

PERFORMANCE PSYCHOLOGIST - ROLE DESCRIPTION



Why Do We Need You?

The Performance Psychologist is a crucial part of the England Touch Performance Programme.

They support athletes, coaches and teams throughout the training cycle and during international competitions. The role strengthens psychological skills, wellbeing, team culture, and high-performance behaviours through a blend of in-person delivery at camps and virtual support between them.

Performance Psychologists will help embed psychological principles into training design, coach communication, leadership behaviours, and athlete development pathways, ensuring players have the tools to perform under pressure and thrive within a high-performance environment.

Role Details

Department	Pathways & Performance (Performance Support Services team)
Supported by	Lead Performance Psychologist (dotted line into the team's head coach)
Supporting	This role has no line management responsibilities - but works with team coaches and management to support the team(s) that it has been allocated to. Collaborates with other performance psychologists and the wider performance support services team.
Hours	1-2 / week during the campaign, and should attend at least 2 camps, plus the tour.
Key Activity Periods	January - April: Planning season, domestic camps. May - August: Tournament season (e.g. Home Nations, Euros, World Cup). September - November: Debrief, reporting and reviews / appraisals.
Contract Type and Duration	Volunteer, fixed term (for the duration of the campaign, plus review period).
Expenses	Pre-approved and allowable expenses (travel, accommodation, etc) will be reimbursed upon completion of the standard expenses form to Finance. This role is expected to attend at least two training camps and to go on the relevant tour. Travel expenses will be reimbursed (maximum of £50 for domestic tours, and £150 for international tours; although some tours will be self funded - this will be discussed and agreed in advance). When on tour, performance psychologists are required to wear ETA branded shirt and either shorts or tracksuit bottoms - a kit voucher will be provided.
Location	Work from home and various other locations as required (pre-approved expenses will be reimbursed upon completion of the standard expenses form to Finance).

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What You'll Do

1. **Integrate psychology into training camps:** Work closely with coaches to embed psychological skills into training design, communication, and leadership behaviours, helping create a psychologically safe and high-performance learning environment.
2. **Deliver Workshops and 1:1 Support:** Provide engaging in-person workshops on topics such as pressure management, confidence, grounding, communication, and mindset, alongside offering individual athlete support for wellbeing and performance routines.
3. **Observe and Enhance Performance Behaviours:** Attend training sessions to identify psychological strengths and barriers, feeding insights into coach practice and player development plans to drive consistent behavioural growth.
4. **Provide Virtual Support Between Camps:** Offer remote support for coaches and potentially online workshops, including resources, planning input, and tools to help sustain psychological habits and handle challenges between camps.
5. **Support International Tours and Tournament Performance:** Assist teams during pre-tour preparation and on-tour environments by supporting match preparation, team cohesion, emotional regulation, reflection routines, and communication under pressure.
6. **Contribute to the Psychology Team and Programme Culture:** Attend monthly CPD sessions, share best practice across squads, and help build a culture of trust, psychological safety, and high-performance behaviours while upholding ethical standards and clear communication.

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Who You Are

Essential skills, qualifications and experience:

- Hold an MSc in Sport and Exercise Psychology.
- Be a chartered or accredited Sport and Exercise Psychologist, (or currently be enrolled on the BPS Stage 2 / BASES SEPAR training routes).
- Hold a valid Enhanced DBS certificate (or are able to get one).
- Have completed (or be willing to complete) safeguarding training.
- Possess experience working with athletes in a psychological support capacity, with a clear understanding of their needs.
- Be highly skilled in designing and delivering psychological training and support for athletes and teams.
- Demonstrate excellent communication and collaboration skills to engage effectively with athletes, coaches, and stakeholders.
- Be organised, proactive, and passionate about using sport psychology to drive performance and well-being.

Desired skills, qualifications and experience:

- Experience working in team sports, particularly touch or similar disciplines.
- Knowledge of elite sport settings.
- Familiarity with England Touch's strategic goals and values.

Attributes

- Reliable and responsive, particularly during high-stakes events.
- Able to build positive working relationships with volunteers, staff, and athletes.
- Commitment to the ETA's values: inclusivity, transparency, ambition, unity and respect.