846 Park Street, Arcadia, 0038, South Africa
Tel: +27 (0)12 344 5971 Fax: +27 (0)12 343 5285
Registration No: 116-523NPO VAT No: 4690264637
NPC NO: 2023 / 212012 / 08

1. PERFORMANCE PSYCHOLOGIST (CONSULTANT)

1.1. JOB PURPOSE

To provide evidence-informed sport psychology and mental performance services to NSA athletes, coaches and designated teams. The consultant will strengthen psychological readiness, confidence, concentration, resilience, emotional regulation, leadership and team cohesion, integrating mental preparation into training, competition and athlete development while promoting appropriate athlete well-being and professional practice.

1.2. KEY RESPONSIBILITIES

- Assess psychological performance needs and develop appropriate individual mental performance plans, using suitable methods and tools.
- Design and deliver mental skills training in goal setting, imagery, self-talk, concentration, confidence, emotional regulation, pressure management and pre-performance routines.
- Prepare national and development teams for camps, tours and major competitions; provide agreed competition support and post-event reviews.
- Facilitate team cohesion, communication, role clarity, leadership, collective confidence and constructive responses to setbacks or conflict.
- Consult with coaches on athlete motivation, feedback, selection-related pressure, performance expectations and psychologically informed coaching practices.
- Support psychological aspects of injury rehabilitation and return-to-play in collaboration with medical and performance staff, within professional scope.
- Promote athlete well-being, recognise concerns requiring specialist care, and maintain appropriate referral and safeguarding pathways.
- Collaborate with coaches, team managers, medical staff, physiotherapists, strength and conditioning specialists and performance analysts.
- Monitor programme effectiveness; provide agreed plans, progress updates and post-competition recommendations while protecting confidential information.

1.3. MINIMUM REQUIREMENTS & QUALIFICATIONS

- Recognised postgraduate qualification in sport psychology, performance psychology or a relevant discipline appropriate to the services offered.
- Appropriate current professional registration where required by South African law and the services/title used; candidates must practise only within their verified scope of practice.
- Demonstrable applied experience in sport/performance psychology or an equivalent specialist role, including work with athletes, coaches or teams.

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- Knowledge of mental skills training, performance anxiety, resilience, concentration, motivation, team dynamics, ethics, confidentiality and referral procedures.
- Strong communication, facilitation, analytical and report-writing skills; ability to work independently and within a multidisciplinary team.
- Ability to travel/consult and work flexibly during NSA events, training camps, competitions and tours; willingness to meet applicable screening and safeguarding requirements.

Desirable: At least five years' relevant applied experience; master's/doctoral qualification; experience with elite, national or professional teams, netball or other team sports, and international competition preparation.

1.4. CORE COMPETENCIES

Applied sport psychology • Elite performance understanding • Ethical judgement and discretion • Emotional intelligence • Cultural competence • Team and leadership development • Strategic planning • Stakeholder collaboration • Programme evaluation • Adaptability under pressure.

1.5. JOB PROFILE, REPORTING & AUTHORITY

The consultant will operate within an agreed service-level agreement and reports to the Director of Coaches. The consultant will work closely with national team coaches, captains and team managers. The role may recommend psychological interventions, referrals, programme improvements and performance-readiness strategies.

1.6. KEY PERFORMANCE INDICATORS & DELIVERABLES

- Approved annual mental performance plan and competition-specific preparation plans.
- Delivery of agreed individual/group sessions, coach workshops and team development interventions.
- Appropriate needs assessments, development plans and periodic progress reviews, with consent and confidentiality safeguards.
- Timely camp, programme and post-competition reports, including evidence-informed recommendations.
- Positive, structured athlete/coach feedback and documented programme improvements against agreed baseline measures.
- Compliance with professional registration, ethics, safeguarding, recordkeeping and data-protection requirements.

1.7. PROFESSIONAL & CONTRACTUAL REQUIREMENTS

The consultant must comply with applicable South African legislation and professional standards, including relevant HPCSA requirements where

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applicable, POPIA, safeguarding obligations and NSA policies. Informed consent, secure handling of personal information, clear confidentiality limits, professional boundaries and referral pathways are required.
The consultancy agreement will define scope, availability, fees, travel expenses, reporting, performance review, data handling, conflicts of interest and termination.

The closing date for this applications is **16 November 2026 at 16h00.** Only shortlisted candidates will be contacted for interviews. Should you not receive a response to your application within 14 days after the closing date, please consider it as being unsuccessful. **Application should be sent to dumisani@netball-sa.org.za**

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