

# PERFORMANCE PSYCHOLOGIST

<b>Unit</b>	Performance Psychology	<b>Area</b>	Sport Science
<b>Agency</b>	The NSW Institute of Sport	<b>Classification / grade / band</b>	Grade 3, Level 1
<b>ANZSCO code</b>	261231	<b>PCAT code</b>	3119192
<b>Reports to</b>	Head of Performance Psychology	<b>Date of approval</b>	13 February 2026

## 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.

NSWIS plays an integral part in Australia's High Performance 2032+ Sport Strategy and its vision that "We will win well to inspire Australians". NSWIS is committed to building an inclusive and sustainable sporting system that is: performance driven, athlete focused, exceptionally led and purposefully collaborative.

## ROLE PURPOSE

As part of an integrated inter-disciplinary team, the Performance Psychologist will deliver targeted, goal-driven psychological support that aims to enhance the performance of athletes while supporting and safeguarding their wellbeing. The Performance Psychologist will work within the performance teams, for allocated sports, to effectively optimise the achievement of athlete performance outcomes.

## KEY PERFORMANCE AREAS

- Provide individual psychological support to athletes.
- Provide feedback from athlete consultations to coaches and performance support team by sharing relevant insights within confidentiality and ethical boundaries.
- Develop and deliver evidence-based psychological skills programmes to athletes and coaches, for the purposes of educating and applying the core psychological strategies for optimal performance.
- Apply psychological skills training under pressure, to achieve objectives of continued athlete development and performance with sporting program stakeholders.
- Attend camps and competitions (as required) and deliver embedded performance support in the Daily Training Environment (DTE).
- Ensure the delivery of safe, effective and appropriate performance psychology support through the implementation of evidence-based practice.
- Offer specialist support and advice to lead performance team staff as required (if appropriate and if athlete consent has been given), for the purposes of supporting athlete wellbeing and performance on team.
- Detect early signs and symptoms of possible clinical issues and make appropriate referral when required.

## KEY CHALLENGES

- Managing time and expectations while maintaining world's best standards across multiple sports programs.
- Managing the complexities of a state and national high performance sport system.
- Delivering applied work and developing technical skills while actively contributing to organisational goals and objectives.

## KEY RELATIONSHIPS

Who	Why
Head of Performance Psychology	To support the delivery of the NSWIS performance psychology technical delivery model.
Manager, Sports Science	To understand how to be an active contributor to the Sport Science team and add value to organisational goals.
Athletes	To support individual athlete performance planning and execution.
NSWIS staff and managers	Working collaboratively to support world's best servicing and enhance organisational effectiveness.
NIN network	Collaborate with practitioners from around the national system

## ROLE DIMENSIONS

Budget	Nil
Authority / approval level	Nil
Direct reports	Nil

## KEY EXPERIENCE AND KNOWLEDGE

Experience	Knowledge
<ul style="list-style-type: none"> <li>▪ A minimum of 3 years experience working in a range of performance contexts, including delivering psychological support to athletes in a high-performance setting.</li> <li>▪ Experience delivering specialist psychological assessment, formulation and intervention into performance contexts.</li> <li>▪ Experience working as a collaborative and embedded member of a multidisciplinary team within a high-performance setting.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Psychological formulation knowledge and skills – ability to bring together a range of information to make sense of a specific performance problem or challenge.</li> <li>▪ Awareness of how to identify strengths and individual needs and then draw upon psychological theory and evidence to inform interventions.</li> <li>▪ Understanding of a range of evidence-based psychological approaches within elite sporting programs and performance contexts.</li> </ul>

## ESSENTIAL REQUIREMENTS

Essential	Desirable
<ul style="list-style-type: none"> <li>▪ Undergraduate degree in sport and exercise psychology (or closely related field)</li> <li>▪ Postgraduate training in Sport &amp; Exercise Psychology (i.e., Masters or Doctoral)</li> <li>▪ Registration with the Australian Health Professionals Registration Agency (AHPRA) as a Psychologist</li> <li>▪ Australian Psychological Society (APS) membership</li> <li>▪ Current Working with Children Check (WWCC)</li> <li>▪ Current First Aid and CPR certificate</li> <li>▪ Sport Integrity Australia (SIA) Anti-doping Fundamentals and Annual update</li> <li>▪ SIA (PBTR) Child Protection and Safeguarding</li> <li>▪ Current driver's license</li> </ul>	<ul style="list-style-type: none"> <li>▪ Member of the Australian Psychological Society - with endorsement in the College of Sport &amp; Exercise Psychology</li> <li>▪ Intermediate/advanced knowledge of MS Office programs</li> </ul>

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

## 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
<b>Personal Attributes</b> Act with integrity	Adept	<ul style="list-style-type: none"> <li>▪ Represent the organisation in an honest, ethical, and professional way and encourage others to do so</li> <li>▪ Act professionally and support a culture of integrity</li> <li>▪ Identify and explain ethical issues and set an example for others to follow</li> <li>▪ Ensure that others are aware of and understand the legislation and policy framework within which they operate</li> <li>▪ Act to prevent and report misconduct and illegal and inappropriate behaviour</li> </ul>
<b>Relationships</b> Influence & negotiate	Intermediate	<ul style="list-style-type: none"> <li>▪ Use facts, knowledge and experience to support recommendations</li> <li>▪ Work towards positive and mutually satisfactory outcomes</li> <li>▪ Identify and resolve issues in discussion with other staff and stakeholders</li> <li>▪ Identify others' concerns and expectations</li> <li>▪ Respond constructively to conflict and disagreements and be open to compromise</li> <li>▪ Keep discussions focused on the key issues</li> </ul>
<b>Relationships</b>	Adept	<ul style="list-style-type: none"> <li>▪ Tailor communication to diverse audiences</li> </ul>

Group and Capability	Level	Behavioural Indicators
Communicate effectively		<ul style="list-style-type: none"> <li>■ Clearly explain complex concepts and arguments to individuals and groups</li> <li>■ Create opportunities for others to be heard, listen attentively, and encourage them to express their views</li> <li>■ Share information across teams and units to enable informed decision making</li> <li>■ Write fluently in plain English and in a range of styles and formats</li> <li>■ Use contemporary communication channels to share information, engage and interact with diverse audiences</li> </ul>
<b>Results</b> Think & solve problems	Intermediate	<ul style="list-style-type: none"> <li>■ Identify the facts and type of data needed to understand a problem or explore an opportunity</li> <li>■ Research and analyse information to make recommendations based on relevant evidence</li> <li>■ Identify issues that may hinder the completion of tasks and find appropriate solutions</li> <li>■ Be willing to seek input from others and share own ideas to achieve best outcomes</li> <li>■ Generate ideas and identify ways to improve systems and processes to meet user needs</li> </ul>
<b>Results</b> Demonstrate accountability	Adept	<ul style="list-style-type: none"> <li>■ Assess work outcomes and identify and share learnings to inform future actions</li> <li>■ Ensure that own actions and those of others are focused on achieving organisational outcomes</li> <li>■ Exercise delegations responsibly</li> <li>■ Understand and apply high standards of financial probity with public monies and other resources</li> <li>■ Identify and implement safe work practices, taking a systematic risk management approach to ensure own and others' health and safety</li> <li>■ Conduct and report on quality control audits</li> <li>■ Identify risks to successfully achieving goals, and take appropriate steps to mitigate those risks</li> </ul>