



Job Title:	Applied Performance Psychologist(s)
Location:	Normal places of work: Farleigh House (BA2 7RW), The Rec (BA2 4DS). National and international travel may be required. Some home working will be possible.
Salary:	Competitive
Responsible to:	Lead Psychologist and Director of Rugby (DOR)
Delivery Model:	<p>A combination of 1 or 2 applied psychologists equating to approximately 1.0 FTE</p> <p>There is flexibility in the delivery model to ensure we attract the best candidate(s) for the role(s). The current proposed delivery model equates to the following:</p> <ul style="list-style-type: none"> • up to 0.5 Senior Applied Psychologist responsible for psychological support and mental skills training with Senior Team players, coaches and staff, and players and staff in the Rehabilitation process • up to 0.5 Applied Psychologist responsible for psychological support and mental skills training with Academy Team players, coaches and staff; and supporting the Senior Psychologist as appropriate
Term:	12 months (with a view to re-appointment)

BATH RUGBY BACKGROUND AND VISION

Founded in 1865, Bath Rugby is one of the oldest clubs in existence, and they have a rich history in both the English and European game. The club has a clear vision regarding its ambition to establish itself as a high performing organisation both on and off the field and a consistently successful team at the highest level of the game. Bath Rugby are committed to the development of their people and their infrastructure to underpin this future success, and the function of applied psychology is a specific area of growth and investment.

ROLE SUMMARY

Reporting to the Lead Psychologist, the Performance Psychologist(s) will work closely with the coaching and sport science teams, to deliver a world-leading performance psychology service across Bath Rugby. There will be opportunity and requirement to influence positively at a system, cultural, training, team, staff and individual level, contributing significantly towards the achievement of our aspirations and goals at the Club.

Priorities for the role(s) are:

- To work with key staff (e.g. Director of Rugby, Performance Director, Lead Psychologist) in the leadership and on-going development of a 'Psychologically Informed Environment' which enables high performance and positive well-being in a strong and sustainable values-based culture.
- Lead the delivery of cutting-edge psychological training for Senior players and staff (Senior Applied Psychologist).
- Lead the delivery of world-class psychological support for players and staff involved in rehabilitation, working collaboratively with the medical team (Senior Applied Psychologist).
- Deliver world-class psychological support and mental skills training to the Academy Team (Applied Psychologist).
- To work with the DOR (and coaching team) on projects identified to drive performance and positive well-being.

KEY TASKS AND RESPONSIBILITIES

- Work with key staff to identify the areas in which psychological support can have the greatest impact on systemic success alongside positive mental health.
- Develop clear and robust plans for psychological provision to the Club that will have demonstrable impact.
- Deliver impactful psycho-social education and mental skills training that inspires and empowers our diverse and committed squad and develops the mental skills required to achieve their ambitions. Make evidence-based psychology and mental skills training relevant, practical and engaging.
- Support how training and matches are prepared for and debriefed, ensuring that maximum progress and impact are achieved.
- Work with coaches to design effective pressure training sessions that help players become increasingly robust in their mental skill delivery under pressure and fatigue
- Work with all players and staff to continue our investment in a positive performance culture that brings out the very best in our people
- Support effective working relationships between all staff
- Maximise support and supervision available from the Lead Psychologist (and/or personal supervision channels) to the benefit of the psychological provision and personal continued professional development
- Undertake any other reasonable duties for the DOR, Head Coach or Lead Psychologist as requested
- Participate in ad hoc projects or applied research across the Club as required

PERSON SPECIFICATION

The Psychologist(s) must demonstrate clear personal values that align with our Bath Rugby values. These will be discussed at interview.

Qualifications:

- Post-graduate qualification to PhD or Masters level (or equivalent) in an applied psychology discipline (e.g. Sport, Performance, Clinical, Organisational, Counselling)
- HCPC Registered and / or British Psychology Society Chartered Status or relevant equivalent (or working towards)

Skills and Abilities:

Essential

- Track record of analysing the psychological needs of a system / sport / team and effectively implementing psychological support that has a demonstrable impact on performance and levels of well-being
- A verifiable record of working effectively within a multi-disciplinary team
- Experience of and an ability to respond to evolving psychological needs of a system / team
- Outstanding group and team facilitation and 1:1 coaching skills with the ability to engage with people genuinely, work alongside experts in their own right and help others develop skills and attitudes required to achieve individual and team goals
- An engaging and positive approach, thriving under pressure and able to adapt to a wide range of circumstances
- You may not have worked in rugby previously, however you will possess the attitude and ability to gain a deep understanding of the sport, the psychological demands of Premiership rugby on players and staff and future trajectories for the sport.

Desirable

- Experience of working effectively in a team sport environment

This job description is not intended to be regarded as inclusive or exhaustive and may be amended in the light of the changing needs of the organisation.

To Apply:	Expressions of interest can come from individual applied psychologists or from an organisation that is able to offer applied psychology services. Employed and contractual relationships will be considered. Interested parties should send a brief (max 1 page) covering letter and CV(s) (max 2 pages) to: opportunities@bathrugby.com Audio or video evidence of your applied style are also welcomed.
Closing Date:	30th April 2019
Interview Date:	7th May 2019