

Job Description

Psychologist

Job title: Psychologist
Reports to: Head of Psychology
Location: Home based (UK) with requirement for frequent travel
Contract: Full time - Permanent

Organisation Overview:

Formed in 2001 to improve refereeing standards, PGMOL manage the 600 match officials operating in the Premier League, EFL, Women's Super League and Championship, National League and FA Competitions. PGMOL is responsible for the recruitment, training, development and mentoring of all match officials.

Role Purpose:

Working as part of a multidisciplinary team, the Psychologist will play a key role in providing comprehensive world-class psychological support to all PGMOL match officials.

They will ensure delivery of a coordinated psychology programme which contributes to effective succession planning at each officiating level, and the performance standards required by the competitions. As a qualified psychologist they will also provide support to individual officials as required.

Main Duties:

(Include but are not limited to)

- Managing the delivery and development of psychological support services for targeted individual Match Officials groups including Select Group 1, Select Group 2, National Group, Women's Select Group and Step 1.
- Develop high performance training within the Professional Referee Development (PRD) pyramid.
- Work with staff and coaches to identify individual and group psychological requirements to ensure the delivery of the psychological service effectively meets the PGMOL standards and values.
- Design, implement, and evaluate additional Sport Psychology related performance programmes from identified locations and at training venues across the country
- Co-creating performance solutions with coaching staff and the inter-disciplinary support team creating an alignment to the PGMOL performance programme
- Working with a team and other network points to create a world-class high-performance training environment
- Facilitation of a fully integrated psychology programme
- Act as a facilitator for coaches and staff so that they can be challenged, and supported, on best practice
- Work with and influence PGMOL performance staff, coaches and Match Officials to identify individual & team psychological support requirements.
- Work within the rules of the PGMOL and British Psychological Society (BPS)/British Association of Sport and Exercise Scientists (BASES) Codes of Conduct, standards and guidelines.
- Maintain a comprehensive, indexed database of work conducted with PGMOL Match Officials and coaches.
- Attend, contribute to, and provide regular reports at appropriate meetings associated with the programme and as required by the PGMOL and the Psychology team.

- Lead and manage on identified projects reporting directly to the Head of Psychology and the Senior Leadership Team.
- Work within the PGMOL Technical Team to design, implement, and evaluate additional Sport Psychology related performance programmes.
- Attend fixtures when requested by PGMOL coaches or Match Officials.
- To contribute to the planning, design, and development of projects to support the wellbeing and mental health of match officials and coaches.

Person Specification:

(Experience, qualifications, skills, aptitudes, and personal qualities)

Essential

Qualifications/experience:

- Postgraduate qualifications to PhD or Masters level in Sport Psychology/Psychology
- Gained British Psychological Society Chartered Status or BASES Support (Psychology) Accreditation Registered as a Practitioner Psychologist with the HCPC
- Work with a multidisciplinary team including other psychologists, sport science, S&C, nutritionists, coaches, and physiologists.
- Able to work under direction, whilst retaining the ability to exercise initiative where appropriate
- Hold a full driving licence

Knowledge:

- Demonstrable knowledge and understanding of the psychological needs of elite athletes and coaches in a high-performance environment
- An understanding of the psychological demands and landscape of an elite football environment
- Understanding issues around athlete and coach wellbeing and mental health in elite performance environments

Skills:

- Excellent communication skills; comfortable communicating at all levels
- Excellent organisational skills, with ability to prioritise a mixed workload
- Excellent interpersonal skills, with the ability to develop and maintain effective working relationships
- Excellent problem-solving skills

Behaviours:

- Values integrity
- Accountability
- Collaborative and credible
- Courage to challenge

Desirable:

- Experience of supporting athletes and coaches in elite football
- Experience of supporting match officials

Applications:

Applicants should send a CV accompanied by a one-page letter outlining their suitability for the role to: humanresources@pgmol.com

Please reference your application 'SPsy'. The closing date for applications is 9am on **20 May 2022**.

Please note that you need to have the right to work in the UK.

PGMOL is an equal opportunities employer and welcomes applications from all sections of the community.