



# JOB DESCRIPTION

## GB Elite Development Programme (GB EDP) Psychologist

<b>Role title:</b>	GB Elite Development Programme Psychologist
<b>Responsible to:</b>	GB Elite Development Programme Head Coaches
<b>Contract</b>	<p>Approximately 24 days (2 days per month) per programme. This could be combined into one role of circa 48 days per annum or two separate roles.</p> <p>Initially a one-year contract starting September 2025 which can be extended by mutual agreement.</p>
<b>Daily Fee</b>	<p>£250-£300 per day dependent on experience and qualifications</p> <p>Travel expenses in accordance with the GB/ENG Hockey expenses policy for contract staff will be paid in addition to the daily fee.</p>
<b>Type of Contract</b>	Self-employed
<b>Location</b>	Hybrid with some online and some nationwide camp delivery (Bisham Abbey, Loughborough University Lillleshall)

### BACKGROUND

England Hockey is nominated by Great Britain Hockey (GBH) to qualify and prepare teams for the Olympic Games for the Los Angeles Olympic Cycle. GBH delegates complete responsibility to lead its business and performance activity to England Hockey as the “nominated country”.

England Hockey’s mission is to “share the love of hockey and work together to make hockey more visible, relevant and accessible to all”. The current focus for the organisation is delivery of its 5 objectives within the 2023-2028 strategic plan which can be found [here](#).

England Hockey is the National Governing Body for the sport of Hockey in England and is responsible for the management and development of the sport from grass roots to elite activities. We:

- Have a **membership** comprising clubs (750+), counties (42), and Areas (8) that affiliate to it. Approximately 160,000 individuals play in the club system, with an estimated 20,000 playing at university/colleges. C.900,000 children play at school. More than 15,000 coaches, umpires and officials are supported / developed.
- Have an **income/expenditure** of average £9m p.a. The Chief Executive is directly responsible for the operational budget but the Board, chaired by the Non-Executive Chair, approves the annual plan and budget.
- **Employ** 75 staff, and contract with approximately 50 part time consultants mostly

in the performance and coaching area. Circa 50 volunteers work at national level to run the sport, with thousands more running the great bulk of grass roots hockey.

### **GB ELITE DEVELOPMENT PROGRAMME (GB EDP)**

The purpose of the GB EDP is to provide players with the best possible opportunity to achieve their international hockey ambitions. The Programme is funded by UK Sport as part of their National Lottery funded World Class Performance Programme. There are both GB and ENG under-21 elements to the programme and the objectives of the programme are to:

- Identify and select the most talented future senior internationals with the potential to perform at World's best level.
- Implement a programme that enables players to maximise their potential and that supports the development of the skills, physicality and character required to become a medal winning Olympian in the future
- Deliver junior international teams that excel at under-21 competition level (e.g. Junior European Championships and Junior World Cup).

It is a remote training camp and international competition-based programme with approximately 85 contact days a year.

### **OVERVIEW OF THE ROLE**

The psychologist will work closely with the Head Coach and staff team to provide psychology support to the programme.

The five primary components of the role are to:

- Provide 1-1 and small group psychology support to a targeted group of identified Elite Development Programme athletes to support their psychological development and transition to the Senior Centralised programme.
- Provide psychology support to the GB /ENG U21 teams in preparation for major tournaments (Junior World Cups, European Cups).
- Provide support and training to the staff teams to develop their psychological awareness and understanding of sub-senior elite players aged 17-23, enabling them to create psychologically informed environments where players can develop their mental and team ship skills to thrive in a performance environment.
- Develop a performance psychology approach for the Elite Development Programme including ways of working with external partners to maximise the performance. psychology and wellbeing resources available at universities and through TASS (Talented Athlete Scholarship Scheme).
- Keep abreast of the wellbeing of players and staff, working closely with the Pathway Chief Medical officer to ensure players requiring mental health support are signposted and referred to the most appropriate support.

### **QUALIFICATIONS & EXPERIENCE:**

#### **Essential**

- Post-graduate qualification to PhD or Master level (or equivalent in Psychology or Sport Science.
- Current British Psychological Society Chartered Status or Qualification in Sport & Exercise Psychology (QSEP, Stage 2), or The British Association of Sport and Exercise Sciences (BASES) Sport and Exercise Psychology Accreditation Route (SEPAR) or something equivalent.

- Current registration with the Health & Care Professions Council (HCPC).
- Experience in the provision of psychology support services to pathway athletes and coaches to improve performance with national teams in the international environment.
- Track record of analysing the psychological needs of a system / sport / team and effectively implementing psychological support.
- A verifiable record of working within a multi-disciplinary team effectively delivering impactful psychological support.
- Experience of and an ability to respond to evolving psychological needs of a system / team.

#### **Desirable**

- Experience of working effectively in a team sport environment.

**We are looking for individuals who, in addition to the relevant qualifications and experience, possess the following:**

- Exceptional communication and interpersonal skills
- Empathetic understanding
- Cultural sensitivity and diversity awareness
- Ethical judgment and integrity
- Critical thinking and problem-solving
- Assessment and evaluation skills
- Patience and resilience

This role description is not regarded as exclusive or exhaustive. It is intended as an outline of the arrears of activity and will be amended in the light of the changing needs of the programme.

**This role is subject to a satisfactory enhanced DBS check, which will be carried out by GB/ENG Hockey.**

#### **To Apply:**

Please submit your CV (maximum 2 pages) with a one page covering letter by email to: Michele Townsend, HR Manager, [careers@englandhockey.co.uk](mailto:careers@englandhockey.co.uk) clearly identifying how your skills and experience are relevant to the requirements outlined in the job description and the unique qualities you will bring to the role.

**Closing Date: Friday 20<sup>th</sup> June 2025 @ 5pm.**

**Interviews will be held either online or at Bisham Abbey on 3<sup>rd</sup> or 4<sup>th</sup> July 2025.**

For an informal discussion about the role please contact Heather Williams (GB Head of Elite Talent Development [heather.williams@greatbritainhockey.co.uk](mailto:heather.williams@greatbritainhockey.co.uk) or the Head Coaches Jon Bleby (men) [jon.bleby@englandhockey.co.uk](mailto:jon.bleby@englandhockey.co.uk) / Simon Letchford (women) [simon.leitchford@greatbritainhockey.co.uk](mailto:simon.leitchford@greatbritainhockey.co.uk)