



Job title: Program Director

Location: New Delhi

Contract type: Full-time (100% FTE)

Programme: Stressors of anxiety and depression in young people (STEER)

Tenure: 3 years (Performance will be reviewed at the end of each year and the appointment for the subsequent year will be renewed based on satisfactory performance. The position is co-terminus with the project.)

Number of positions: 1

Applications due by: 26 October 2025

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 worldclass 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.

About the position:

We are looking for an enthusiastic, innovative and self-motivated mid-level researcher, with at least 5 years of postgraduate research experience, excellent communication and organisational skills who is committed to conducting high quality mental health research.

The Programme Director will join an exciting new 3year Being Initiative-funded programme (STEER). Programme partners include Indian Institute of Technology Bombay (IITB) (India), Sapien Labs Centre for the Human Brain and Mind, Krea University (India), University of Keele (UK), and Caring From Distance (CFD) (Vietnam). The programme aims to advance understanding about how impaired cognitive and social development during preschool years serves as a mechanism by which stressors, including childhood trauma, violence, conflict, and media, contribute to anxiety and depression in youth. We will investigate these mechanisms in Rewari, Haryana, where we have established the SPRING birth cohort.

The Programme Director reports to the Principal Investigator (Dr Supriya Bhavnani).

Overview of role:

A core member of the programme management team (PMT) with responsibility for design and implementation of the research activities for the programme. The broad objective of this role will be to execute and supervise STEER research activities including creation/adaptation of data collection tools, participant recruitment, qualitative and quantitative data collection, data analysis, manuscript writing and dissemination. They will supervise and line manage a team of coordinators, research associates and data managers.

The post-holder will be provided opportunities for professional development in mental health research methods and leadership building and attendance at relevant national and international conferences.

Responsibilities:

1. Line management responsibilities
 - a. Providing day-to-day line management and supervision to the study team comprising 4 coordinators and 2 research associates and offering oversight to an additional team of 4 field staff and 1 data manager; overseeing deadlines and ensuring that the programme progresses according to the agreed timetable
 - b. Leading the research and data management team on preparing data summaries and analysis on a regular basis
 - c. Leading a calendar of regular team building activities
2. Programme management team responsibilities
 - a. Participating on the programme management team providing input on decision-making regarding operational and programme direction for the various activities included in the programme
 - b. Collaborating with programme co-investigators to set targets for monitoring staff, and ensuring the recording of the STEER research studies in compliance with project goals
 - c. Coordinating and leading regular programme update meetings, Stakeholders Advisory Panel meetings, and staff training activities
 - d. Supporting management of the programme budget and procurement activities
 - e. Supporting health system engagement through regular visits to district and state level officials, submission of regular reports, representation at meetings/workshops
3. Key research activities
 - a. Leading preparation of study protocols, ethics/governmental applications and reports and supporting preparation of research materials such as consent forms
 - b. Leading and supervising all quantitative and qualitative data collection activities
 - c. Assisting/leading in the preparation of research papers and presentations
 - d. Supporting Lived Experience Advisory Panel (LEAP) activities
 - e. Supporting Theory of Change workshops
4. Other responsibilities
 - a. Leading the organisation of STEER consortium, Theory of Change and dissemination meetings and all team building retreats
 - b. Developing relationships with partners and stakeholders to further the mission of programme and organisation

- c. Writing proposals as necessary to fund or initiate secondary data analysis or other research projects
- d. Ensure data confidentiality by working within the requirements of the General Data Protection Regulation (GDPR), the Data Protection Act 2018 and other regulatory bodies, and attend relevant training to strengthen compliance
- e. Work according to Good Clinical Practice, and attend relevant training to strengthen compliance
- f. Participates in training, conferences and special interest groups at Sangath and externally

The above list of responsibilities is not exhaustive, and the post-holder will be required to undertake such tasks and responsibilities as may reasonably be expected within the scope and grading of the post.

Requirements:Essential:

- Master's degree in psychology, health sciences or related field
- At least 5 years of postgraduate work experience leading research
- Experience of supervising and training junior research staff
- Demonstrated expertise in successfully designing and carrying out quantitative and qualitative research
- Proficient and knowledgeable in the use of data analysis tools such as STATA or R and qualitative tools such as nVivo
- High level of organization and attention to detail
- Ability to handle multiple tasks, meet deadlines and be persistent, and solve problems as they arise
- Excellent spoken and written communication skills in English and Hindi
- Track record of peer-reviewed academic publications

Desirable:

- PhD or other doctoral research degree
- Experience of child development research
- Experience of engagement of lived experience experts in mental health research
- Experience of conducting child developmental or youth mental health assessments
- Experience working with government, academia, for-profit and not-for-profit entities

Compensation:

The salary package offered will be commensurate with educational qualifications, work experience and as per applicable Sangath policy. The initial appointment will be made for six months' probation from the date of joining, with renewal up to one year based on a performance review.

How to Apply:

Interested candidates can apply by scanning the QR code provided. If the QR code is not accessible, candidates may email their CV directly to bittoo.kumar@sangath.in with subject line: 'Application for Program Director, STEER' by 5:30 PM on October 26th, 2025.



Candidates must submit:

- 1) Cover letter explaining how candidate meets each of the essential criteria/applicable desirable criteria
- 2) Detailed CV, including PDFs of peer-reviewed publications
- 3) Contact details of two professional references

Please note that only complete applications will be considered.

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