

**JOB TITLE****Sports Performance Psychologist****DEPARTMENT**

Academy (Football Operations)

RESPONSIBLE TO**Academy Manager****RESPONSIBLE FOR****No direct reports**

JOB SUMMARY To develop and implement a Sports Psychology programme for coaches and players across all ages to support performance excellence in an elite high performance environment, in line with EPPP requirements. To support the ongoing implementation of evidence based practice within the Academy, providing insights and intervention strategies that support player development and performance excellence, providing a supportive and confidential sport psychology service.

ROLE RESPONSIBILITIES

- Deliver a psychological framework to ensure that players are equipped to thrive and receive the intervention and psychological support they need to achieve their performance potential, working in collaboration with the multi-disciplinary team and external agencies where relevant.
- Work collaboratively with the Head of Player Development and Head of Coach Development to integrate the performance psychology programme into the player development curriculum and Coach Competency Framework.
- Develop Academy coaches and the multi-disciplinary team so that they are equipped to access and administer the psychological support provision in order to achieve their coaching and performance potential.
- Work collaboratively with Safeguarding & Welfare function and Head of Education to provide holistic support and develop suitable workshops for personal development.
- Design and deliver a season long parent CPD programme to aid the support of Academy players.
- Support players to develop a range of self-management skills and strategies to manage psychological issues linked to performance; managing performance in a high pressure environment; developing resilience and mental toughness including mistake management, poor performance, injuries and de-selection; proactively managing anxiety; using reflective practice and positively managing transition.
- Develop interventions to create and sustain individual and team confidence and motivation to build and sustain performance and competitive edge.
- Equip and enable coaches and the multi-disciplinary team to recognise and respond to concerns in relation to mental health.
- Undertake psychological profiling of all players in the youth and professional development phases, reporting focus areas to the placer and multi disciplinary team, to enhance player wellbeing, development and performance.
- Any other reasonable duties.



ROLE REQUIREMENTS

- Perform duties with due regard to club policies and procedures and legislative requirements at all times;
- Ensure implementation of the clubs health & safety, safeguarding, welfare and equality policies to create a safe working environment for all;
- Ensure working practices are compliant with relevant legislation and data protection legislation and/or general data protection regulations (GDPR) requirements;
- Undertake continuous professional development (CPD) training and/or additional training as identified or as required.

QUALIFICATION & TRAINING

Essential

- Honours degree in Sports Psychology or related discipline
- British Psychological Society Accreditation at Stage 2/BASES accredited in Sport Psychology or ability to attain in agreed timeframe
- HCPC registered or already training towards HCPC registration.

Desirable

- MSc in Psychology/Sports Psychology or related area
- Safeguarding qualification

KNOWLEDGE, SKILLS & EXPERIENCE

Essential

- Experience of working in a competitive sporting environment
- Knowledge of a range of psychological therapies
- Knowledge of safeguarding processes and procedures
- Naturally collaborative, with the ability to work well in a multi-disciplinary environment
- Resilient and passionate, able to sustain performance under pressure and flexible to work evenings and weekends.

Desirable

- Experience working as an applied psychologist in an elite sports environment at an academic or youth level.
- Experience of working within a multi-disciplinary team setting
- Working knowledge of performance management systems used in football e.g. Edge 10/PMA/HUDL

CRIMINAL RECORD CHECK REQUIREMENT

This role requires a criminal records check (CRC) deemed suitable by the Club, at the following level; enhanced with BLC. The requirement of a CRC for this role is due to responsibilities relating to children under the age of 18 years and/or adults at risk of harm

Where a role requires a CRC this must be obtained by the Club



GENERAL STATEMENT

All employees of the Club must at all times carry out their responsibilities with due regards to all policies and procedures and in particular health and safety, confidentiality and data protection.

SAFEGUARDING & WELFARE STATEMENT

The Club is committed to the safeguarding and welfare of all children, young people and adults at risk of harm and requires all staff, volunteers and others associated with the Club to share and endorse this commitment.

As part of this commitment, all staff are expected to undertake regular safeguarding and welfare related training and to ensure the environments in which they work remain safe at all times. This includes ensuring 'best practices' are adopted at all times and incidents or concerns are proactively reported. Safeguarding is considered everybody's responsibility.

EQUALITY, DIVERSITY & INCLUSION STATEMENT

The Club is committed to equality, diversity and inclusion, encapsulated by the Club's brand United As One, and believes in equal opportunities for all. We expect that all staff, volunteers and others associated with the Club share and endorse this commitment in a positive manner. The club does not tolerate any form of direct or indirect discrimination, victimisation or harassment. Your behaviour must align to the principles of equality as outlined in the Clubs equality policy which can be found at www.nufc.co.uk/UnitedAsOne .