

# SENIOR SPORTS PSYCHOLOGIST

<b>Unit</b>	Sports Science	<b>Area:</b>	Performance Psychology
<b>Department/Agency</b>	The NSW Institute of Sport	<b>ANZSCO code</b>	272399
<b>Classification/band</b>	Grade 3, Level 2	<b>PCAT code</b>	3119192
<b>Reports to</b>	Section Lead, Psychology	<b>Date of Approval</b>	5 November 2024

## ORGANISATIONAL OVERVIEW

The NSW Institute of Sport [NSWIS] is a high-performance sporting organisation that supports Australian athletes to become world’s best. We reach all regions of NSW with an Olympic and Paralympic training facility based at Sydney Olympic Park and high-performance hubs across NSW that provide world class daily training environments for our athletes and coaches. Our experts work in collaboration with partners within the national sporting system to create and deliver high performance support services and environments to prepare athletes and coaches for international competition.

## ROLE PURPOSE

The Senior Sport Psychologist will provide world class applied sport psychology technical expertise, services and support to athletes and coaches as part of an integrated inter-disciplinary team for allocated sports. Working closely with the athlete’s primary coach, the Senior Sport Psychologist will implement strategies and assist with the development of necessary skills which improve athlete decision making under pressure to effectively optimise the achievement of performance outcomes. Additionally, the Senior Sport Psychologist will contribute positively to organisational planning in a leadership role and will be accountable for establishing and maintaining ‘World’s Best’ technical standards consistently within the Sport Psychology discipline.

## KEY PERFORMANCE AREAS

- Impact and influence a culture of continuous improvement by constructively challenging the knowledge and capabilities of coaches and athletes to apply psychological skills under pressure to achieve objectives of continued athlete development and performance.
- Develop and implement a comprehensive formulation to support athletes through close collaboration with performance team members and coaches to effectively and efficiently deliver support that enhances athletes’ ability to achieve peak performance.
- Facilitate conflict resolution and management to any issues impacting on athlete enhancement by proactively contributing to performance teams through individual accountability, sharing information, involving team members in decisions, and demonstrating commitment to the team.
- Integrate into allocated sport(s) by regularly attending daily training environment sessions, training camps and competitions, and where relevant fulfilling national team responsibilities.
- Ensure the effective operation of the performance psychology support service via a system leadership role in partnership with assigned performance team members that is integrated with Medical/Performance Health and Athlete Wellbeing & Engagement staff to optimise athlete wellbeing, mental health, and return from injury/illness case management.
- Develop and deliver education programmes to athletes and coaches, using the latest research and case studies, to maximise utilisation of technologies for the purposes of training and application of core applied psychological strategies and factors to maximise performance.
- Detect early signs and symptoms of possible clinical issues and make appropriate referral when required.

## KEY CHALLENGES

- Fulfilling leadership role(s) within a sport performance team and managing all aspects of the athlete's environment.
- Influencing athletes, coaches, and sport partners across a designated geographical area to engage in the strategic planned use of performance psychology services to maximise performance and change behaviours.
- Continually improve and develop the performance psychology technical expertise, methods, and services to ensure partnered sports have a competitive advantage on the international stage.
- Capability to establish professional relationships across discipline areas and navigate effectively through competing and conflicting priorities, agenda and aims, during the various stages of an athlete's development.

## KEY RELATIONSHIPS

Who	Why
Section Lead, Psychology	To support delivery of the NSWIS performance psychology technical delivery model
Manager Sport Science	To understand how to add value to organisational and high-performance planning, projects, initiatives, and goals.
Athletes	To support individual athlete performance planning and implementation
Coaches and Performance Team	To connect individual, team, and program performance delivery for national and NSWIS daily training environments (DTE)
NSWIS staff & managers	To work collaboratively to support, enable and impact athlete performance and organisational effectiveness
NIN	To enhance collaboration within the National system

