



## POSITION DESCRIPTION

TITLE	Performance Wellbeing Support
TEAM	Olympic Games – Paris 2024
REPORTS TO	Psychology Team Leader
DATE	February 2024

### Purpose of the Position:

As a member of the NZOC Psychology Team, the Performance Wellbeing role will provide performance and wellbeing support for the New Zealand Team to Paris 2024 (approximately 18 July – 14 August 2024). They will contribute to the creation of the team manaaki that positively supports all members wellbeing, and readiness to perform, during and immediately post Paris 2024.

In addition, but not limited to:

- To have a positive impact with athletes, sport coaches, and multidisciplinary support services
- To provide subject matter expertise in evidence-based practice to support sports related to performance and wellbeing, in a culturally appropriate manner.
- Support the NZOC Psychology Lead with wellbeing and performance related decisions.

### Key Responsibilities

The Performance Wellbeing role to the New Zealand team Paris 2024 Olympic Games – will be required to attend:

- Pre – Games:
  - Performance Support Team forum in May 2024.
  - Hui organised by NZOC Lead Psychologist in order to best prepare the psychology team for Paris Olympics 2024.
- During Games:
  - Paris 2024 Olympic Games for up to 28 nights
- Post-Games:
  - Supporting the NZOC Lead Psychologist and other members of the NZOC psychology team to manage transitions and to complete debrief and reporting.

*For the Performance-Wellbeing support, additional accountabilities for this role may vary depending on the successful applicant's qualifications, experience and skillset.*

*Therefore specific areas of responsibility include:*



### **Mental Health:**

- 'Recognise and refer' protocol to NZOC lead psychologist, Lead or Deputy of NZOC Health Team
- Reinforce, and follow the NZOCs Critical Incident Management Plan and follows escalation protocols.
- Engages in additional supervision with Lead NZOC Psychologist if involved in mental health case or crises.

### **Wellbeing:**

- Acknowledges the importance of our bi-cultural status and factors of Te Ao Māori approaches and frameworks to wellbeing.
- Encourage team members capability to look after their own wellbeing, readiness to perform and overall resilience.
- Engage in regular peer supervision with psychology colleagues.
- Utilise the NZOC team Manaaki to enhance the culture of wellbeing for athletes, coaches and support staff.

### **Performance:**

- Provide performance support for the overall Games team to create a performance-focussed team environment.
- Contribute to enhancing a culture of performance through the team Manaaki.
- Provide short term performance support or consult to those athletes and coaches who may require assistance.
- Connect with NSO performance psychologists and or recognised mental skills trainers who may not be at the Games where needed to assist with performance plan.

### **Desired Qualifications**

- Minimum of a degree in allied health (e.g. psychology, counselling, or social work).
- SENZ accredited (or equivalent) as a Mental Skills Trainer/ consultant.
- Currently registered with an Allied Health Board (e.g. NZPB, NZAC, SWRB)

### **Essential Experience**

- Have provided performance related services for one or more Olympic cycles.

### **Desired Experience**

- Currently providing support to Paris-bound athletes/ campaigns/ sports.
- Attended and supported teams/ NSOs at a pinnacle event such as World Championships, Olympic Games, Paralympics, or Youth Olympics.
- Worked across a range of sports and cultures within a high-performance system.



### Essential Personal Attributes

- Ability to manage self and work with others effectively in a challenging and high-pressured environment.
- A commitment to assist in the development and implementation of a performance-focussed team environment that does not compromise the wellbeing of our team members.
- An ability to work as a team player.
- Flexible and conscientious approach to work
- Has an understanding of Māori and Pasifika culture
- Ability to connect, build and maintain positive relationships with others.
- Empathetic, patient and a great listener
- Organised, and an excellent decision maker.

### Essential Skills

- An understanding of the principles and concepts of performance enhancement skills
- An understanding of concepts and intervention techniques/ tools in psychology and or mental skills.
- An understanding of the needs of elite athletes, coaches and support staff in a high-performance environment.
- An understanding of how not all evidence-based approaches align with a Mātauranga Māori approach to wellbeing and can be culturally sensitive in their approach.
- Knowledge of and commitment to te Tiriti o Waitangi.
- The ability to build trust, and maintain effective relationships across disciplines, roles, and key members of NZOC and NSO.

### Remuneration

- Where a performance wellbeing provider's involvement in the team isn't reimbursed directly from a sport or HPSNZ, there will be a service fee paid by the NZOC of NZ\$350 per night away for the duration of your time overseas with the Team at Games-time.

### Tenure of Post

- The tenure of this post is from appointment through to one month post the end of the Games (to allow for completion of post-Games reporting)

### Application Process

- In order to ensure we have in place the best psychology team for 2024, we will be performing a detailed evaluation of each applicant's skills and experience, as well as how individuals have managed working in a pressurised team environment. This will include endorsements from the sports the applicant is currently working with and contacting referees provided in the application (please provide both professional & character referees) as well as gathering information from other sources within the sector by NZOC advisors. By applying, applicants agree to allow us to carry out this process.



Appointment Timeline	
Expressions of Interest Open	Thursday, 21 December 2023
Expressions of Interest Close	Wednesday, 17 January 2024
Short listing	18-19 January 2024
Interviews (if required)	Week starting 22 January 2024

To compete an Expression of Interest, please complete the questionnaire by following the link:

[Expression of Interest for Psychology Team Roles](#)

Please contact Dom Vettise, NZOC Psychology Lead, if you wish to discuss, or require further information on the Position Description or application process:

Email: [vettisepsychology@gmail.com](mailto:vettisepsychology@gmail.com)

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