Sangath
HEALING MINDS. INSPIRING LIVES

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Date: 05 November 2026

Title: Intervention assistant
Project Name: MANTHAN
Number of Vacancy: 01
Contract Duration: Initially 1 year, with a probation period. Annual contract renewal after performance appraisal
Job Location: Shajapur, Madhya Pradesh with occasional required travel to Sangath Bhopal office
Reports to: Intervention 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 model to integrate depression care services into primary care settings.
In phase-1, we will engage rural community members, frontline workers, primary care clinic staff, and health system officials to understand perspectives on depression care through interviews, focus group discussions, and other qualitative research activities to inform a 'theory of change' workshop and a co-developed care model, refined through iterative community consultations. In phase-2, the final implementation model will be evaluated through a cluster-randomized controlled trial with nine rural health centres (e.g., PHCs or SHCs) deploying the model (with routine district team support) and nine 'control'

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rural health centres (e.g., PHCs or SHCs) delivering depression care through routine district team support alone. We will evaluate model effectiveness through a comparison of depression case-detection rates between arms (primary implementation outcome) in addition to secondary outcomes of cases referred to the health centre doctor/care provider, cases initiated on treatment, and followed up for continued care. We will also compare patient depression remission outcomes at 3-month follow-up between arms (primary patient outcome). We will also cost the development and delivery of the model using WHO's health system building blocks. If effective, the model could be scaled across 1,200 rural health centres in Madhya Pradesh to complement the government's efforts to integrate mental health care into primary care.

Key Responsibilities

- Assist in conducting field-level activities, including planning and coordination to ensure smooth implementation of the project intervention activities.
- Delivery of the MANTHAN intervention as per study intervention SOP.
- Conduct regular field visits and hold meetings with local health officials, community health workers, and community representatives.
- Ensure timely and high-quality documentation of all intervention activities.
- Assist the intervention coordinator in conducting periodic data collection review (weekly) using a process indicator checklist.
- Assist the intervention coordinator to track implementation progress, process indicators, and project milestones.
- Support in data analysis, report writing, and dissemination of findings to stakeholders.
- Support the development of project manuscripts.
- Attend regular weekly/fortnightly supervision and intervention progress meetings.
- Assist in organizing community-level activities and trainings, as needed.
- Provide support to Sangath activities and carry out other project-related tasks as assigned by the supervisor.

Qualifications and Experience

Essential

- Masters level education in psychology, mental health, public health or psychiatric social work/social work
- Experience of 1-2 years in counselling, training, supervision and/or assisting in project implementation in the public health sector
- Experience in delivery of public health interventions at the community level/in rural settings will be an added value.
- Proficiency in speaking, reading, and writing Hindi
- Experience in working with Public Health systems such as PHCs/CHCs/District Hospitals.

Mandatory Requirement

- Willingness to be based in or relocate to **Shajapur district**.
- Willingness to work specifically from **Shajapur**
- Must possess a **valid driver's license**
- Must have access to a **two-wheeler** for travel.

Desirable

- Experience in mental health research and development/delivery of mental health interventions
- Familiarity with district-level health delivery systems and functioning
- Proficiency in both English and Hindi (spoken and written)

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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 30000 to 40000 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 admin.bhopal@sangath.in, including **"APPLICATION FOR INTERVENTION ASSISTANT FOR MANTHAN PROJECT"** in the subject line. Applications are open until **10th November 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.