



HEALING MINDS. INSPIRING LIVES

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www.sangath.in

Date: 30/06/2026

Position Title: Intervention Coordinator (Early Childhood Development)

Project Name: SAHARA

Number of vacancies: 1

Location: Bhopal, MP

Pay Range: Upto 60000 INR/month

About the organization-

Sangath is one of India's leading mental health research non-profit organization. It was founded in 1996 with its headquarters in Goa; major hubs in Delhi and Bhopal, and project sites in many parts of the country. Sangath's mission and expertise lies in developing and evaluating mental health interventions to be delivered through existing public systems. Its major thematic areas are: Maternal mental health, child development and disability; adolescent health; mental disorders; and ageing.

About project-

The SAHARA program focuses on scaling up evidence based 'task sharing' interventions for perinatal mental health and early child development through delivery of comprehensive primary mental health care for first 1000 days of life.

Sangath has successfully digitized Thinking Healthy Program- Peer (THPP) delivered; an evidence-based task sharing intervention for perinatal depression and Lalan Palan; a video-based parenting intervention for early child development (ECD).

We have scaled up interventions across 8 districts of Madhya Pradesh by digitally training community-based workers (ASHAs and Anganwadi workers) and providing them continuous supervision.

About the role

Sangath is seeking to recruit an Intervention Coordinator to support the designing & implementation of a community based early childhood development (ECD) programme in 8 districts of Madhya Pradesh. The Intervention Coordinator will be responsible for the day-to-day field-level implementation of the Lalan Palan programme. This is a predominantly field-based role requiring extensive travel across the programme districts. The IC will observe and record LP sessions, build the capacity of AWWs, collecting beneficiary data lead community public engagement activities, meet with government stakeholders, develop SOPs and field systems, and produce training and public-facing materials — all in close coordination with the LP programme team.

The IC will be required to make frequent field visits to monitor intervention delivery and process evaluations.

Essential Criteria

Registered Office

Headquarters: 451 (168), Bhatkar Waddo, Socorro, Porvorim, Bardez, Goa – 403501, India



- Master's degree in Psychology, Social Work, Public Health, or a related health or development field.
- Minimum 5–7 years of post-qualification experience, with substantial exposure to community-based field work in health, nutrition, or child development programmes.
- Demonstrated experience conducting field supervision, observation, and capacity building of frontline community workers.
- Strong oral and written fluency in both Hindi and English; ability to produce clear written reports, SOPs, and materials in English.
- Proficiency in using digital tools including mobile phones, laptops, and audio/video recording equipment.
- Proficiency in MS Office (Word, Excel, PowerPoint), REDCap, email, and other standard digital platforms.

Desirable Criteria

- Prior experience working directly with ASHA workers, Anganwadi workers, or other government frontline functionaries.
- Experience in ECD or early childhood programming, preferably in a community-based research or implementation context.
- Familiarity with developing training curricula and public-facing IEC materials for low-literacy audiences.
- Experience designing or implementing SOP systems, supervision frameworks, or quality assurance tools.
- Exposure to process evaluation, qualitative data collection, or applied research in community settings.

Job Responsibilities-

1. Field Implementation & Supervision

- Conduct regular field visits across all programme districts to observe Lalan Palan sessions delivered by AWWs, document quality of delivery, and provide real-time supportive feedback.
- Observe and keep structured records of supervision sessions, flagging gaps in implementation and tracking progress over time.
- Collecting beneficiary data using either from field or by calling
- Ensure fidelity of intervention delivery to the Lalan Palan protocol and proactively problem-solve field team queries as they arise.

2. Capacity Building of Community Workers

- Build the capacity of AWWs in conducting Lalan Palan sessions, covering facilitation techniques, use of materials, and child engagement strategies.
- Design and deliver structured training sessions for community-based workers, adapting content to local context and literacy levels.
- Develop competency assessment checklists and provide ongoing mentoring and refresher



support to field members.

3. Community Public Engagement

- Plan and conduct community public engagement activities across programme districts to raise awareness about ECD and Lalan Palan.
- Mobilise families for programme participation and gather community feedback to inform ongoing adaptation.
- Meet with government stakeholders (ICDS supervisors, block and officials) as required to facilitate programme coordination and maintain institutional relationships.

4. Systems, SOPs & Material Development

- Draft SOPs for community programmes and Lalan Palan session delivery; develop supervision protocols, observation checklists, and field reference guides for the LP team.
- Develop training materials for AWWs and create public-facing materials (IEC content, job aids, caregiver take-home resources) that are contextually appropriate and accessible.
- Developing beneficiary data base and follow ups.
- Regularly review and update materials, SOPs, and systems based on field learnings.

5. Monitoring, Research & Documentation

- Support data collection and process evaluation in the field, maintaining accuracy and adherence to ethical standards.
- Contribute to research tasks including literature summaries, research writing, intervention documentation, and preparation of field reports and case studies for internal and external audiences.

6. Internal Coordination

- Maintain clear communication with programme leads, field teams, and creative and research partners; attend team meetings, supervisions, and workshops.
- Work collaboratively with Sangath administrative staff and participate in organisational activities as required.

Remuneration and contractual duration-

The salary offered will be Upto 60,000 INR/ Month to commensurate with skills, education, work experience and as per applicable Sangath policy. The initial appointment will be made for 9 months (with a 6-month probation) from the date of joining and will be extendable based on availability of funds.

Last Date and address for applications-

Please submit your CV with cover letter to sahara@sangath.in by 7th July,2026 with the subject "Application for Intervention Coordinator". Interested candidates are encouraged to apply early as this will be a rolling recruitment.

Short-listed candidates will be invited for an online/in-person interview. Full applications must



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include a detailed CV along with a support letter from two of your referees

**Incomplete applications will not be considered.*

Sangath is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, gender, gender identity, sexual orientation, age, status as a protected veteran, among other things, or status as a qualified individual with a disability.

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