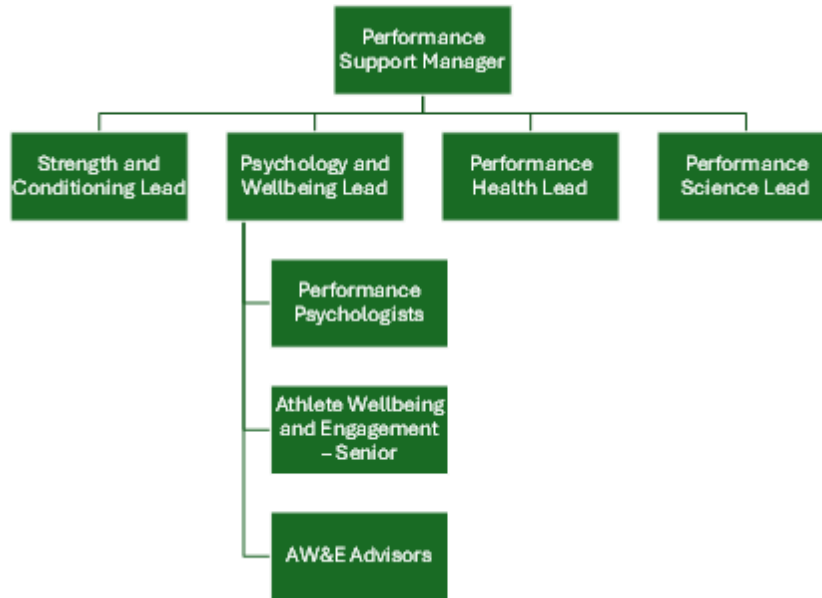


## POSITION DESCRIPTION

<b>POSITION TITLE</b>	Psychology & Wellbeing Lead
<b>APPROVAL DATE</b>	October 2024



### ABOUT WAIS

The Western Australian Institute of Sport (WAIS) was established in 1984 to enable Western Australian athletes to achieve international sporting success. WAIS operates in partnership with National Sporting Organisations and State Sporting Associations, the Department of Local Government Sport, and Cultural Industries and VenuesWest to deliver high performance daily training environments for sports and athletes in support of the National High Performance Sport Strategy outcomes.

Our purpose is to enable Western Australian athletes to achieve international sporting success and our vision is to have Western Australian sporting champions creating community pride and inspiring the next generation.

We do not support a win at all costs culture – success for us is about **winning well**. We are about our people and creating a culture of excellence, teamwork and respect. From athletes to support staff, everyone at WAIS plays a critical role in our success.

### OUR VALUES

<b>Passion</b>	<b>Quality</b>	<b>Integrity</b>	<b>Teamwork</b>
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### POSITION PURPOSE

The Performance Psychology and Wellbeing Lead oversees practitioners to ensure exceptional high-performance standards within the disciplines they supervise across the organisation. This role fosters safe, inclusive environments in pursuit of high-performance objectives with a Win Well ethos.

### KEY RESPONSIBILITY AREAS (KRAs)

<b>KRA 1</b>	Team Leadership
<b>KRA 2</b>	Teamwork and integrated performance support
<b>KRA 3</b>	Delivery of Sport Program Objective
<b>KRA 4</b>	Performance Support Delivery Standards

<b>KRA 5</b>	Safety and Policy Implementation
<b>KRA 6</b>	Continuous Improvement
<b>KRA 7</b>	Other duties

<b>KEY RESPONSIBILITY AREAS (KRAs)</b>	
<b>1</b>	<b>Team Leadership</b>
<b>1.1</b>	Line manage support discipline staff and drive organisational discipline delivery standards within a Win Well ethos.
<b>1.2</b>	Exemplify best practice within assigned sport programs and ensure connection and collaboration of discipline staff across WAIS.
<b>1.3</b>	Liaise with senior AIS and NIN discipline Leads on discipline-specific matters.
<b>1.4</b>	Represent and advocate for discipline views and recommendations.
<b>1.5</b>	Facilitate innovation and applied research within your discipline at WAIS.
<b>2</b>	<b>Teamwork and integrated performance support</b>
<b>2.1</b>	Collaborate within interdisciplinary support teams to ensure impactful, holistic athlete support.
<b>2.2</b>	Take responsibility for performance psychology interventions within assigned sport programs, including mental health management, ensuring athletes are developed with a Win Well ethos.
<b>3</b>	<b>Delivery of Sport Program Objectives</b>
<b>3.1</b>	Deliver evidence-based, psychological skill interventions that support athletes to achieve the performance standards for Pinnacle Event podium finishes and/or senior team graduation, per program objectives.
<b>3.2</b>	Deliver psychological skill education to athletes so that they can implement effective mental performance strategies.
<b>3.3</b>	Assess and monitor athletes for mental health risks, triaging support through the Mental Health Referral Network where required.
<b>4</b>	<b>Performance Support Delivery Standards</b>
<b>4.1</b>	Drive practice standards across the organization.
<b>4.2</b>	Implement contemporary research and innovative practices based on scientific principles.
<b>4.3</b>	Maintain discipline standards within assigned programs.
<b>4.4</b>	Supervise and support sport psychology students and research projects as required.
<b>5</b>	<b>Safety and Policy Implementation</b>
<b>5.1</b>	Ensure high-performance environments are safe, policy-compliant, and conducive to athlete well-being.
<b>5.2</b>	Implement and uphold relevant policies and procedures, promoting a culture of safety and responsibility.
<b>6</b>	<b>Continuous Improvement</b>
<b>6.1</b>	Ensure best practice by frequent monitoring and understanding of modern trends in effective sport psychology.
<b>7</b>	<b>Other duties</b>
<b>7.1</b>	Other duties as required including actively exhibiting behaviours reflecting WAIS values.

