

HEAD OF PERFORMANCE PSYCHOLOGY

Unit	Sports Science	Area	Performance Psychology
Agency	The NSW Institute of Sport	Classification	Grade 4, Level 1
ANZSCO code	272399	PCAT code	3119192
Reports to	Manager, Sports Science	Date of approval	6 June 2025

ORGANISATIONAL OVERVIEW

The NSW Institute of Sport [NSWIS] is a high-performance sporting organisation that supports Australian athletes to become world's best. We reach all regions of NSW with an Olympic and Paralympic training facility based at Sydney Olympic Park and high-performance hubs across NSW that provide world class daily training environments for our athletes and coaches. Our experts work in collaboration with partners within the national sporting system to create and deliver high performance support services and environments to prepare athletes and coaches for international competition.

ROLE PURPOSE

The Head of Performance Psychology is accountable for establishing and maintaining world class technical expertise in Performance Psychology delivery, identifying, and contributing to innovation/research projects, integrating contemporary Performance Psychology Research, systems & processes, and influencing system-wide knowledge growth. The role will manage and oversee the technical delivery of Performance Psychology support across NSWIS sport programs, ensuring relevance and alignment with national partner priorities. The role will include the delivery of Performance Psychology support, the recruitment and deployment of Performance Psychologists to NSWIS sports programs and the performance management and professional development of Performance Psychology staff.

KEY PERFORMANCE AREAS

- Provide strategic leadership, critical review, and direction of Performance Psychology staff to achieve unit and business objectives.
- Implementing and driving a collaborative approach to planning, preparation and performance that optimises internal and external expertise and closes 'gaps' to performance.
- Linking national sport partner philosophies and ways of working to consistently align NSWIS planning, delivery and monitoring frameworks, and technology platforms.
- Develop and implement frameworks, policies and guidelines that deliver sport outcomes for NSWIS aligned with international best practice. Including the critical review of the quality of Performance Psychology, reporting on relevant strategies and issues to senior management to ensure NSWIS has a competitive advantage on the international stage.
- Work collaboratively with coaches to analyse the Performance Psychology needs of the athlete and sport and set appropriate performance goals. Then develop, implement, monitor, and review plans that ensure that Performance Psychology support services are fully integrated and optimised within performance teams.
- Lead workshops and seminars as required, using the latest research and case studies which are designed to inform and educate athletes, coaches and sport science staff in Performance Psychology.
- Oversee the review of Performance Psychology's role in enhancing athlete progression and maximising athletic efficacy in key athlete areas that establishes a culture of sustained knowledge growth and innovation.

- Promote and support a world class culture and network connection, where Performance Psychology techniques and methods are embraced across key stakeholders.
- Oversee and detect early signs and symptoms of possible clinical issues and make appropriate referrals where required.
- Provide direct line management to Performance Psychology staff, implementing effective reporting structures within Performance Psychology and health services, while proactively driving and developing NSWIS performance management and professional development processes aligned with organisational requirements for all direct reports.

KEY CHALLENGES

- Balancing leading the Performance Psychology team while also personally delivering support to athletes.
- Influencing athletes, coaches, and sport partners across a designated geographical area to engage in the strategic planned use of Performance Psychology services to maximise performance and change behaviours.
- Continually improve and develop the Performance Psychology technical expertise, methods, and services to ensure partnered sports have a competitive advantage on the international stage.
- Capability to establish professional relationships across discipline areas and navigate effectively through competing and conflicting priorities, agenda and aims, during the various stages of an athlete's development.
- Navigate a flexible landscape where sport programs and athletes may have access to varied levels of Performance Psychology support depending on sport agreements and athlete categorizations.

KEY RELATIONSHIPS

Who	Why
Manager Sports Science	To support delivery of the NSWIS performance psychology technical delivery model
Athletes	To support individual athlete performance planning and implementation
Coaches and Performance Team	To connect individual, team, and program performance delivery for national and NSWIS daily training environments (DTE)
NSWIS staff & managers	To work collaboratively to support, enable and impact athlete performance and organisational effectiveness
NIN/NSWIS partners	Foster collaborative relationship to enhance collaboration within the National system.
Performance Team	To support an integrated performance approach and collaboratively prepare 'World's Best' athletes

ROLE DIMENSIONS

Budget	\$20,000
Authority/approval level	Nil
Reporting roles	Senior Psychologist Sports Psychologist HDR Students Student Interns

KEY EXPERIENCE AND KNOWLEDGE




Experience	Knowledge
<ul style="list-style-type: none"> 7+ years' experience in the provision and application of sport psychology services 2+ years in multiple high performance sport environments Min 2+ years' experience in the mentoring or supervision of Psychologists and mental health practitioners Proven success in utilising sport psychology knowledge for planning and managing athletes across multiple seasons/campaigns to support medal-winning performance (or equivalent) Demonstrated ability and commitment to work in a multi-disciplinary/sport team environment with high performance coaches and athletes Proven experience in using a holistic approach to planning and monitoring athletic performance in both team and individual athletes to achieve performance progression. Experience in developing and supervising staff to achieve performance outcomes Design and delivery of strategic planning to deliver improved business performance 	<ul style="list-style-type: none"> Demonstrated understanding of theory and modern coaching philosophies and the application of such for the development of high-performance training programs Understanding the requirements of High-Performance athletes and coaches Understanding of how to use a holistic approach to planning and monitoring athletic performance in both team and individual athletes to achieve performance progression