## ROLE DIMENSIONS

Budget	Nil
Authority/approval level	Nil
Reporting roles	Nil






## ROLE REQUIREMENTS

Experience	Knowledge
<ul style="list-style-type: none"> <li>▪ 6+ years of post-qualification experience in high performance sport across different sports and/or levels of the high-performance athlete pathway</li> <li>▪ Proven success in utilising sport psychology knowledge for planning, periodising, and managing athletes across multiple seasons/campaigns to support medal-winning performance (or equivalent) at a senior international level.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Highly developed understanding of factors and frameworks relating to athlete availability, performance under pressure, major transitions, and coaching best practice.</li> <li>▪ Highly developed communication skills including sharing formulations, building and maintaining high trust relationships, negotiation, influencing and representation.</li> <li>▪ Demonstrated high understanding of a range of sport science/medicine sub-disciplines and how</li> </ul>

<ul style="list-style-type: none"> <li>▪ Proven capability to work in an integrated multi-disciplinary environment with high performance teams including coaches and athletes.</li> <li>▪ Proven experience implementing case management or triage processes to ensure appropriate care and referrals are accessible.</li> <li>▪ Proven experience in developing and influencing individual and team performance planning, monitoring, and review processes to achieve performance objectives.</li> <li>▪ Proven ability to build and maintain effective relationships both internally and externally with a diverse range of stakeholders.</li> </ul>	<p>they interact to provide inter-disciplinary solutions in an elite sporting context.</p> <ul style="list-style-type: none"> <li>▪ Awareness of contemporary issues relating to athletes in high performance sport (mental health, social issues, safety/protection, transitions)</li> <li>▪ Knowledge and understanding of the Australian high-performance sport system, and requirements of high-performance athletes and coaches.</li> <li>▪ Intermediate/Advanced knowledge of MS Office and other sports specific computer programs (e.g., SmartaBase and Visual Coaching Pro)</li> </ul>
<p><b>Essential</b></p>	<p><b>Desirable</b></p>
<ul style="list-style-type: none"> <li>▪ Undergraduate degree in Psychology or related field</li> <li>▪ Masters or PhD in Psychology (Sport, Clinical, Organisational, Neuropsychology)</li> <li>▪ Experience in the provision and application of performance/sport psychology services</li> <li>▪ SIA Anti-Doping Fundamentals and Annual Update</li> <li>▪ First Aid and CPR certificate</li> <li>▪ Current Working with Children Check (WWCC)</li> <li>▪ Valid driver's license</li> </ul>	<ul style="list-style-type: none"> <li>▪ Sport Psychology endorsement from AHPRA or equivalent</li> <li>▪ Member Australian Psychological Society</li> <li>▪ Experience in Paralympic /Olympic sport</li> <li>▪ Mental health experience</li> <li>▪ Sport Integrity Australia (PBTR) Child Protection and Safeguarding</li> </ul>

## CAPABILITY SUMMARY

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at [www.psc.nsw.gov.au/capabilityframework](http://www.psc.nsw.gov.au/capabilityframework). Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

Capability Group	Capability Name	Level
	<b>Display Resilience and Courage</b>	<b>Adept</b>
	<b>Act with Integrity</b>	<b>Advanced</b>
	Manage Self	Intermediate
	Value Diversity	Intermediate
	<b>Communicate Effectively</b>	<b>Adept</b>
	<b>Commit to Customer Service</b>	<b>Adept</b>
	<b>Work Collaboratively</b>	<b>Adept</b>
	<b>Influence and Negotiate</b>	<b>Adept</b>
	Deliver Results	Intermediate
	<b>Plan and Prioritise</b>	<b>Adept</b>
	Think and Solve Problems	Intermediate
	Demonstrate Accountability	Intermediate
	Finance	Intermediate
	Technology	Intermediate
	Procurement and Contract Management	Intermediate
	Project Management	Intermediate
	<b>Manage and Develop People</b>	<b>Adept</b>
	Inspire Direction and Purpose	Intermediate
	Optimise Business Outcomes	Intermediate
	Manage Reform and Change	Intermediate

