

## TERMS OF RECRUITMENT

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**Post:** Research Assistant

**Project:** iHEAR TransMHPrep

**Job Location:** Bhopal, Madhya Pradesh

- The selected candidate will need to travel for project activities
- Option to work remotely will be made available as a reasonable accommodation for persons with disabilities

**Duration:** 6 months

**Reports to:** Sharin Dsouza

**Joining:** 1st January 2024

**Application Deadline:** 26<sup>th</sup> December 2023

**We strongly encourage applications from transgender, non-binary and gender diverse persons, and these applications will be prioritized given the participatory nature of the project.**

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### About Sangath

Sangath is a non-government, not-for-profit organisation headquartered in Goa, with hubs in New Delhi, Bhopal, and Pune. Sangath is a 27-year-old organisation and has experience conducting high-quality community-based research in child development, adolescent and youth health, adult mental health, ageing and chronic diseases and addictions as well as in health equity. Sangath has won the prestigious MacArthur Foundation International Prize for Creative and Effective Institutions (2008), was recognized as India's 4th leading public health research institute by Research Councils UK (2015) and won the WHO Public Health Champion Award (2016). You can know more about the organisation on our [website](#).

### About iHEAR

[iHEAR \(initiative for Health Equity Advocacy and Research\)](#) is a collaborative set of projects hosted at Sangath Bhopal Hub that brings together academicians, researchers, activists, practitioners and community representatives to conduct participatory research, advocacy and education at the intersection of marginalised identities, health access and mental health. iHEAR was born out of the TransCare initiative and currently works with the LGBTQIA+ and disability communities.

## About iHEAR TransMHPrep

The project iHEAR TransMHPrep (Trans-affirmative Mental Healthcare and Pandemic Preparedness) aims to understand and document the experiences of Mental Health Professionals (MHPs) and Civil Society Organisations (CSOs) in providing mental health support for trans and gender diverse (TGD) people during the COVID-19 pandemic to inform best practices to ensure mental health-related pandemic preparedness for TGD persons. Using a participatory approach, the project will conduct interviews and FGDs with MHPs and CSO representatives to understand the challenges and opportunities in the provision of these services during COVID-19. This could have vital implications for trans-affirmative pandemic preparedness for the future.

The present project expands the notion of gender-responsive approaches to mental health care during emergencies to especially include trans and gender-diverse individuals. It identifies and recognizes the complex psychosocial repercussions of public health emergencies like COVID-19 for the TGD community. The output from this project will be a guidance document for MHPs and policymakers to provide inclusive and tailored care for TGD persons in such public health emergencies.

## REQUIREMENT/ELIGIBILITY

### *Essential*

1. Strong understanding of LGBTQIA+ health, particularly mental health
2. Post-graduate/ master's degree in social sciences, psychology, counselling, public health, development studies, anthropology and sociology, and other related fields (Freshers are eligible)  
**OR** Undergraduate degree with 1 year of relevant experience.
3. Excellent communication skills with a fluency in English (written/spoken)
4. Proficient in MS-Office with excellent MS-Excel knowledge, research database search, outlook and email

### *Desirable*

1. Familiarity with queer and trans-affirmative health/mental health
2. Experience or interest in working on social media content creation, project event coordination and project documentation.
3. Understanding of community-based participatory research (CBPR) and participatory-action research (PAR) methodologies.
4. Experience or interest in engaging effectively with diverse communities, especially the trans\* community, and a commitment to ensuring their active participation in research processes.
5. Experience in qualitative data collection methods such as Interviews and Focus Group Discussions

## DELIVERABLES

1. Support in the establishment and coordination of the Community Advisory Board (CAB).
2. Support the communication and documentation with institutional review board.
3. Support the designing of the interview and FGD guides
4. Recruit and consent participants for the study
5. Conduct interviews and FGDs and support in analysing the data using thematic analysis

6. Co-organize in-person consultation event with people from the trans\* community, civil society organisations, MHPs and policy makers to get feedback on best practices emerging from the study
7. Co-organise a virtual dissemination of final study results and best practices with relevant stakeholders.
8. Assist in the development of policy briefs, and research publications based on research findings.
9. Participate and pro-actively provide updates in regular project meetings and document activities.
10. Provide administrative assistance to the project team, including project-related correspondence, expense management and scheduling meetings.
11. Collaborate with the team to create dissemination materials such as social media and website content, op-eds and academic articles.
12. Contribution to other projects in iHEAR as per mutual agreement.

## LEARNING OPPORTUNITY

- You will get the opportunity to learn from and work with acclaimed senior academicians and researchers from Sangath and iHEAR collaborators especially in health equity/ disparities related topics.
- You will get a conducive work environment for career development and to build your research, project management and leadership skills.
- You will get the opportunity to contribute to community development, capacity building in the health equity space, academic outputs including publications in high impact journals and policy impact.

## REMUNERATION AND CONTRACTUAL DURATION

*Salary Range:* Up to 35,000 per month (Cost to Company)

Remuneration for this position will be commensurate with qualifications and experience and as per applicable SANGATH Policy within the range. There will be a probation period of 6 months and the contract will be extended based on your performance appraisal. The appointment may be extended further subject to the availability of funding. The candidate will need to relocate to Bhopal for the entire duration of employment. The option to work remotely will be made available as a reasonable accommodation for persons with disabilities.

## APPLICATION PROCEDURE

Please apply by filling the Google Form using the link [http://bit.ly/TMHP\\_RA](http://bit.ly/TMHP_RA) which will require your CV to be uploaded and to write a short cover letter.

Kindly apply by **December 26, 2023, 11.59 PM IST**. Incomplete applications will not be considered.

**We strongly encourage applications from the transgender, non-binary and gender diverse persons, and these applications will be prioritized given the participatory nature of the project.**

Short-listed candidates will be contacted within a week after closing. Further selection will be done on the basis of an online interview.

For more details, please write to [ihear@sangath.in](mailto:ihear@sangath.in)