



Aas Health Foundation

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Organizational Structure

The organizational structure of Aas Health Foundation is designed to foster collaboration, efficiency, and accountability across all levels of the organization. It ensures clear roles and responsibilities for staff and stakeholders, allowing the Foundation to effectively achieve its mission, meet its goals, and serve its communities. Below is an outline of the Foundation's key roles and reporting lines:

1. Board of Directors

The Board of Directors serves as the highest governing body of the Foundation. They are responsible for overseeing the overall strategic direction, financial health, and organizational governance. The Board ensures that the Foundation operates in compliance with legal and ethical standards, as well as ensuring the alignment of activities with the Foundation's mission and values.

Key Responsibilities:

- Set strategic goals and policies
 - Approve budgets and financial reports
 - Ensure the organization is compliant with laws and regulations
 - Oversee fundraising and donor relations
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2. Executive Leadership

The Executive Director (ED) or Chief Executive Officer (CEO) reports to the Board of Directors and is responsible for the day-to-day operations of the Foundation. The ED ensures that all programs, initiatives, and operations are aligned with the Foundation's mission and vision. The

Executive Leadership team supports the ED in making strategic decisions and providing overall leadership.

Key Leadership Roles:

- **Executive Director/Chief Executive Officer (ED/CEO)**
The ED/CEO is the primary executive leader of the Foundation, responsible for overall management and strategic decision-making.
 - **Chief Financial Officer (CFO)**
Oversees financial operations, budgeting, and reporting. Ensures compliance with financial regulations and manages financial risks.
 - **Chief Operating Officer (COO)**
Manages the operational aspects of the Foundation, ensuring efficient service delivery and internal processes.
 - **Chief Program Officer (CPO)**
Leads the design, implementation, and evaluation of the Foundation's programs and services, ensuring they align with the organizational mission.
 - **Chief Communications Officer (CCO)**
Oversees all internal and external communication strategies, including public relations, marketing, and social media outreach.
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3. Senior Management Team

The Senior Management Team (SMT) consists of department heads who report directly to the Executive Director. They are responsible for managing their respective departments and ensuring that all operational and programmatic goals are met.

Key Senior Management Roles:

- **Director of Programs & Services**
Leads the development, implementation, and evaluation of programs and services to ensure they are effective in addressing the Foundation's objectives.
- **Director of Finance & Administration**
Responsible for managing the Foundation's finances, financial reporting, HR, and administrative functions.

- **Director of Human Resources (HR)**
Oversees employee relations, recruitment, training, performance management, and compliance with labor laws.
 - **Director of Partnerships & Fundraising**
Responsible for identifying funding opportunities, cultivating relationships with donors, and securing financial support for the Foundation's programs and operations.
 - **Director of Monitoring & Evaluation (M&E)**
Leads the Foundation's efforts to assess program effectiveness and impact. Ensures that monitoring and evaluation systems are in place to track progress and outcomes.
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4. Programmatic and Support Teams

These teams are essential for the direct delivery of services, programs, and administrative support. The Program Teams work closely with the Senior Management team to ensure the Foundation's programs are implemented effectively, while Support Teams handle day-to-day functions and provide operational support.

Key Teams:

- **Program Implementation Team**
Facilitates the execution of community outreach, health programs, and services, working directly with beneficiaries to meet their needs.
- **Research and Advocacy Team**
Focuses on conducting research to inform the Foundation's programs and advocating for policies that align with the Foundation's mission.
- **Finance & Accounting Team**
Handles all accounting functions, including budgeting, bookkeeping, and reporting, ensuring financial accuracy and transparency.
- **Human Resources Team**
Manages recruitment, employee engagement, training, compensation, benefits, and conflict resolution within the organization.
- **Communications and Marketing Team**
Develops and executes internal and external communication strategies, including media relations, social media management, and public outreach campaigns.

- **IT & Digital Services Team**
Ensures the Foundation’s technological infrastructure is operational and supports all digital communication, databases, and software systems.
 - **Volunteer Coordination Team**
Manages recruitment, training, and engagement of volunteers, ensuring they are aligned with the Foundation’s mission and effectively contribute to program delivery.
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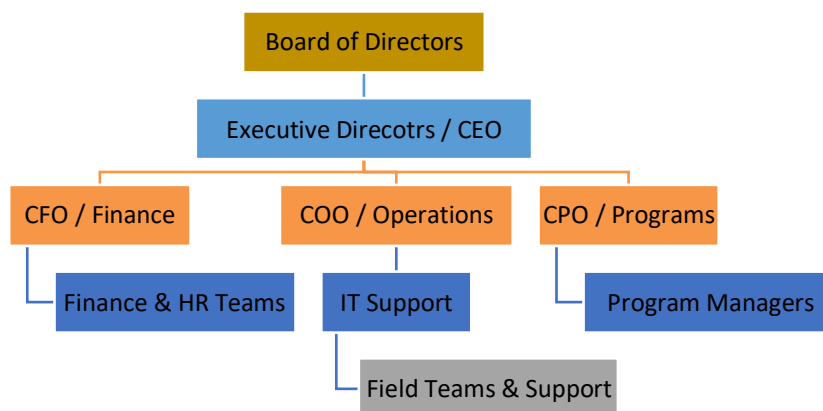
5. Field Teams and Regional Offices

In the case that Aas Health Foundation operates in multiple regions or has field offices, there may be designated field teams that work directly with beneficiaries in specific locations. These teams report to the Program Manager or Director of Programs & Services.

Key Roles in Field Teams:

- **Field Program Manager**
Manages field operations, oversees the implementation of community programs, and ensures that goals are met in the region.
 - **Field Staff & Community Health Workers**
Directly engage with communities, providing services, collecting data, and implementing health initiatives.
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Organizational Hierarchy Chart:



Conclusion

The Aas Health Foundation's organizational structure is designed to enable efficient and effective management of resources, programs, and services. By maintaining clear roles and responsibilities, the Foundation ensures that its staff are well-positioned to carry out its mission of improving public health and empowering communities. The leadership and management teams are committed to fostering a supportive work environment while achieving measurable impact.