ESSENTIAL REQUIREMENTS

Essential	Desirable
<ul style="list-style-type: none"> Undergraduate degree in Psychology or related field Registered psychologist with AHPRA Sport Psychology endorsement from AHPRA or equivalent Extensive experience in the provision and application of performance/sport psychology services Sport Integrity Australia (SIA) Anti-doping Fundamentals & annual update SIA (PBTR) Child Protection and Safeguarding Valid Driver's License Current Working with Children Check (WWCC) First Aid and CPR Certificate 	<ul style="list-style-type: none"> Masters or PhD in Psychology (Sport, Clinical, Organisational, Neuropsychology) Member Australian Psychological Society Extensive experience in Paralympic /Olympic sport Mental health experience Intermediate/advanced knowledge of MS Office programs

CAPABILITY SUMMARY

The [NSW Public Sector Capability Framework](#) is a foundational tool that supports the public sector to attract, recruit, develop and retain a responsive and capable workforce. Below are the capabilities and level required to successfully perform this role. The capabilities in **bold** are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Adept
	Act with Integrity	Advance
	Manage Self	Adept
	Value Diversity	Intermediate
 Relationships	Communicate Effectively	Adept
	Commit to Customer Service	Intermediate
	Work Collaboratively	Adept
	Influence and Negotiate	Adept
 Results	Deliver Results	Intermediate
	Plan and Prioritise	Adept
	Think and Solve Problems	Adept
	Demonstrate Accountability	Adept
 Business Enablers	Finance	Intermediate
	Technology	Intermediate
	Procurement and Contract Management	Intermediate
	Project Management	Intermediate
 People Management	Manage and Develop People	Advance
	Inspire Direction and Purpose	Adept
	Optimise Business Outcomes	Intermediate
	Manage Reform and Change	Adept

FOCUS CAPABILITIES

The focus capabilities are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours expected at that level. Focus capabilities are aligned with the role's key performance areas.

Group and Capability	Level	Behavioural Indicators
Personal Attributes Display resilience & courage	Adept	<ul style="list-style-type: none"> Be flexible, show initiative and respond quickly when situations change Give frank and honest feedback and advice Listen when ideas are challenged, seek to understand the nature of the comment, and respond appropriately Raise and work through challenging issues and seek alternatives Remain composed and calm under pressure and in challenging situations
Personal Attributes Act with integrity	Advanced	<ul style="list-style-type: none"> Model the highest standards of ethical and professional behaviour and reinforce their use Represent the organisation in an honest, ethical, and professional way and set an example for others to follow Promote a culture of integrity and professionalism within the organisation and in dealings external to government Monitor ethical practices, standards and systems and reinforce their use Act promptly on reported breaches of legislation, policies, and guidelines
Relationships	Adept	<ul style="list-style-type: none"> Tailor communication to diverse audiences

Group and Capability	Level	Behavioural Indicators
Communicate effectively		<ul style="list-style-type: none"> Clearly explain complex concepts and arguments to individuals and groups Create opportunities for others to be heard, listen attentively, and encourage them to express their views Share information across teams and units to enable informed decision making Write fluently in plain English and in a range of styles and formats Use contemporary communication channels to share information, engage and interact with diverse audiences
Relationships Work collaboratively	Adept	<ul style="list-style-type: none"> Encourage a culture that recognises the value of collaboration Build cooperation and overcome barriers to information sharing and communication across teams and units Share lessons learned across teams and units Identify opportunities to leverage the strengths of others to solve issues and develop better processes and approaches to work Actively use collaboration tools, including digital technologies, to engage diverse audiences in solving problems and improving services
Relationships Influence & negotiate	Adept	<ul style="list-style-type: none"> Negotiate from an informed and credible position Lead and facilitate productive discussions with staff and stakeholders Encourage others to talk, share and debate ideas to achieve a consensus Recognise diverse perspectives and the need for compromise in negotiating mutually agreed outcomes Influence others with a fair and considered approach and sound arguments Show sensitivity and understanding in resolving conflicts and differences Manage challenging relationships with internal and external stakeholders Anticipate and minimise conflict
Results Think & solve problems	Adept	<ul style="list-style-type: none"> Research and apply critical thinking techniques in analysing information, identify interrelationships and make recommendations based on relevant evidence Anticipate, identify, and address issues and potential problems that may have an impact on organisational objectives and the user experience Apply creative-thinking techniques to generate new ideas and options to address issues and improve the user experience Seek contributions and ideas from people with diverse backgrounds and experience Participate in and contribute to team or unit initiatives to resolve common issues or barriers to effectiveness Identify and share business process improvements to enhance effectiveness
Results Demonstrate accountability	Adept	<ul style="list-style-type: none"> Assess work outcomes and identify and share learnings to inform future actions Ensure that own actions and those of others are focused on achieving organisational outcomes Exercise delegations responsibly Understand and apply high standards of financial probity with public monies and other resources Identify and implement safe work practices, taking a systematic risk management approach to ensure own and others' health and safety Conduct and report on quality control audits Identify risks to successfully achieving goals, and take appropriate steps to mitigate those risks
People management Manage & develop people	Advanced	<ul style="list-style-type: none"> Refine roles and responsibilities over time to achieve better business outcomes Recognise talent, develop team capability, and undertake succession planning Coach and mentor staff and encourage professional development and continuous learning Prioritise addressing and resolving team and individual performance issues and ensure that this approach is cascaded throughout the organisation Implement performance development frameworks to align workforce capability with the organisation's current and future priorities and objectives
People management Manage reform & change	Adept	<ul style="list-style-type: none"> Support teams in developing new ways of working and generating innovative ideas to approach challenges Actively promote change processes to staff and participate in communicating change initiatives across the organisation Provide guidance, coaching and direction to others who are managing uncertainty and change Engage staff in change processes and provide clear guidance, coaching and support Identify cultural barriers to change and implement strategies to address these