



PSYCHOLOGIST



Job Title:	Senior Psychologist with the Great Britain and England Senior Men's Hockey squad
Location:	Normal place of work: Bisham Abbey. Extensive national and international travel may be required for prolonged periods
Salary:	Competitive day rate (dependent on experience)
Responsible to:	Head Coach / Head of Performance Support
Hours:	Approx 95 days each year (days spread based on hockey calendar- ideal flow would be 3-4 days/fortnight in person and 1 day/fortnight remote (alternating))
Term:	Permanent contractor role – reviewed and renewed annually

ENGLAND HOCKEY 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.
- Are currently the ‘nominated country’ on behalf of Great Britain Hockey to qualify and prepare the Great Britain squads for the Olympics.

ROLE SUMMARY

Reporting to the Head Coach and Head of Performance Support, the psychologist will work closely with the Head Coach and staff team, to provide exceptional, world-class performance psychology provision. They will work across both the Great Britain and England Men's senior teams. The role will be expected to influence at a system, cultural, staff, team and individual level and make a tangible contribution towards short- and long-term performance aspirations.

The priorities for the role are:

- To work with the coaching team to co-create and deliver a performance environment and training sessions to develop players ability to perform to their best under pressure
- To design, shape and facilitate the cultural journey of the men's Great Britain and England programmes to enable world class performances from a sustainable foundation
- Manage the delivery of psychological support services for players within the senior programme
- Manage the delivery of psychological support for identified domestic and international locations when in training and competition
- Support the staff team culture and ways of working to amplifying the impact they can have
- To work with the Head Coach (and management team where relevant) on projects identified to support performance

KEY TASKS AND RESPONSIBILITIES

- Work with the Head Coach and support staff to ensure that the team culture is effectively embedded across players and staff, underpinning continued and sustainable success.
- Support effective working relationships between all staff (coaches and support staff).
- Work with key staff (Head Coach and Head of Performance Support) to identify the areas in which psychological support can have the greatest impact on systemic medal success.
- Develop clear and robust plans for psychological provision to the programme that will have demonstrable impact.
- Produce clear and transparent plans for psychological provision, linked to system, team and individual athlete progression.
- Support the quarterly athlete review process, ensuring that maximum impact is achieved.
- Within the rules of professional confidentiality, liaise with athletes, primary care managers, coaches and other support staff.
- Undertake any other reasonable duties for the Performance Director, Head Coach or Head of Performance Support as requested.
- Participate in ad hoc projects or applied research across the organisation as required.

PERSON SPECIFICATION

We are a values-based organisation with a strong ethos to work with integrity and nurture an environment of inclusion. We are proud to employ enthusiastic, inspirational, and highly skilled individuals who demonstrate through their behaviour the values of England Hockey:

- Collaborate inclusively
- Care for people and places
- Play with spirit, win with grace
- Resilient in everything we do

In addition, the psychologist must demonstrate the unique, squad specific culture and values.

Qualifications and Experience:

- 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 equivalent).
- Current registration with the Health & Care Professions Council (HCPC)

Skills and Abilities

Essential

- Significant experience (more than 6 years) in the provision of psychology support services to senior 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

To Apply:	<p>Please submit your CV (maximum 2 pages) with a one page covering letter by email to the Head of People, 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.</p> <p><u>We would be pleased if you could also complete the Equality Monitoring Form – please use the following link: https://www.surveymonkey.co.uk/r/EDIMon</u></p>
Closing Date:	26 th October 2025
Interview Date:	Thursday 6 th November 2025