



WESTERN AUSTRALIAN INSTITUTE *of* SPORT

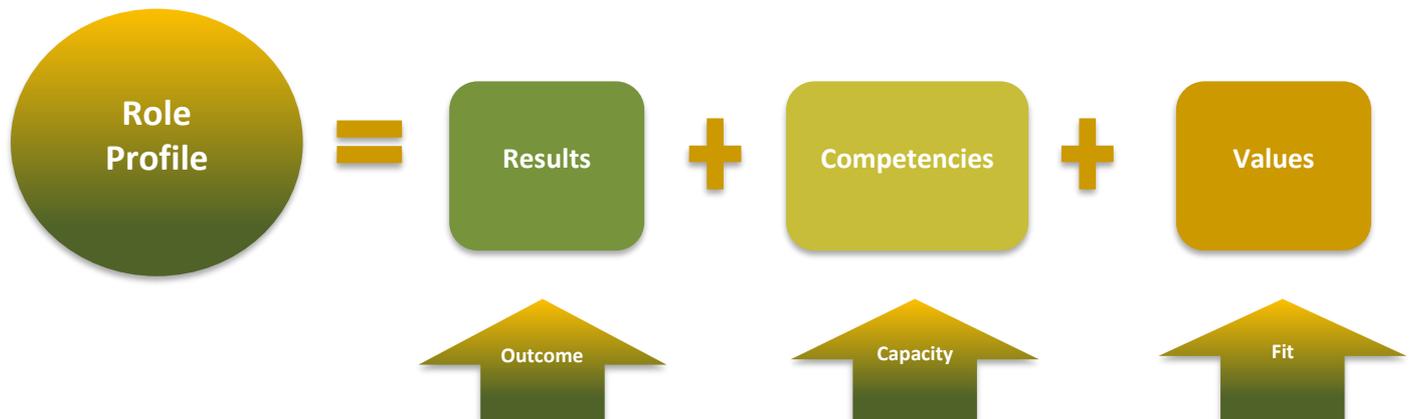
POSITION PROFILE

Performance Psychologist – National & Pathway

Structure & Approvals

Position Title	<p>Performance Psychologist – National & Pathway</p> <p>Version 1.0</p> <p>Date of Last revision: January 2021</p> <p>Review Date:</p> <ul style="list-style-type: none"> • Annual Performance Review • Recruitment <p>Chief Executive Officer Approval: Steven Lawrence</p> 
Location	<p>Western Australian Institute of Sport High Performance Service Centre</p>
Classification	<p>ACS Grade 4</p>
Salary Range	<p>Level 16 - 19</p>
Reports To	<p>Performance Services Program Manager - National</p>
Direct Reports	<p>Not applicable</p>
Internal Stakeholders	<p>Athletes and Coaches, PET Staff, Corporate Services staff, Chief Medical Officer</p>
External Stakeholders	<p>High Performance Sport System Psychology Peer Supervisory Network, NIN Psychology Network, NSO High Performance Staff, Medical Providers, External Coaches of WAIS athletes, SIS/SAS Psychology providers</p>

Performance Excellence Framework



Role Purpose	Providing Psychological services to WAIS athletes and coaches with the goal of enhancing the performance potential of athletes at National and International competitions.
Qualifications	<p>Essential</p> <ul style="list-style-type: none"> • Undergraduate Qualification in Psychology or Sport and Exercise Psychology • Master of Psychology • Registered as a Psychologist with APHRA • Current drivers' licence • Working with Children Check <p>Desirable</p> <ul style="list-style-type: none"> • Eligibility to be registered as a Sport and Exercise Psychologist
Knowledge	<ul style="list-style-type: none"> • Demonstrated knowledge of the structure and systems associated with high performance sport. • Demonstrated knowledge of the development of elite athletes for success in the national and international arena. • Demonstrated knowledge of psychological principles and theories related to performance enhancement. • Demonstrated knowledge of behaviour/personality/cognitive required for high performance athletes. • Knowledge of psychology intervention in an elite sporting environment.
Skills and Abilities	<ul style="list-style-type: none"> • Demonstrated ability to present and engage with a wide range of audiences. • Ability to provide innovative solutions for athlete performance outcomes. • Facilitating change in athletes and coaches' behaviours based on the body of psychological knowledge. • Strong ability to provide psychological skills and applications that have demonstrated performance enhancement outcomes. • Well-developed personal counselling skills, supporting 'at risk', critical incidents' where necessary, and managing clinical and sub-clinical presentations. • Ability to build trusting relationships and rapport with Athletes and Coaches from widely diverse ages and backgrounds.

