



HEALING MINDS. INSPIRING LIVES

☎ +91-95525 30557

✉ contactus@sangath.in

🌐 www.sangath.in

Date: 24/07/2026

Position Overview

Role: Grievance Redressal Officer

Number of Position: 01 (One)

Project: SAHARA

Location: Bhopal, India

Time: Full time (5 days a week)

Pay Range: Upto 35,000 INR/month

About Sangath

Sangath (www.sangath.in) is one of India's leading mental health research non-profit organisation. It was founded in 1996 with its headquarters in Goa; major hubs in Delhi and Bhopal, and programme 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: Child development and disability; adolescent health; mental disorders; and ageing. Sangath was awarded the prestigious MacArthur Foundation International Prize for Creative and Effective Institutions in 2008 and the WHO Public Health Champions Award for India in 2016.

About the 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 delivered (THPP); an evidence-based task sharing intervention for perinatal depression and developed Lalan Palan, a video- based parenting intervention for early child development.

We aim to scale these two interventions across 8 districts of Madhya Pradesh by digitally training community-based workers (ASHAs and Anganwadi workers) and provide them continuous supervision.

About the role

We are looking for a dynamic female professional to join our project team as a Grievance Redressal Officer (GRO). The Grievance Redressal Officer will be responsible for reviewing and strengthening existing grievance handling and safeguarding practices within the project by supporting accessible and confidential grievance redressal mechanisms. The role includes documenting and supporting grievance assessment, identifying systemic gaps through consultations or field visits, building awareness on

Registered Office

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



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safeguarding principles, and recommending practical systems for grievance management and long-term strengthening.

By the end of the consultancy, we expect to have strengthened grievance redressal and reporting mechanisms, clearer processes for grievance handling and escalation, improved awareness among staff and stakeholders regarding grievance procedures, and recommendations for sustainable and institutionally appropriate grievance management systems.

Roles and Responsibilities

- Review existing grievance handling and safeguarding practices within the project.
- Support the establishment or strengthening of accessible and confidential grievance redressal mechanisms.
- Receive, document, and support assessment of grievances reported during the consultancy period, where required.
- Recommend practical systems for grievance intake, escalation, tracking, and closure.
- Conduct consultations or field visits, as necessary, to understand gaps and systemic concerns.
- Build awareness among project staff and stakeholders regarding grievance reporting and safeguarding principles.
- Maintain confidentiality and ensure survivor-sensitive and rights-based approaches in all processes.
- Provide recommendations for long-term strengthening of grievance management systems within the project.

Qualification and Experience

Essential Criteria

- Postgraduate degree or diploma in Human Resources, Social Work, Psychology, Public Health, Law, Gender Studies, or related field.
- At least **2 years** post qualification experience
- Willingness to travel regularly to research sites across Madhya Pradesh.
- Strong organizational, communication, teamwork, and interpersonal skills, with the ability to handle sensitive matters with professionalism and discretion.
- Fluency in Hindi and English (both verbal and written).

Remuneration

The salary offered will be Upto 35,000 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.

How to Apply?

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Interested candidates send their CVs to sahara@sangath.in with the subject line “Application for Grievance Redressal Officer - Bhopal, MP” by **31st July 2026**. **Short-listed candidates will be invited for an online interview**. Please note that applications will be reviewed on a rolling basis. Candidates are invited to apply early. Preference will be given to candidates based in Madhya Pradesh who are passionate about working in community and public health settings.

****Incomplete applications will not be considered.***

Equal Opportunity

Sangath is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, religion, colour, 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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