



RECRUITMENT PACK FOR THE ROLE OF *WOMEN'S TEAM SPORTS PSYCHOLOGIST*

CONTRACT TYPE: FIXED TERM, PART TIME

HOURS PER WEEK: 18.75

LOCATION: TRAINING GROUND



WOMEN'S TEAM SPORTS PSYCHOLOGIST **RECRUITMENT PACK**

The Women's Team are seeking a new sports psychologist to join their team.

The purpose of this role:

- Apply the principles of sport psychology to support the development of players, staff, and teams by enhancing how they think, feel, and behave in relation to performance, using an evidence-informed and individually tailored practitioner approach.
- Place athlete health and welfare at the heart of all aspects of training and competition, ensuring psychological wellbeing is a fundamental consideration in decision-making and practice.
- Collaborate with internal stakeholders and multidisciplinary staff to support the holistic development of individuals, enabling them to flourish both as people and as footballers.
- Provide psychological support, education, and resources that enhance psychological flexibility, enabling players, staff, and teams to adapt to the evolving demands of the game and consistently perform under pressure.
- Create and maintain an environment in which players feel psychologically and physically safe, secure, supported, and empowered to achieve their potential.
- Contribute to the development and maintenance of a caring, inclusive culture within a high-performance environment that promotes respect, trust, accountability, and positive behaviors.





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KEY RESPONSIBILITIES:

- To develop, implement, and deliver an evidence-based psychology provision for the Women's First Team.
- Enhance performance through applied psychological practice, enabling players and staff to cultivate self-awareness and intentionally shape their thoughts, emotions, and behaviours to meet the demands of the game with consistency.
- Deliver appropriate psychological support within the scope of professional competence, referring individuals to specialist services where appropriate.
- Regularly monitor and evaluate the impact of performance psychology support across the Women's First Team programme, using insights to inform continuous improvement.
- Design and deliver a comprehensive programme of one-to-one and group performance psychology sessions to support, educate, and develop, Players, Coaching and performance support staff
- Contribute to the planning and delivery of life skills and career development programmes in collaboration with the Performance Lifestyle Manager.
- Take part in multi-disciplinary 'case meetings' providing input to discussions and decisions about players.





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WHAT GOOD LOOKS LIKE:

- Working collaboratively with the multidisciplinary performance team to develop and maintain a mental health and wellbeing strategy and action plan.
- Support coach development by applying and sharing core psychological principles, including learning styles, feedback processes, and personality preferences.
- Maintain detailed, accurate, and up-to-date records and databases of psychological work conducted with athletes, ensuring compliance with relevant policies and data protection standards.
- Provide psychological support to players across the demands of elite football, including injury rehabilitation, return-to-play processes, performance transitions, and ongoing management of performance-related pressure.
- Skilled in translating evidence-based information into clear, practical advice for different stakeholders.
- In collaboration with the wider Performance Team, support workshops, education sessions, and wellbeing initiatives that promote high-performance habits and personal development across the programme.



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SKILLS, KNOWLEDGE & EXPERIENCE:

- Experience supporting high-performance female athletes, addressing both performance-related and off-field challenges, including societal pressures, wellbeing, and career transitions.
- Proven experience delivering psychological support to high-performance athletes, teams, and organisations within multidisciplinary environments.
- Demonstrated ability to integrate effectively into established and evolving multidisciplinary and management teams, particularly within women's professional sport.
- Expertise in designing and delivering psychological interventions that optimise individual performance, team dynamics, and collective behaviours.
- Strong understanding of the psychological demands faced by high-performance athletes both on and off the field of play, with a track record of applying evidence-based approaches to enhance performance and wellbeing.





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QUALIFICATIONS & MEMBERSHIPS:

Essential:

- MSc in psychology / sport psychology.
- British Psychological Society Chartered Status or BASES Accredited (or equivalent).
- Registered with the Health & Care Professions Council ("HCPC") in the UK
- Mental Health England First Aid Certification
- FA Safeguarding Children Course
- FA Safeguarding Adults Course
- Experience of Women's Elite Sport and/or Football.

Desirable:

- Emergency First Aid / FA IFAiF
- PhD in psychology / sport psychology or relevant equivalent
- Qualification in validated psychometric instruments
- Experience of women's high-performance sport and football
- Active engagement in professional development such as participation in conferences, workshops and ongoing learning opportunities.



