

# **SPORTS PSYCHOLOGIST – LOUGHBOROUGH LIGHTNING NETBALL SUPER LEAGUE TEAM**

**Fixed-Term, Part-Time – 0.2FTE**

**Job Ref: REQ250772**

## **Job Description**

**Job Family & Grade:** Operational Services Grade 5

### **Job Purpose:**

- Under the supervision of the Director of Netball, the sports psychologist will play a key role in enhancing player wellbeing, resilience and performance. Working closely with coaches, athletes and support staff, this role focuses on building mental skills, managing the psychological demands of elite sport, shape and influence positive team culture at Loughborough Lightning.

### **Job Duties:**

- Help to plan, deliver and review performance psychology support to players at Loughborough Lightning Netball 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.
- Work alongside coaching and performance support staff to contribute to the delivery and review of sports psychology provision within the Lightning netball performance plan and 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.
- Travel to NSL Games and support players, coaches and performance support staff in the competition environment.
- Collaborate with international teams sports psychologists to deliver holistic support across both programs.

### **General Requirements:**

- This role will require significant presence in the Lightning environment including on-court, off-court with coaches, players and staff. 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 commitment to the University's Equity, Diversity, and Inclusion policies at all times.

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 Director of Netball. 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
<b>Experience</b>	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
<b>Skills and Abilities</b>	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
<b>Training</b>	Willingness to update First Aid and Health and Safety requirements and work towards more advanced awards and qualifications	1,3
<b>Qualifications</b>	Graduate Basis for Chartership (GBC)	1
	Registered HCPC Sport psychologist or on a BPS or BASES training programme working towards registration	1
<b>Other</b>	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 netball 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
<b>Experience</b>	A knowledge of the sport of netball and England Netball tennis	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
<b>Skills and Abilities</b>	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
<b>Training</b>	First Aid for Mental Health	1,3
<b>Qualifications</b>	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 (0.2FTE) is offered on a fixed term basis until 30<sup>th</sup> June 2026. Salary will be pro rata on [Operational Services Grade 5](#), at a starting point to be confirmed on offer of appointment.

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 equity and celebrates diversity and inclusion 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/>