



HEALING MINDS. INSPIRING LIVES

+91-95525 30557

contactus@sangath.in

Sangath.in

Title: Director - Finance

Number of Vacancy: 01

Reports to: Management Committee

Working day: Mon to Fri

Job Location: Porvorim – Goa (Head Office)

Travel: Periodic travel to Sangath Hubs and project locations across India

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.

Position Overview

The Director – Finance will provide strategic financial leadership to Sangath, ensuring strong governance, regulatory compliance, and long-term financial sustainability across all programmes and HUBs. The role will lead the transformation of the finance function by strengthening financial systems and internal controls, driving reforms in accounting practices, and building efficient, transparent, and scalable processes to support a growing, multi-location organization with diverse funding streams. This includes ensuring full regulatory compliance (including FCRA, 12A, 80G, and

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other applicable laws), strengthening grant and programme financial management, and providing strategic financial insights to the Management Committee for informed decision-making.

Key Responsibilities

1. Strategic Financial Leadership & Governance

- Act as the financial custodian of the organization, ensuring accountability to the Management Committee
- Advise the Management Committee on financial strategy, risks, and sustainability
- Align financial planning with Sangath's programmatic and organizational growth
- Lead long-term financial planning, including scenario building and resource allocation
- Present financial performance, risks, and key insights to the Management Committee to support decision-making

2. Financial Systems Strengthening, Controls & Reforms

- Lead the design and implementation of modern, efficient, and scalable accounting systems
- Strengthen financial policies, SOPs, and internal control frameworks across all HUBs
- Drive standardization of accounting practices across locations
- Introduce automation and digital tools (ERP/MIS) to improve efficiency and transparency
- Ensure data integrity, security, and audit trails across all financial systems
- Establish strong financial MIS systems for real-time decision-making
- Establish and oversee anti-fraud controls, whistleblower-linked financial safeguards, and red-flag monitoring systems

3. Financial Planning, Budgeting & Performance Management

- Lead annual budgeting and multi-year financial forecasting processes
- Ensure alignment between programme plans and financial resources
- Monitor financial performance across HUBs, projects, and cost centres
- Provide variance analysis and actionable insights to leadership
- Develop financial dashboards and reporting systems for senior management

4. Grant & Programme Financial Management

- Oversee financial management of all grants (domestic and international)
- Ensure compliance with donor requirements, budgets, and reporting timelines
- Strengthen systems for tracking fund utilization and burn rates
- Support programme teams in proposal budgeting and financial planning

5. Regulatory Compliance & Policy Stewardship

- Ensure compliance with all applicable regulations, including:
 - FCRA
 - Income Tax (12A, 80G)
 - CSR and donor regulations

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- TDS, GST, and statutory filings
 - Act as the central authority for all financial compliance and reporting
 - Lead organizational readiness and transition for new or changing compliance requirements
 - Periodically review and update the Finance Policy and related financial governance frameworks
 - Ensure audit readiness across the organization at all times.
- 6. Cash Flow, Treasury & Risk Management**
- Oversee cash flow planning across multiple bank accounts (FCRA and domestic)
 - Ensure optimal utilization of funds across programmes and locations
 - Develop financial risk management frameworks and mitigation strategies
 - Oversee compliant investment of surplus funds, where applicable
- 7. Audit & Assurance**
- Lead all statutory, internal, donor, and FCRA audits
 - Ensure timely closure of audit observations and implementation of recommendations
 - Liaise with auditors, regulators, and financial institutions
 - Present financial statements and audit findings to the Management Committee.
- 8. Multi-HUB Financial Oversight**
- Ensure consistent financial systems and practices across all Sangath HUBs
 - Monitor financial performance and compliance at HUB level
 - Conduct periodic financial reviews and support strengthening of local finance capacity
 - Facilitate coordination between central and HUB finance teams
- 9. Team Leadership & Capacity Building**
- Provide strategic leadership to the finance function across Sangath
 - Build capacity of finance staff and strengthen financial literacy among programme teams
 - Establish clear roles, accountability structures, and performance standards
 - Promote a culture of continuous improvement and systems thinking
- 10. Ethics, Integrity & Organizational Culture**
- Promote a culture of ethical financial management, transparency, and accountability
 - Ensure zero tolerance for financial misconduct and strengthen mechanisms for early detection and response
 - Uphold high standards of integrity in all financial practices and decision-making
- 11. Organizational Contribution**
- Contribute to organizational initiatives beyond finance, as required
 - Support preparation of annual reports and organizational disclosures
 - Participate in cross-functional planning and institutional strengthening efforts.



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Essential Criteria

- Chartered Accountant / MBA (Finance) or equivalent
- 12–15+ years of relevant experience, preferably in the non-profit/development sector
- Demonstrated experience in:
 - FCRA and regulatory compliance
 - Multi-donor grant management
 - Financial system design and process improvement
 - Managing finance functions across multiple locations
- Strategic thinking and systems orientation
- Strong understanding of NGO finance and compliance frameworks
- High integrity and governance focus
- Ability to lead change and drive institutional reforms
- Strong stakeholder engagement and communication skills

Remuneration and Benefits

The offered remuneration will be as per the Sangath's salary grade. Additional benefits include PF, Group Health Insurance, and Gratuity.

How to Apply

Please submit your CV to careers@sangath.in by 15th May 2026 with the subject line "Application for Director – Finance_Goa"

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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