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WHO ARE WE?

Just over 130 years ago there was an exhibition match at Portman Road, played by two women's teams who had travelled from London to play in front of 2,000 fans. It has been a long road to our current full-time professional status, but women's football is at an all-time high now, and is continuing to grow, and we aim to be a major part of that. During the First World War, there are records of an Orwell Works Ladies Team, representing a huge, waterfront factory that had been repurposed from making farming machinery to making weaponry.

As far as the current side is concerned, our roots go back to 1985, a completely amateur set-up, and so it remained until recently. But our players were talented and utterly committed. Linda Curl joined us in 1988, shortly after scoring twice for England v Italy in the final of the Mundialito, a forerunner of the World Cup. We have an unbroken FA Cup record back to 1989 and had competed in the Cup as early as 1986. In 1991 the inaugural Premier League was set up, and we were included, twice finishing sixth before being relegated in 1994. The players were unpaid, had to take time off work to train and play, and the time and cost involved in playing at a national level took its toll. But our FA Cup record remained impressive, quarter-finalists for four consecutive years, 1989/90 -1992/93, and semi-finalists in 1995/96.

We continued playing in regional football, gradually dropping down to the fourth tier in 2010. It became clear, though, by the mid-2010s, there was a pathway to match our ambitions, even as an amateur club.

Year-on-year, we improved our league position, and looked towards promotion, as the top league turned fully professional in 2018/19. The modern era of women's football in England effectively dates from this time. In 2020 we made headlines as the first fourth-tier side to play in the fifth round of the FA Cup.

After finishing top of the league in two Covid-abandoned seasons, the team were awarded promotion to the third tier in 2021. We competed well, always part of the promotion picture, and narrowly lost an FA Cup quarter-final to professional West Ham United in 2021/22. After several near-misses, we were promoted to Barclays Women's Super League 2 as Champions in 2024/25.

Stadium regulations meant that we had to leave our seaside home in Felixstowe, but we have quickly settled into our new home at Colchester United's ground, the JobServe Community Stadium. Our fanbase is already impressive, but still growing. We are attracting some of the highest crowds in WSL2 and the link between players and fans is as important now as ever before.

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IF THIS IS YOU:

If you are interested in applying for the role, please complete an [online application](#) form detailing why you are the ideal candidate for this position. Please note CVs will not be accepted for this role.

Please note that due to the high volume of applications we receive; only those successfully shortlisted for the role will be personally contacted. Therefore, if you haven't heard from us within four weeks of the closing date, please assume you haven't been shortlisted on this occasion.

SAFEGUARDING STATEMENT

Ipswich Town Football Club is committed to safeguarding the welfare of children, young people and adults at risk and requires all employees to share this commitment and promote the welfare of these groups. Applicants will be asked about any previous convictions, cautions, reprimands, including those that are considered 'spent' as defined by the Rehabilitation Offenders Act 1974 (Exceptions) Order 1975 (Amended 2013). Appointment to this role is subject to a satisfactory Enhanced DBS Check (with children's barred list check) and references.

EQUALITY STATEMENT

The successful candidate must ensure a positive commitment towards equality and diversity by treating others fairly and not committing any form of direct or indirect discrimination, victimisation or harassment of any description and to promote positive working relationships between all internal and external stakeholders.



WELCOME TO SUFFOLK

There is a traditional theme running through Suffolk. It is a region of seaside entertainment, fish and chips on the beach and lazy days in the county.

Beautiful Constable countryside, fabulous coastline, remarkable wildlife and more. You can take a step back in time to explore Suffolk's fascinating history, and get right back up to date by visiting the modern, bustling town of Ipswich. There are also some great beaches in and around the area.

Ipswich has a unique, diverse identity with high quality restaurants, harbourside cafes, arts and shopping opportunities, making it the ideal place to live.

Wider job opportunities for your family are readily available in and around Ipswich in a number of different industries.

COMMUTING:

Ipswich is well connected both domestically and internationally.



Heading west on the A12, London is 86 miles away, while northbound on the A14 you can be in Cambridge within 60 minutes.



Frequent trains from Ipswich to London go directly into Liverpool Street and take just over 60 minutes



Ipswich Station,
Burrell Rd,
Ipswich
IP2 8AL