



## Job Description

Job Role	Academy Sports Psychologist
Department	Academy - Sports Science & Medicine
Reporting to	Academy Manager, Head of Academy Sports Science & Medicine
Key Contacts	Academy Manager, Head of Sports Science & Medicine, Head of Academy Coaching, Phase Lead Coaches, Strength & Conditioning Coach, Sports Scientist, Age Group Coaches.
Location	Glanford Park, The St Lawrence Academy , other as directed
Hours	Confirmed in contract of employment
Basic Pay	Confirmed in contract of employment
Holiday Pay	The Business will make an additional payment equivalent to 12.02% of your hourly fee, for each hour you work, as payment for the annual leave you have accrued and to fully satisfy your holiday entitlement. This additional payment will be separately detailed on your Pay Notification for clarity.
Period of Employment	Seasonal - Confirmed in contract of employment
Term of employment	The employee should consult the staff handbook for full terms of employment. The handbook can be found in the main Club office at Glanford Park and also in the Academy office at the St Lawrence Academy.
EPPP Qualifications Required	HPC Accreditation, MSc Sports Psychology, Accredited Sports Psychologist or GMC Sports Psychiatrist
Management Responsibilities	Write and forward a formal report for all end of month Academy Management Team Meetings
Job Purpose	Design, develop, and implement appropriate psychology practices as part of the Academy's Sports Science and Medicine Programme for the Club's Academy Players. Contribute to the maintenance and development of an elite performance environment at the Academy.
Continual Professional Development	Must undertake all CPD to maintain professional bodies accreditations Attend SUFC internal CPD as directed Maintain Disclosure & Barring Service (DBS) certification Must maintain a valid Safeguarding Children certificate.
Code of Conduct	To adhere to the Football Club and The Academy Staff, Code of Conduct at all times. To ensure that all players and parents/guardians of players in all phases adhere to the Academy Code of Conduct. To always implement professional behaviour and best practise
Safeguarding	To adhere to the Club/Academy Safeguarding Policy and to ensure safeguarding certification is up to date
The Person	<ol style="list-style-type: none"> <li>1. Must possess a 'can do', proactive and innovative attitude.</li> <li>2. Must possess excellent organisational skills of both self and others.</li> <li>3. The ability to plan, prepare and evaluate a 'holistic' and multi-disciplinary coaching and development programme.</li> <li>4. The ability to manage pressure and conflicting demands, and prioritise tasks.</li> <li>5. Excellent verbal, written and feedback communication skills.</li> <li>6. Excellent teamwork skills.</li> <li>7. Reliable and honest.</li> <li>8. Understands the need for a reporting procedure and line management.</li> </ol>

**Academy Sports Psychologist**  
**Job Specification / Role & Responsibilities**

1	Responsible for the management, delivery and constant monitoring and updating of the sports psychology programme within the Academy across each development phase.
2	Plan and deliver a personalised programme to the players, parents and staff that identifies players strengths and weaknesses in terms of the psychological demands required for the game such as motivation, self-confidence, concentration, anxiety, dealing with stress and failure, dealing with making mistakes, self-control and self-regulation, professional attitude, team work skills in line with the meso cycle.
3	Twice each season implement a psychological profiling process with each Academy player in each of the three development phases (August & January)
4	Provide 1:1 psychology support and help to all Academy players and be available at the Academy on a weekly basis at a suitable time.
6	Deliver a programme of psychological support to the <b>Foundation Phase players</b> (U9-U11) by way of workshops and tasks to complete in the player diaries on-line (PMA)
7	Deliver a programme of psychological support to the <b>Youth Development Phase</b> players (U12-U16) by way of interactive workshops that also include the completion of homework tasks on the PMA player diaries.
8	Deliver a programme of psychological support to the <b>Professional Development Phase</b> players (U17-U18) by way of interactive workshops that also include the completion of homework tasks on the PMA player diaries.
9	On a weekly basis be available to provide 1:1 psychology support and help to all <b>Professional Development Phase</b> players
10	Deliver a programme of quarterly events that develops the skills, knowledge and understanding of <b>parents</b> in each development phase so that they are better equipped to support their son from a psychological perspective
11	Deliver a programme of quarterly events that develops the skills, knowledge and understanding of the <b>coaching staff</b> in each development phase so that they are better equipped to support the players from a psychological perspective <b>and link this in with the coaches competency framework delivered by the Head of Academy Coaching</b>
12	Provide and deliver an effective psychological support programme for all injured players
13	Produce self-set psychology programme targets and work to achieve them throughout the season.
14	Assist in the achievement of the Academy's annual performance targets
15	Work effectively as part of a multidisciplinary team and develop productive intra-/inter-departmental relationships
16	Assist the Academy in producing player profiles for trialist players to assist in the signing of players
17	Produce a short written report for each Academy Management Team meeting based on the psychology programme
18	Produce a short written bi-annual report for as part of the half year Academy report based on the psychology programme
19	Develop and maintain links with Universities so that cutting edge research in sport psychology is utilised at Scunthorpe United FC Academy
20	Any other reasonable requests or tasks as required by the Academy Manager

I can confirm that I acknowledge, agree with and will adhere to the job description

Sports Psychologist

Print Name \_\_\_\_\_ Sign Name \_\_\_\_\_ Date \_\_\_\_\_

Academy Manager \_\_\_\_\_ Sign Name \_\_\_\_\_ Date \_\_\_\_\_