

SPORTS PSYCHOLOGIST – LOUGHBOROUGH UNIVERSITY NATIONAL TENNIS ACADEMY

Open-Ended, subject to external funding – 0.6FTE

Job Ref: REQ240909

Loughborough University National Tennis Academy (LUNTA) - About the Programme

Loughborough University National Tennis Academy (LUNTA) is a transformational environment for elite junior international tennis players and forms part of the Lawn Tennis Association's (LTA) Player Pathway, targeted at developing a greater number of professional players inside the senior top 100 in both the Men's and Women's game. The individualized, pro-style, interdisciplinary training environment tailored specifically to prepare players for the demands of professional tennis supports players between the ages of 14-18 years old (as young as 11 in exceptional circumstances).

Our philosophy is centred around providing accelerated progress and where whole chapters of development can be turned, as well as pages. Our mission is to develop Great People, Great Performers and Great Tennis Players, through high player-care and valuing the pursuit of excellence. We are a National Tennis Academy aimed at taking players on their journey to the top of U18 International Tennis and supporting their progress beyond through a quality academic experience, coaching excellence, leading performance support and unrivalled training and competition programmes.

Job Description

Job Family & Grade: Professional Services Grade 5

Job Purpose:

- Under the supervision of the Sport and Performance Psychology Lead and Head of Performance Support / Strength and Conditioning Lead, deliver sports psychology provision as part of a world-class and transformational player development programme, to produce players who upon departing LUNTA meet the Pro Scholarship Programme (PSP) selection criteria and have the potential to be inside the world's top 100 ranked players

Job Duties:

- Help to plan, deliver and review performance psychology support to players at LUNTA including: one to one consultation with players; delivery of psycho-educational workshops and presentations; the production of educational materials and resources to support psychological skill development; psychological performance analysis
- Work alongside coaching and performance support staff to contribute to the delivery and review of sports psychology provision as part of players' Individual Development Plan (IDP)
- Attend weekly Interdisciplinary Team (IDT) meetings to enable the planning of psychology activities at the individual and team level and to disseminate output
- Work with colleagues to identify, plan and deliver relevant workshops, continued professional development (CPD) sessions for players and staff to enhance knowledge in the area
- Support the Academy's Head of Education and Player Wellbeing in the delivery of mental health and wellbeing provision to National Academy players. To include understanding of the mental health pathways and network, developing relationships with the Academy Doctor and relevant staff at the LTA
- Support the Academy in the process of transition in and out of the Academy. This includes supporting the National Academy Selection process and communication with the LTA, Colleges/Universities and other stakeholders on exit of the programme
- Travel to tournaments and support players, coaches and performance support staff in the competition environment, both domestically and internationally
- Communicate relevant messaging to National Academy parents with reference to the support provided to the player

General Requirements:

- This role will require significant presence in the Academy environment including on-court, off-court with coaches, players and staff, and at tournaments both international and domestic. There should be a preparation to travel when required
- Engage in consistent supervision as defined by the British Psychological Society (BPS) Qualification in Sport and Exercise Psychology (QSEP) or British Association of Sport and Exercise Sciences (BASES) Sport and Exercise Psychology Accreditation Route (SEPAR).
- Adhere to all principles of professional and ethical practice as detailed by the BPS, BASES and the Health and Care Professions Council (HCPC).
- Actively work to promote Loughborough University sport and the Loughborough Applied Psychology Service at Loughborough.
- To undertake other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.

Points to Note:

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility entailed.

Special Conditions:

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Belonging and Inclusion and, where appropriate, Recruitment and Selection.

Organisational Responsibility:

Reports to Head of Performance Support/Strength and Conditioning. This role will have a strong relationship and mentorship from the Sport & Performance Psychology Lead at Loughborough Sport.

Person Specification

Your application will be reviewed against the essential and desirable criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application. Stages of assessment are as follows:

- 1 – Application
- 2 – Test/Assessment Centre/Presentation
- 3 – Interview

ESSENTIAL

Area	Criteria	Stage
Experience	A track record in the delivery of impactful sports psychology support to elite athletes, ideally in an Academy or elite youth sport setting	1,2,3
	Exposure to high performance sporting environment/s	1,2,3
	Contribution of sports psychology support towards Individual's Development Plan (IDP)	1,2,3
Skills and Abilities	Knowledge of the British Psychological Society, current qualifications and training processes and related roles/careers	1,2,3
	Knowledge and applied skills in the psychological development of adolescents (11-18 years old)	1,2,3
	Ability to create rapport, foster relationships and communicate effectively with adolescents (11-18 years old)	1,3
	Excellent communication and motivational skills	1,2,3
	Excellent organisational and time-management skills	1,3
	IT skills necessary for presenting, analysis, report writing and general communication	1,3
	Skilled in the use of Microsoft Office (Word, Excel, Outlook and PowerPoint)	1,3
Training	Willingness to update First Aid and Health and Safety requirements and work towards more advanced awards and qualifications	1,3
Qualifications	Graduate Basis for Chartership (GBC)	1
	Registered HCPC Sport psychologist or on a BPS or BASES training programme working towards registration	1
Other	A passion for sport, psychology and developing people	1,3
	Willingness to work irregular hours as necessary	1,3
	A passion and desire for the sport of tennis, and the desire to learn quickly about the sport to enhance the provision of psychology support to Academy players	1,3
	To provide a satisfactory Enhanced Disclosure & Barring Service (DBS) certificate, if required	1,3
	To observe the University's Equal Opportunities policy at all time	1,3
	Significant desire and motivation to work as part of a team	1,3

DESIRABLE

Area	Criteria	Stage
Experience	A knowledge of the sport of tennis, the British Tennis system and the international tennis circuit	1,2,3

	A proven track record of delivering interactive workshops and presentations	1,2,3
	Experience of mentoring	1,3
	Experience of working within an interdisciplinary team (IDT)	1,3
	Good understanding of the British University and Loughborough University sporting structure	1,2,3
Skills and Abilities	A proven track record of building and maintaining professional relationships to benefit a project	1,3
	The ability to lead, develop and motivate individuals in their personal and professional development	1,3
Training	First Aid for Mental Health	1,3
Qualifications	Evidence of continued professional development in therapeutic approaches (e.g., Cognitive Behavioural Therapy, Rational Emotive Behavioural Therapy, Acceptance and Commitment Therapy)	1

Conditions of Service

This part-time post (0.6FTE) is offered on an open-ended contract, subject to external funding, within the Operational Services job family at Grade 5 (£28,879 - £33,882).

The appointment will be subject to the University's normal Terms and Conditions of Employment for staff employed on Grade 5 and below, details of which can be found [here](#).

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available at <http://www.lboro.ac.uk/services/hr/a-z/family-leave-policy-and-procedure---page.html>.

We also offer an on-campus nursery with subsidised places, subsidised places at local holiday clubs and a childcare voucher scheme (further details are available at: <http://www.lboro.ac.uk/services/hr/a-z/childcare-information---page.html>)

In addition, the University is supportive, wherever possible, of flexible working arrangements. We also strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN see <http://www.lboro.ac.uk/services/hr/athena-swan/>