regardless of gender, caste, religion, disability, or sexual orientation, and encourage applicants from all backgrounds to apply.