

## JOB DESCRIPTION AND PERSON SPECIFICATION

<b>JOB TITLE:</b>	<b>Performance Sport Psychologist</b>
<b>REPORTS TO:</b>	<b>Performance Team Development Director</b>
<b>SALARY:</b>	<b>circa £65,000 per annum (salary dependent on skills and experience)</b>

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### ROLE 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".

### JOB LOCATION

- Bath, Loughborough or Manchester Performance Centre. This may require some support at the Stirling Performance Centre. AGB operates an Agile Working Policy, which allows flexibility to work from home and the office/centre where appropriate.

## KEY RESPONSIBILITIES

- Responsible for the assessment, delivery, and monitoring of psychological support to identified World Class Programme (WCP) Olympic swimming athletes
- Work in partnership with the Performance Director, Head Coach and performance centre coaches to support the design and delivery of psychology provision in the daily training environments across the AGB Performance Centres
- Responsible for the development and delivery of psychological solutions to complex performance challenges through effective teamwork and the integration of specialist knowledge and expertise
- Responsible for psychological contribution to multi-disciplinary individual athlete development plans
- Responsible for supporting coaches to align periodised psychological development with performance plans and training sessions
- Support the cultural development of the AGB Performance Centres and the GB senior team at international competitions
- Provide effective ways to monitor and track the psychological development of WCP athletes
- Continually evolve the Aquatics GB psychology strategy in collaboration with the Performance Team Development Director and other swimming leadership team members

## OTHER REQUIREMENTS

- Provide expertise and support to the wider psychology team across Aquatics GB disciplines
- Ensure the delivery of psychological support aligns with the departmental objectives
- Integrate with varied and diverse performance support teams to ensure psychological solutions align with the sporting culture
- Work with the athlete leadership group and WCP athletes to help inform and support the AGB culture and team environment
- Inform coach development strategies in collaboration with the Performance Team Development Director and Head of Performance Coach Development
- In partnership with the Chief Medical Officer ensure that psychological governance standards and support to safeguard athlete mental health are met

- Manage and ensure adherence to record keeping standards in accordance with AGB policy, records to be kept on PDMS and Aquatics GB databases
- Drive the standards of psychology support to WCP athletes through research, innovation and consideration of behaviour change science
- Explore opportunities for research and innovation to add impact to Aquatics GB

## **GENERAL**

- Drive own performance development plan, actively identifying new areas for learning and committing to a culture of continual improvement
- Any other appropriate duties as required by the Performance Team Development Director
- Comply with all Aquatics GB policies and procedures set down by Aquatics GB and in particular those relating to diversity, equity, inclusion and sustainability

## **KEY INTERNAL AND EXTERNAL CONTACTS**

- WCP athletes
- World Class Leadership Team
- GB Swimming Head Coach
- Performance Centre Coaches
- Head of Performance Coach Development
- Performance support teams – Bath, Loughborough, Manchester and Stirling
- Performance Pathway Lead - Swimming
- Chief Medical Officer
- External Partners as required

*This job description is not to be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in light of the changing needs of Aquatics GB.*

**PERSON SPECIFICATION**

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <li>• MSc in Sport &amp; Exercise Psychology or Clinical Psychology (or other relevant area or equivalent)</li> <li>• Registered with the Health &amp; Care Professions Council and chartered member of the BPS and/ or CASES accredited Sport &amp; Exercise Psychologist</li> </ul>	<ul style="list-style-type: none"> <li>• PhD or equivalent in a specialised area of Sport Psychology</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Proven success delivering effective sport psychology support to senior international level athletes and coaches to deliver medal or team success (World Championship, World Cup, or Olympic level)</li> <li>• Extensive experience delivering psychological and cultural development within senior international teams at World Championship, World Cup or Olympic level. Including having worked directly with Head Coaches and Senior Leadership Teams</li> <li>• Experience of managing complex psychological cases and delivering impactful solutions that enable performance success</li> <li>• Experience of successful collaborative work in a multi- disciplinary team (coaching, sports science, psychology, sports medicine, performance lifestyle, chief medical officer)</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of providing effective leadership, management and technical supervision of performance psychologists</li> </ul>
Knowledge/ Skills	<ul style="list-style-type: none"> <li>• Advanced scope of sport psychology approaches (including clinical awareness and understanding), and ability to adapt delivery models for successful outcomes</li> <li>• Can work in a fast-moving environment and be able to work to tight deadlines &amp; be flexible in the expected working pattern</li> <li>• Leadership skills applicable to working with sport psychology practitioners, multi-disciplinary projects and with senior leaders in elite sport programmes (World or Olympic level)</li> </ul>	<ul style="list-style-type: none"> <li>• Expert in a specific area of applied sport psychology</li> <li>• Accredited Spotlight/ Insights practitioner</li> </ul>

Criteria	Essential	Desirable
	<ul style="list-style-type: none"> <li>• Demonstrated ability to influence other performance colleagues to successful outcomes (including successful World and Olympic level coaches)</li> <li>• Proven exceptional interpersonal and leadership skills such as the ability to effectively influence and persuade</li> <li>• Comfortable being a positive ‘change agent’ and acts decisively</li> <li>• Proven ‘collaborator’ who is able to work effectively with senior leaders, head coaches and support staff to ensure a ‘high-challenge, high-support’ culture is cultivated across all AGB elite training and competition environments</li> <li>• Sets stretch goals for self and others. Positively supports athletes, coaches and support staff in fulfilling their goals</li> <li>• Proven ability to present compelling cases for improved psychological practices that assist WCP athletes to achieve their full potential</li> <li>• Provides timely and appropriate feedback on performance and reinforcement of effort and progress</li> <li>• Exemplary verbal communication skills employed to ensure messages are understood by different stakeholders, to maintain engagement and gain acceptance. Checks understanding, attentive to others and interprets correctly</li> <li>• Establishes good interpersonal relationships with insight; makes people feel valued, appreciated and included</li> <li>• May be required to work with athletes under 18 (DBS check required)</li> </ul>	