## FOCUS CAPABILITIES

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

Group and Capability	Level	Behavioural Indicators
<b>Personal Attributes</b> Display resilience & courage	Adept	<ul style="list-style-type: none"> <li>Be flexible, show initiative and respond quickly when situations change.</li> <li>Give frank and honest feedback/advice.</li> <li>Listen when ideas are challenged, seek to understand the nature of the criticism, and respond appropriately.</li> <li>Raise and work through challenging issues and seek alternatives.</li> <li>Remain composed and calm under pressure and in challenging situations</li> </ul>
<b>Personal Attributes</b> Act with integrity	Adept	<ul style="list-style-type: none"> <li>Represent the organisation in an honest, ethical, and professional way and encourage others to do so.</li> <li>Act professionally and support a culture of integrity.</li> <li>Identify and explain ethical issues and set an example for others to follow.</li> <li>Ensure that others are aware of and understand the legislation and policy framework within which they operate.</li> <li>Act to prevent and report misconduct, illegal and inappropriate behaviour</li> </ul>
<b>Relationships</b> Communicate effectively	Adept	<ul style="list-style-type: none"> <li>Tailor communication to the audience</li> <li>Clearly explain complex concepts and arguments to individuals and groups</li> <li>Create opportunities for others to be heard, listen attentively, and encourage them to express their views.</li> <li>Share information across teams and units to enable informed decision making.</li> <li>Write fluently in plain English and in a range of styles and formats.</li> <li>Use contemporary communication channels to share information, engage and interact with diverse audiences</li> </ul>
<b>Relationships</b> Commit to customer service	Adept	<ul style="list-style-type: none"> <li>Take responsibility for delivering high quality customer-focused services.</li> <li>Design processes and policies based on the customer's point of view and needs.</li> <li>Understand and measure what is important to customers.</li> <li>Use data and information to monitor and improve customer service delivery.</li> <li>Find opportunities to co-operate with internal and external parties to improve outcomes for customers.</li> </ul>

Group and Capability	Level	Behavioural Indicators
<b>Relationships</b> Work collaboratively	Adept	<ul style="list-style-type: none"> <li>▪ Maintain relationships with key customers in area of expertise.</li> <li>▪ Connect and collaborate with relevant stakeholders within the community</li> <li>▪ Encourage a culture of recognising the value of collaboration.</li> <li>▪ Build co-operation and overcome barriers to information sharing and communication across teams/units.</li> <li>▪ Share lessons learned across teams/units.</li> <li>▪ Identify opportunities to work collaboratively with other teams/units to solve issues and develop better processes and approaches to work.</li> <li>▪ Actively use collaboration tools, including digital technologies, to engage diverse audiences in solving problems and improving services</li> </ul>
<b>Relationships</b> Influence & negotiate	Adept	<ul style="list-style-type: none"> <li>▪ Negotiate from an informed and credible position.</li> <li>▪ Lead and facilitate productive discussions with staff and stakeholders.</li> <li>▪ Encourage others to talk, share and debate ideas to achieve a consensus.</li> <li>▪ Recognise diverse perspectives and the need for compromise in negotiating mutually agreed outcomes.</li> <li>▪ Influence others with a fair and considered approach and sound arguments.</li> <li>▪ Show sensitivity and understanding in resolving conflicts and differences.</li> <li>▪ Manage challenging relations with internal and external stakeholders.</li> <li>▪ Anticipate and minimise conflict</li> </ul>
<b>Results</b> Plan & prioritise	Adept	<ul style="list-style-type: none"> <li>▪ Consider the future aims and goals of the team, unit and organisation when prioritising own and others' work.</li> <li>▪ Initiate, prioritise, consult on, and develop team/unit goals, strategies, and plans.</li> <li>▪ Anticipate and assess the impact of changes, such as government policy/economic conditions, on team/unit objectives and initiate appropriate responses.</li> <li>▪ Ensure current work plans and activities support and are consistent with organisational change initiatives.</li> <li>▪ Evaluate achievements and adjust future accordingly</li> </ul>
<b>People management</b> Manage & develop people	Adept	<ul style="list-style-type: none"> <li>▪ Define and clearly communicate roles, responsibilities, and performance standards to achieve team outcomes.</li> <li>▪ Adjust performance development processes to meet the diverse abilities and needs of individuals and teams.</li> <li>▪ Develop work plans that consider capability, strengths, and opportunities for development.</li> <li>▪ Be aware of the influences of bias when managing team members.</li> <li>▪ Seek feedback on own management capabilities and develop strategies to address any gaps.</li> <li>▪ Address and resolve team and individual performance issues, including unsatisfactory performance, in a timely and effective way.</li> <li>▪ Monitor and report on team performance in line with established performance development frameworks</li> </ul>