

POSITION DESCRIPTION

TITLE	Psychologist
TEAM	Commonwealth Games – Glasgow 2026
REPORTS TO	Lead Psychologist
DATE	October 2025

Purpose of the Position

As a member of the psychology team for Glasgow 2026, the psychologist will provide psychological support (mental health, wellbeing and performance) for the New Zealand Team to the Glasgow Commonwealth Games 2026 (approximately 18 July – 3 August 2026). They will contribute to the creation of team Manaaki that positively supports all members health, wellbeing, and readiness to perform, during and immediately post Glasgow 2026.

Key Responsibilities

- 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 mental health, wellbeing and performance in a culturally appropriate manner.
- Support the NZOC Psychology Team Leader with mental health, wellbeing and performance-related decisions.
- The Psychologist will be required to attend Performance Support Team forum/s and meetings organised by the NZOC Psychology Team Leader to best prepare the team for the Games.
- Complete post-Games offboarding of athletes back to the daily training environment and ensuring notes are up to date in the appropriate system will be required.

Mental Health:

- Ensure that athletes, coaches and support staff who need support for their mental health or wellbeing are aware of how to access their support.
- Provide psychological support regarding crisis management in the Games environment within the team or external to it.
- Work collaboratively with the NZOC health team when it comes to mental health triage, assessment and treatment.
- Reinforce, and implement the NZOCs Critical Incident Management Plan and follow escalation protocols.

Wellbeing:

- Fosters wellbeing by implementing initiatives that develop team members capability to look after their own wellbeing, readiness to perform and overall resilience. Will continue regular peer supervision with psychology colleagues.
- Provide proactive and reactive consultation to assist athletes, coaches and support staff to psychologically respond to issues and challenges, during, and post games.
- Work with the NZOC Safeguarding officers when safeguarding concerns arise.

Performance:

- Provide psychological support for the overall Games team to create a performance-focused team environment.
- Contribute to enhancing a culture of performance through the team Manaaki.
- Provide performance psychology support or consult to those athletes and coaches who may require assistance.

Essential Qualifications/Requirements

- Undergraduate degree in Psychology (or equivalent social sciences degree).
- Post graduate degree in Psychology.
- A registered psychologist with the New Zealand Psychologist Board in good standing and current Annual Practicing Certificate.
- Professional indemnity with a recognised provider of medical insurance e.g. MDU, MPS.

Essential Experience

- Currently working with New Zealand high performance athletes and/or programmes/campaigns.
- Worked or working with an international level squad or team.
- Coordination and management of systems and people.



Desired Experience

- Familiarity with the sports on the Glasgow 2026 programme.
- Attended and supported teams/ NSOs at a pinnacle event such as World Championships, Winter Olympic Games, Olympic Games, Commonwealth Games, Paralympics, or Youth Olympics.
- A provider to or with High Performance Sport New Zealand (HPSNZ)/NZOC.
- Worked or working with Para sport athletes.

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-focused 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.
- 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.
- A passion for sport.

Essential Skills

- An understanding of the principles and concepts of best practice in athlete mental health and wellbeing.
- An understanding of the needs of elite athletes, coaches and support staff in a high-performance environment.
- The ability to build trust, and maintain effective relationships across disciplines, roles, and key members of NZOC and NSO.
- The ability to triage, assess, case formulate, and work collaboratively among a multidisciplinary environment when it comes to mental ill health and drive evidence-based solutions.



Remuneration

- Where a psychology 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\$300 per night away for the duration of your time overseas with the Team at Games-time.
- Outside of Games-time, your time will be offered on a voluntary basis; this may include attendance at the Team Support forums and any allocated pre- and post-Games duties/tasks
- Costs for Games-related air travel, outfitting, accommodation and food will also be met by the NZOC.

Tenure of Post

- The tenure of this post is from appointment through to three months post the end of the Games (to allow for completion of post-Games reporting & any athlete/support staff transition support)

APPOINTMENT TIMELINE	
Applications Open	20 October 2025
Applications Close	31 October, 2025
Short listing and Interviews	From 3 November 2025

To compete an Expression of Interest please complete the [questionnaire via this link](#).

Please contact Ryan Archibald, NZOC Team Services Director if you wish to discuss or require further information on the Job Description or application process:

Email: ryan@olympic.org.nz | Phone: 021 050 0220

