



BONDED BY BELIEF
SINCE 1878

Job Description



Job Title	Psychologist - Women's and Girls Team - Casual
Reporting to	Women's First Team Manager/ Women's First Team Interim Head Coach
Location	WBA Training Ground, Carrington's Way, 430 Birmingham Road, Walsall, WS5 3LQ
Line Management Responsibility	N/A
Main Purpose	To provide accessible, evidence-based psychological support to players and staff, supporting wellbeing and performance within the Women's Team environment.
Working Hours	Casual Contract – this may include evenings, weekends, and bank holidays as required and in line with business needs

DUTIES & RESPONSIBILITIES

Your main responsibilities for this role include, but are not limited to the following:

- Provide evidence-based one-to-one psychological support to players around individual performance psychology needs.
- Provide psychological support to players experiencing long-term injury throughout the rehabilitation process.
- Be an approachable and trusted presence within the environment, giving players an accessible point of contact.
- Observe training and games, where appropriate, to better understand player needs and inform psychological support.
- Work collaboratively with the multidisciplinary team to enhance understanding of the psychological needs of individual players.
- Develop and deliver psychological education for players and staff through relevant workshops, informed by the needs of the environment.
- Maintain appropriate confidentiality, professional boundaries, safeguarding practices and records in line with relevant professional standards.
- To ensure all systems including HR systems and information are kept fully up to date
- To contribute positively to the Clubs vision and culture
- To promote and adhere to the Equality, Diversity and Inclusion Policy and to work consistently to embed ED&I into everything.
- To ensure the working environment is free from harassment and discrimination and any other form of unacceptable behaviour.
- To fully participate in one-to-ones and departmental reviews and meetings.
- To fully participate in annual and mid-term appraisals.
- To ensure all relevant systems are up to date including but not limited to HR systems
- To understand the Club's Safeguarding policy, procedures and best practice guidelines and use these to ensure appropriate and safe working practices applicable to the role.

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- To promote and assist with Safeguarding.
 - To carry out CPD and keep up to date with any training and updates relevant to the role.
 - To ensure the health & safety within the Club for self and others is adhered to at all times.
 - To carry out all responsibilities with due regard to the Club values and all policies and procedures, in particular Health & Safety, Equality and Diversity and Safeguarding.
 - To undertake all required training, including mandatory Club Equality and Diversity, Safeguarding and Health and Safety training.
 - Responsible for fulfilling the requirements of their specific role and all associated health, safety, and sustainability duties, as set out in the West Bromwich Albion Health, Safety & Sustainability Policy.

The duties and responsibilities described are not a comprehensive list and additional tasks may be assigned to the employee from time to time; or the scope of the job may change as necessitated by business demands.

PERSON SPECIFICATION

Essential Criteria

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- Right to Work in the UK
 - HCPC registered as a Sport and Exercise Psychologist, or currently undertaking a recognised training pathway leading to eligibility for HCPC registration.
 - Relevant experience providing psychological support within a sport or performance environment.
 - Ability to build effective professional relationships with players, coaches and multidisciplinary staff.
 - Understanding of evidence-based practice, confidentiality, safeguarding and referral processes.
 - Two satisfactory references from previous employers & enhanced DBS check
 - Energy and enthusiasm

Desirable Criteria

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- Applied experience within elite or high-performance women's football or team sport.
 - Experience providing integrated psychological support across performance, wellbeing and injury rehabilitation.
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Equality and Diversity

West Bromwich Albion FC is an equal opportunities employer and is committed to provide equality and fairness for all employees and opposes all forms of unlawful and unfair discrimination and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status or pregnancy and maternity.



Job Description



Safer Recruitment

West Bromwich Albion is committed to safeguarding and promoting the welfare of children, young people and adults at risk, therefore expects all staff and volunteers to share this commitment.

WBA's Safeguarding, Equality and Whistleblowing policies can be accessed here
<https://www.wba.co.uk/club/about-us/club-policies>

It is unlawful for the Club to employ anyone who is involved with regulated activity who is barred from doing so and we will carry out rigorous pre-employment checks and screening.

An Enhanced DBS, References, Qualifications, Proof of Identity and Right Work in the UK checks will be required and carried out prior to commencement in this post.

Signed	Name	Date