	<ul style="list-style-type: none"> • Responding constructively and clearly to crisis situations which impact on individuals, groups, and WAIS as an organisation. • Highly developed capability to work within a multidisciplinary team as well as the ability to work independently and possess a high level of personal initiative and autonomy. • Ability to foster positive relationships with stakeholders and partners. • Conduct, commission and/or collaborate on applied research projects (desirable). • Proficient in Microsoft Office suite.
Experience	<ul style="list-style-type: none"> • A minimum of 5 years' experience in the application of Psychology practices in Sport.
Position Overview (refer to Results section for more detail)	<p>The Performance Psychologist – National & Pathway is a key role focused on enabling athlete development in all facets of mental preparation for the daily training and competition environments.</p> <p>The Performance Psychologist is responsible for recommending, coordinating, and delivering specific psychological performance enhancement strategies to achieve the athlete psychological capability objectives underpinning their competition goals. In doing so, the Performance Psychologist will utilise a range of learning environments to teach psychological skills and elicit the desired behaviours. Success requires collaboration with coaches and core performance staff to develop training environments that enable psychological skill implementation and support behavioural change. As such, attendance at the DTE to observe and support implementation of psychological skills is expected.</p> <p>The Performance Psychologist is a member of a coach led multidisciplinary Performance Enhancement Teams. Routine reporting on the operations and outcomes of the service delivery to the Performance Services Program Manager - National is required.</p> <p>The Performance Psychologist contributes to the team environment, encourages positive contributions from all team members to a high-performance culture and ensures all operations are in accordance with WAIS policy and procedures.</p>

Results

Key Result Area	Accountabilities	Outcomes	KPI	Weighting
Athlete Performance Systems (90%)	Personal contribution to Individual Athlete Performance Planning and Implementation	High quality contribution to athlete planning and delivery of performance enhancement strategies.	Planning: Score achieved according to the service providers adherence to the IAPP Best Practice Planning Policy Guidelines.	
			Service Delivery: Score for Coach rating of intervention strategies for impact on Athlete Performance and the athlete rating of service provider based on service quality questionnaire.	
	Continuous improvement & Innovation	Successful completion of projects or activities to enhance the Performance Enhancement Teams capability to deliver high quality services	Score achieved on the Research and Innovation Assessment.	
	Essential Discipline Standards	Successful completion of the essential roles associated with the position	Score achieved in the Essential discipline roles and responsibilities assessment.	
	External Partnership Performance Service Support Assignments	Successful completion of external partnership performance service support assignments.	External partner assessment of projects completed, and outcomes achieved as per External Assignment Expectations Agreement.	
Staff (10%)	Compliance	Personal compliance with WAIS Policies and Procedures	Personal rating of compliance to policies and procedures based on compliance index.	

Competencies

SELF MANAGEMENT COMPETENCIES

Self-belief

Displays confidence in succeeding and being able to overcome obstacles to achieve the best outcomes.

Self-awareness

Knows own personality, strengths, and limitations. Understands own emotions and the impact of behavior on others in diverse situations

Learning

Displays an awareness of own strengths and development areas and is personally committed to own personal development.

Communication

The ability to communicate effectively and appropriately at all levels and ability to present information effectively with the desired impact.

Time management

The ability to manage time effectively and efficiently in accordance with work priorities to ensure timeous and qualitative outcomes.

Problem Solving

Focuses on problem solving and continuous improvement in order to reduce or eliminate the difference between the current and future desired states.

Commitment

Ability and willingness to consistently apply energy to engage in activities or actions in alignment with the needs, priorities, and goals of the organisation.

Teamwork

Gains commitment through collaboration and energizes people to achieve collective goals.

MANAGEMENT COMPETENCIES

Build constructive relationships

Builds constructive working relationships characterized by a high level of acceptance, cooperation, and mutual respect.

Planning and organisation

Coordinating human, financial, and operational resources in order to achieve goals, improve outputs and overall organisational performance.

Analysis and decision making

Identifying the key issues, breaking down problems and establishing facts. Using sound judgement to make informed decisions.

Creativity and Innovation

Ability to take a broader perspective and develop new ideas to take the organisation forward. Creates strategies and plans that incorporate innovative or new approaches.

Functional Knowledge and Skills

Demonstrates expertise in skill and knowledge within areas relevant to own function, discipline, or specialty.

Results focus

Being focused on objectives and results, and how best to achieve them even in the face of adversity.

Managing Projects or Programs

Structures and directs others' work on projects or programs.

The WAIS Values

How things are done at WAIS;

Value	Indicators
Passion <i>We have a passion for high performance and the desire to demonstrate our commitment of mind and body to WAIS and its purpose.</i>	<ul style="list-style-type: none"> • Has a positive influence on people and the team • Demonstrates high levels of resilience • Value the purpose of high-performance sport • Demonstrates a determination to make a valuable contribution
Quality <i>We have a personal commitment to provide the highest quality service.</i>	<ul style="list-style-type: none"> • Provides useful and responsive support • Work is reliable and consistently of a high standard • Builds trust and confidence when delivering a service • Anticipates issues and opportunities and is proactive to provide guidance • Pays attention to detail
Integrity <i>We follow moral and ethical convictions by doing the right thing in all circumstances.</i>	<ul style="list-style-type: none"> • Treats people with respect, courtesy, and kindness. • Actions are ethical, honest, and truthful • Always maintains consistency of character
Teamwork <i>We work cooperatively and effectively with others to achieve common goals and participates in building a group identity characterised by pride, trust and commitment.</i>	<ul style="list-style-type: none"> • Positively participates in the development of team goals • Cooperates with other team members to attain common goals • Contributes to the identification and removal of barriers within the team • Recognises the contribution of others to achieving team goals