

Performance Sport Psychologist

Full Time and Permanent

Salary – circa £65,000 per annum (salary dependent on skills and experience)

The normal place of work will be an AGB Performance Centre – Bath, Loughborough or Manchester with expectation to work across all AGB Performance Centres

Aquatics GB operates an Agile Working Policy allowing some flexibility to work from the office/centre and from home

CONTEXT:

An excellent opportunity to join one of the most successful national governing bodies in the UK Sport high performance system has arisen.

Aquatics GB oversees Aquatics sports in Great Britain - Swimming, Para-Swimming, Diving, Artistic Swimming and Water Polo. Our aquatic disciplines provide training environments in a number of performance centres across the UK for permanent athlete groups as well as acting as 'performance hubs' for national programme-wide activity for World Class Programme athletes.

SUMMARY

This role will provide applied psychological support to athletes within the Olympic Swimming World Class Programme (WCP), enabling them to thrive in the daily training environment, build resilience, and consistently perform under pressure at major international competitions, including the Olympic Games and World Championships.

Reporting to the Performance Team Development Director, the post-holder will work collaboratively with the WCP coaching team and wider performance staff to deliver world-leading psychological support. This includes both day-to-day engagement within training environments and targeted support at international competitions, as required.

A key focus is to develop athletes' psychological skills to optimise performance under pressure in high-stakes environments by supporting their ongoing development, wellbeing, and capacity to thrive within a high-performance system.

This role is critical in enabling athletes to:

- Develop the mindset and skills required for sustained elite performance
- Build resilience and adaptability in the face of challenge and pressure
- Deliver peak performances when it matters most on the world stage

With support from the Performance Team Development Director, the post-holder will be responsible for the development, implementation and evaluation of psychological support in line with Aquatics GB's mission to be "the best aquatics organisation in the world".

The post-holder will provide direct psychological support to Aquatics athletes based in the Bath, Loughborough and Manchester Performance Centres. There may also be some support required to World Class Programme athletes based in Stirling. Travel to other centres within the Aquatics GB network may be required to fulfil non-delivery duties. Support at domestic and international competitions and training camps will also be required.

We are looking for an exceptional, experienced, enthusiastic and hardworking individual with a passion for working in high performance teams. Successful candidates will show the ability to work collaboratively, display critical thinking and problem-solving skills and have the ability to work flexibly and a willingness to travel frequently. The post-holder will be expected to have excellent organisational skills and work well both independently and as part of a team. Candidates must demonstrate suitability to be role models for the high-performance culture and behaviours expected in AGB performance environments. The successful candidate will have a proven track record of working with Olympic medal-winning coaches, performance leaders and athletes to deliver successful performance outcomes (or equivalent professional sport experience).

If you feel that you have the skills and attributes for this role, then we would like to hear from you.

Please send via email/WeTransfer (free large file sending platform) a video recording of no more than 3 minutes responding to the following question:

What inspired you to apply for this role?

In addition to the video please send via email an up to date CV outlining your relevant experience for this role to the peopledepartment@aquaticsgb.com.

Alternatively, please send a completed application form (written) to the peopledepartment@aquaticsgb.com. A pack can be downloaded from our website <https://www.aquaticsgb.com>

Please note, Aquatics GB operates an anonymous recruitment process for written applications.

Closing date: 30th April 2026 at 12.00 noon

Interview dates: 15th or 20th May 2026 location TBC

Please be advised that Aquatics GB cannot offer visa sponsorship for this position and that individuals must have right to work in the UK to apply or be considered for this role. For applicants that are non-UK/EU Nationals, they must have an appropriate working Visa to undertake employment. The individual must also be working within the UK to apply or be considered for this role, due to the public liability insurance Aquatics GB holds.

At Aquatics GB, we are committed to creating an inclusive environment where everyone feels able to be themselves, contribute fully and reach their potential. We believe our sport and our organisation are stronger when they reflect the diversity of the communities we serve.

We want to attract, develop and retain people with a wide range of experiences, perspectives and backgrounds. In particular, those who are currently underrepresented in our sport and workforce, including disabled people and people from ethnically diverse backgrounds. Diversity of people and ideas is vital to driving excellence in everything we do.

Diversity, equity and inclusion are central to life at Aquatics GB. We celebrate difference, value fairness and strive to create a supportive and respectful culture where everyone feels welcomed, included and safe. To reduce bias in our recruitment process, we use anonymised applications at the initial shortlisting stage.

As part of our commitment to positive action, Aquatics GB offers a guaranteed interview scheme for candidates who identify as disabled or from an ethnically diverse background, provided they meet the essential criteria for the role. We are also a Disability Confident Employer and will make reasonable adjustments to support you throughout the recruitment process.

