



POSITION DESCRIPTION

Review Date: **July 2020**

Prepared by: **Leesa Gallard / Nicky Frey**

Position Title:	VIS Shooting Program - Performance Psychologist
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Incumbent:	New position
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Program/Dept:	Performance Services Team & VIS Shooting Program	Reports to:	Performance Lifestyle Manager
Functional Budget	NA	Direct Reports:	NA
Location/s:	VIS (Lakeside Stadium, 33 Aughtie Drive, Albert Park, Melbourne) and sports venues as required		
Engagement Status:	Consultant contract. 1 year contract (renewable).		

Primary Purpose of Position

This role comprises provision of Psychology support to coaches, athletes and key support staff in the Pistol and Shotgun programs.

The primary responsibilities of the role are:

- Lead the development of an overall performance psychology curriculum that adopts an integrated, flexible, individual and needs based approach to all aspects of the psychological, social and cultural development of coaches, athletes and key support staff. This will include coaches and athletes from both High Performance squads and squads within the development pathway.
- Deliver interventions with coaches, athletes, and support staff to create a high performance culture and the psychological capacity for success at the highest levels of competition.
- Implementing and driving a collaborative approach to planning, preparation and performance that optimises internal and external expertise and closes 'gaps' to performance.

Responsibilities and Measures	
Task	Measures and Outcomes
1. Deliver Performance Planning Support	<ul style="list-style-type: none"> As a member of the performance team, work collaboratively with the coaches and support staff to analyse the needs of athletes, and set appropriate performance goals, develop plans, monitor and implement these plans and review periodically.
2. Performance Management	<ul style="list-style-type: none"> Meet monthly with supervisor/management to discuss performance, monitor progress and consider future requirements. Commit to developing an individual action plan and delivering on the agreed professional development plan.
3. Direct Delivery - Daily Performance Environment (including culture, services and camps)	<ul style="list-style-type: none"> Provide regular communication to coach and performance support staff. Deliver individual and group interventions with coaches, athletes and support staff to educate and foster a high performance culture and to develop the psychological capacity for success at the highest levels of competition. Skill acquisition program: collaborate with skill acquisition experts and coaches to design a world class program focusing on the optimisation of motor control and learning in the DTE and the transference of these skills into competition. Attend DTE training sessions, camps and competitions as required to support an integrated approach to performance support needs.
4. Operations and Reporting	<ul style="list-style-type: none"> Support and maintain quality data capture, record keeping, analysis and reporting process using any required system/sport platforms.
5. Drive performance	<ul style="list-style-type: none"> Provide timely guidance and feedback to help coaches, athletes and performance support network drive growth in performance and nurture wellbeing along the athlete pathway. In collaboration with the coach, establish team and individual performance objectives

	<p>and development plans to improve growth in performance and wellbeing.</p> <ul style="list-style-type: none"> • In collaboration with the National Coach and Program Manager, develop and deliver a holistic, comprehensive coach engagement program which supports the development of a high performance coach. • Successfully track performance, evaluate progress toward targets and effectively communicate with coaches, athletes and other key stakeholders. • Stay current with research in performance psychology to ensure connection to best practice. • Provide technical guidance & mentorship to other High Performance staff in the area of Psychology, including professional development, where appropriate
6. Drive cross-functional partnerships	<p><i>Build and leverage formal or informal high-performing, cross-boundary partnerships.</i></p> <ul style="list-style-type: none"> • Create and develop links to peers in other sports and agencies to ensure best practice is benchmarked and maintained. • Foster and manage close working relationships with coaches and leads of other disciplines to ensure a cohesive interdisciplinary approach is developed.
7. Customer service provider	<p><i>Provide service directly to internal or external stakeholders.</i></p> <ul style="list-style-type: none"> • Develop and manage relationships with key external service providers to ensure the highest quality services are offered and delivered particularly for clinical referral for the management of acute mental health issues. • Manage the interventions provided by external consultants who contribute to the psychology or cultural curriculum.
8. Lead high performing teams/work groups	<p><i>Implement a culture within performance team/work groups that leads to continuous improvement.</i></p> <ul style="list-style-type: none"> • Gain the trust of teams/groups by being honest and consistent, keeping commitments, exchanging ideas openly, and providing support. • Provide timely guidance and feedback to help teams/groups improve their performance results.

	<ul style="list-style-type: none"> • Build cohesive, high-performing teams/groups by clarifying accountabilities, involving the group in decisions, and providing resources. • Set high standards and accountability for continuous improvement in team/group performance. • Inspire high levels of team/group performance by communicating and modelling the program's vision and values.
9. Internal consultant	<p><i>Provide expert advice to others (coaches, athletes other service providers and sports administrators) within the organization based on knowledge gained from professional training or work experience.</i></p> <ul style="list-style-type: none"> • Quickly absorb expert knowledge and use it to advise others. • Gain the trust of others by being honest, keeping commitments, sharing information, and treating them with respect. • Provide timely guidance and feedback to help others strengthen specific knowledge or skills. • Communicate advice in an engaging way that helps others apply what they learn. • Keep up with developments in an area of technical expertise and use this knowledge to recommend optimal solutions.
10. Other duties as directed	Tasks completed.

General Performance Indicators
The successful leadership and management of the VIS Shooting Program Performance Psychology service measured by the ability to set clear direction, achieving defined outcomes, and delivery of work leading services resulting in a performance impact in athletes.
Ability to work within a team environment and to relate with coaches, athletes and staff.
Seeking continuous improvement in the outcomes of the services through critical evaluation and implementation of agreed actions resulting in improved service delivery.
Effective relationships established with VIS Shooting Program key stakeholders.
Effective relationships established with AIS, NIN and NSO's to collaboratively develop National strategies and approaches in Performance Psychology.