<b>POSITION KNOWLEDGE, ABILITY AND SKILLS (Competencies)</b>
<ul style="list-style-type: none"> <li>Minimum of eight (8) years' experience practicing in Sport Psychology with elite athlete and coaches within a high-performance sport environment, preferably at National level.</li> </ul>
<ul style="list-style-type: none"> <li>Current full registration with AHPRA as a Psychologist.</li> </ul>
<ul style="list-style-type: none"> <li>AHPRA Endorsed Sport and Exercise Psychologist or AHPRA Registered Psychologist with minimum eight (8)</li> </ul>

years high performance sport experience.
<ul style="list-style-type: none"> <li>• Board approved Supervisor or willingness to undertake Board approved Supervisor training.</li> </ul>
<ul style="list-style-type: none"> <li>• Demonstrated knowledge of the development of elite athletes for success in the national and international arena.</li> </ul>
<ul style="list-style-type: none"> <li>• Demonstrated understanding of the structure and systems associated with high performance sport in Australia.</li> </ul>
<ul style="list-style-type: none"> <li>• Proven knowledge of psychological intervention in an elite sporting environment.</li> </ul>
<ul style="list-style-type: none"> <li>• Proven experience in finding innovative solutions for athlete performance outcomes</li> </ul>
<ul style="list-style-type: none"> <li>• Highly developed capability to work within a multidisciplinary team as well as the ability to work independently and possess a high level of personal initiative and autonomy.</li> </ul>
<ul style="list-style-type: none"> <li>• Demonstrated ability to build trusting relationships and rapport with Athletes and Coaches from diverse backgrounds.</li> </ul>
<ul style="list-style-type: none"> <li>• Prior experience facilitating change in athlete and coach behaviours based on your in-depth psychological knowledge.</li> </ul>
<ul style="list-style-type: none"> <li>• Well developed personal counselling skills, supporting “at risk” critical incidents that may impact on individuals, groups and WAIS as an organisation in a constructive way.</li> </ul>
<ul style="list-style-type: none"> <li>• Demonstrated knowledge and application of psychological principles and theories related to performance enhancement</li> </ul>
<ul style="list-style-type: none"> <li>• Above all else, you are a genuine team player that cares about others and always acts with kindness and integrity</li> </ul>
<ul style="list-style-type: none"> <li>• Please note: This role requires a valid WWCC and will be subject to a National Police Criminal History check prior to appointment</li> </ul>

## WORKING WITH CHILDREN

WAIS is committed to protecting children and young people from harm. We require all applicants that will work with children and young people to undergo an extensive screening process prior to appointment. All staff must commit to the WAIS Child Safe Commitment Statement which is:

All children and young people have the right to be and feel safe. In pursuit of their high-performing sporting aspirations, children and young people and their families place their trust in WAIS. WAIS is committed to the safety, wellbeing and empowerment of all children and young people involved in our organisation. Everybody at WAIS is responsible for working together to proactively address risks to child safety and continuously improve our child safe culture and practices.

WAIS has 100% commitment to child protection and the physical and psychological safety of children and young people. All allegations, disclosures and concerns will be treated seriously and responded to immediately, consistent with our policies and procedures.

## CITIZENSHIP/VISA

You must be an Australian citizen, have permanent residency status or a visa permitting you to work in Australia. You are required to notify WAIS if your right to work in Australia ceases.

VALUE	INDICATOR
<p><b>Passion</b> We have a passion for high performance and the desire to demonstrate our commitment of mind and body to WAIS and its purpose.</p>	<ul style="list-style-type: none"> <li>• Has a positive influence on people and the team</li> <li>• Demonstrates high levels of resilience</li> <li>• Value the purpose of high-performance sport</li> <li>• Demonstrates a determination to make a valuable contribution</li> </ul>

<p><b>Quality</b> We have a personal commitment to provide the highest quality service.</p>	<ul style="list-style-type: none"> <li>• Provides useful and responsive support</li> <li>• Work is reliable and consistently of a high standard</li> <li>• Builds trust and confidence when delivering a service</li> <li>• Anticipates issues and opportunities and is proactive to provide guidance</li> <li>• Pays attention to detail</li> </ul>
<p><b>Integrity</b> We follow moral and ethical convictions by doing the right thing in all circumstances.</p>	<ul style="list-style-type: none"> <li>• Treats people with respect, courtesy, and kindness.</li> <li>• Actions are ethical, honest, and truthful</li> <li>• Always maintains consistency of character</li> </ul>
<p><b>Teamwork</b> We work cooperatively and effectively with others to achieve common goals and participates in building a group identity characterised by pride, trust, and commitment.</p>	<ul style="list-style-type: none"> <li>• Positively participates in the development of team goals</li> <li>• Cooperates with other team members to attain common goals</li> <li>• Contributes to the identification and removal of barriers within the team</li> <li>• Recognises the contribution of others to achieving team goals</li> </ul>

**Our Diversity Message**

We are passionate about helping people lead positive, healthy, and active lives. We embrace diversity of sex, gender identity, gender expression, sexual orientation, intersex status, ability, skill, cultural background, ethnicity, location, religious or political beliefs, life stage, and encourage everyone to apply.

**Our Safety Message**

WAIS strives to be a safe environment for all. We actively undertake measures to ensure the safety of children and young people, athletes, and vulnerable people in our physical, digital, and cultural environment. This includes risk assessing our positions to determine which require a Working with Children clearance.

**Employment Policies**

The conditions outlined within the WAIS Employment Policies Manual and your individual letter of employment, shall apply at all times.