Vacancy

**Sangath Bhopal**

**RESEARCH ASSISTANT**

**Post:** Research Assistant

**Project:** AANAND (2021-2024)

**Required Experience:** 2-3 Years

**Job Location:** Bhopal, Madhya Pradesh

**Positions**: 1 (Full time- working 5 days a week)

**Reports to:** Research Coordinator

**Joining**: May 2024

**Tenure:** 07 months with annual renewal of contract based on annual performance review and availability of the funds/other projects.

### ABOUT SANGATH

Sangath is a non-governmental, not-for-profit organisation headquartered in Goa, with hubs in New Delhi, Bhopal, and Pune. Sangath in its 25th year of existence 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 trans health. 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 ( https://sangath.in/who-we-are/ )

**About the Project:**

**AANAND (Addressing ASHA well-beiNg And burnout for improviNg Depression care)**

**Summary:** AANAND will be the first-of-its-kind project in India that will focus on work stress and burnout of frontline health workers and develop a pioneering and scalable intervention to improve their well-being through a randomized controlled trial.

**Background:** Burnout and poor wellbeing are prevalent among rural health workers in India. These health workers are responsible for providing last mile care in various areas such as pregnancy care, vaccinations, child care, as well as basic mental health services. There are more than 1 million female ‘ASHA’ workers at the village-level in India, one of the largest health worker programs in the world. A large group of ASHAs has been recently trained in Madhya Pradesh by us to deliver the ‘Healthy Activity Program (HAP)’, a brief psychological treatment for individuals with depression. This is critical, because depression is widespread in India but there are scarce numbers of psychiatrists and specialised mental health professionals. To provide effective care in mental health, an ASHA needs to empathize with the client’s beliefs, traditions and ethnicity, or what is called as ‘culturally competent care’. However, an ASHA, who is herself in distress or experiencing burnout and demotivation is less likely to engage with her clients, which can reduce their treatment satisfaction, and thus, the treatment outcomes (e.g., any improvement in depression symptoms).

**Objectives**

Our proposed intervention is a coaching program for ASHAs based on the use of character strengths grounded in Indian spiritual values, to negotiate stressful work situations and relationships, and improve mental wellbeing. This intervention will be added on to the routine supervision that ASHAs already receive.

We aim to deliver this coaching program to a randomly selected group of ASHAs (or ‘intervention arm’) in Madhya Pradesh, and measure its effectiveness on ASHA wellbeing, compared to another randomly selected group of ASHAs who will receive routine supervision only (or ‘control arm’).

**Scope of Work:**

* Supporting the planning of focus group discussions (FGDs) with health workers, recruitment of study participants (informed consent), moderating the FGDs, compiling field notes & summary of FGDs, transcription, translation of FGDs and qualitative data coding and analysis
* Supporting the documentation of findings of literature review, field testing of tools, strengths assessment and focus group discussions
* Supporting the preparation for intervention development workshop and its execution
* Conducting consent, data collection and data entry for the intervention pilot study.
* Supporting digital orientation (to technology) and recruitment of ASHA workers for the Healthy Activity Program (HAP) digital training
* Conducting formal recruitment of ASHAs (informed consent) into the trial
* Conducting the baseline, 1-, 3- and 6-month data collection on outcome assessments
* Conducting trial data entry and data cleaning.
* Supporting in data analysis and report writing.
* Report writing and documentation related to trial roll-out including intervention delivery and outcome assessments

**Essential requirements**

* A Post graduate degree in Public Health, or related Social Sciences
* Expertise in MS Office (Word, PowerPoint, Excel)
* Strong verbal and written communication skills including technical and scientific writing
* Prior experience in systematic and narrative literature reviews
* Prior experience in qualitative research methods, data collection and data analysis
* At least 2-3 years of relevant public health work experience
* Ability to liaise and coordinate with relevant health system stakeholders and project collaborators for intervention development, pilot, and implementation.
* This position requires travel to project sites in Madhya Pradesh
* An independent, organized, and proactive team player

**Additional requirements**

* Prior training in psychology or psychosocial interventions or public health
* Expertise in field data collection with health workers including administering informed consent (preferred)
* Understanding of and experience in NVivo for qualitative data analysis
* Basic experience in quantitative analysis using SPSS or Stata

**Remuneration:**

3.60 – 4.80 lakh per annum (All staff benefits including EPF, health insurance and gratuity will be additional as per organizational policy)

**Last Date and address for applications:**

Please send with your CV to [suveeta.bhomker@sangath.in](mailto:suveeta.bhomker@sangath.in) before 23rd April’2024 with the subject line on the top of CV **“Application for the post of AANAND Research Associate\_Bhopal/Sehore”**.