Relationships	
With	Purpose
VIS Shooting Performance Support Manager	To assist in managing workload priorities.
VIS Shooting Program Coaches	To ensure that the service being delivered supports the overall development and performance of the VIS Shooting program, coaches and athletes.
VIS Performance Service Teams	Integrated approach as part of an Interdisciplinary team.
VIS Performance Psychologists contractors/practitioners	Collaborative approach amongst colleagues and peers.
AIS, NIN and NSOs	To ensure alignment with regards to strategic direction.

Core Competencies* & Personal Qualities			
Essential			
Competencies			Qualities
Leadership	Collaboration	Communication	Passion to provide quality service
Teamwork	Vision	Decision Making	Personal commitment to excellence
Planning	Attention to Detail	Flexibility	Confidentiality
Athlete Wellbeing	Ethics	Reflection	Passion for sporting achievement
Job skill expertise	People development	Initiative	Contribution to high performance culture
Desirable			
Competencies			Qualities
Innovation			Daring to challenge the status quo

* See 'Job Description – Core Competencies' table for description of individual competencies

Qualifications
Essential
<ul style="list-style-type: none"> Registered Psychologist with AHPRA (Australian Health Practitioner Regulation Agency) Relevant Postgraduate tertiary qualification - an applied Masters or PhD in Sport Psychology (from an Institution recognised by the Australian Psychology Society) Current First-Aid certificate Current Victorian Working with Children Check (must be in place before employment commences) Current Safeguarding Children Certification Current driver's licence
Desirable
<ul style="list-style-type: none"> Endorsement with the College of Sports and Exercise Psychology - Australian Psychology Society

Experience and Skills

Essential

- A minimum of seven years' experience in the provision and application of Psychology services
- A minimum of two years' in multiple high performance sport environments
- Proven success in utilising sport psychology knowledge for planning and managing athletes across multiple seasons/campaigns to support medal winning performance
- Demonstrated ability to lead the provision of Performance Psychology and Wellbeing support within a National Sporting Organisation
- Proven experience and commitment of working within an interdisciplinary sporting program environment with high performance coaches and athletes
- Awareness of the contemporary issues relating to athletes and coaches within high performance sport and understanding of Australian High Performance sport systems
- Demonstrated experience providing psychological formulation, assessment and treatment in non-sport environments
- 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 workshop delivery and development of educational material for Sports Interdisciplinary teams and athletes
- Demonstrated ability to exercise sound judgement, observe confidentiality and use discretion and initiative
- Demonstrated ability to work within a team as well as the ability to work independently. Possess a high level of personal initiative and autonomy
- High level communication, planning and organisational skills
- Proven personal and professional skills related to dealing with a variety of stakeholders
- Demonstrated knowledge of the use of Microsoft Office suite of programs and other athlete management suites

Desirable

- Experience using the Smartabase AMS platform
- Solution focused and a creative problem solver
- Experience with public speaking and development of educational material
- Positive and optimistic approach
- Ability to contribute to the development of the VIS high performance culture and environment

VIS PERFORMANCE PSYCHOLOGIST – SHOOTING PROGRAM

JOB DESCRIPTION – CORE COMPETENCIES

No	Competence	Description
1	Leadership	Demonstrates exceptional ability in setting a vision/goals and influencing and inspiring others to achieve this vision; always brings the best out in others.
2	Collaboration	Has a complete understanding of their role within their own and associated organisations; effectively collaborates within and outside the organisation to achieve common goals.
3	Communication	Extremely efficient in the clear expression of both written and verbal communication; always able to structure ideas in an articulate manner and adapt the message to the audience; ensures that the message is understood.
4	Decision Making	Displays an exceptional ability to evaluate relevant information, compare options and select the appropriate alternative; looks beyond the obvious and superficial to analyse all possible risks and outcomes, learns from previous experiences and outcomes.
5	Job Skill/ Knowledge	Always displays a complete and extremely high level of knowledge and skills specific to all areas of responsibility and tasks of their position.
6	Athlete Wellbeing	Demonstrates a sincere commitment to meeting relevant athlete needs; intrinsic desire to help others; ensures problems are solved as soon as possible.
7	Teamwork	Displays a willingness to work with others towards a common goal; highly motivated to achieve the objectives of the team; builds team spirit and motivates the team.
8	Attention to Detail	Can always be relied upon to produce completely accurate data and documentation; attention to detail is never compromised.
9	Planning	Demonstrates sound project planning, management and scheduling skills; always prioritises work and understands project details; always able to assess, evaluate and select the required resources.
10	People development	Naturally adopts a mentor role; creates an atmosphere of constructive challenge; encourages regular performance appraisals; strongly believes in the benefits of training and coaching.
11	Vision	Continually seeks ways to improve both individual and organisational performance in order to influence the organisation's future; communicates this vision to others; always expresses the vision through behaviour and applies it in practice.
12	Flexibility	Complete understanding of how to manage change and help others through the transition; adapts personal style to the individual and the demands of the situation.
13	Reflection	Demonstrates the ability to reflect on a body of work carried out as well as the athlete's progress or lack thereof.
14	Ethics	Always treats superiors, athletes and colleagues with honesty, respect and fairness; makes decisions within an ethical context; always protects values, confidentiality and organisational information where appropriate.
15	Initiative	Enthusiastic and energetic self-starter; seeks greater responsibilities; originates actions rather than responding to events.
16	Innovation	Continually employs originality and inventiveness to generate new ideas, alternatives, processes and solutions; always challenges the status quo.