

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 necessary 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 implementation model to integrate depression care into primary care settings. This project is of 3 years duration.

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

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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.

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.
- Willingness to be based at Shajapur.

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

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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 30 January 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.

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