



Founded in 1866, Harlequins is a rugby club that is recognised around the world. Harlequins is currently ranked amongst the best Premiership and Premier 15s rugby clubs in this country and Europe and in 2021, having won both the men's and women's championships.

The Club is a founding member of the RFU and boasts more Presidents than any other club as well as a healthy dose of international players across both its Men's and Women's team.

We cannot compete at our best unless we are well. For us, wellness is beyond physical – it also includes our emotional, social and spiritual wellbeing. An important element of this is that we continually grow our people. Our role as staff is to create the conditions throughout the Club that enhances the wellbeing of our players and staff.

Job Title:	Mental Skills Coach (Performance)
Department:	Rugby Performance
Location:	Surrey Sports Park, Twickenham Stoop and some away venues when required.
Reporting to:	Director of Rugby Performance
Salary:	TBC
Contract	Part time – 15-20 hours per week

Role Summary

- The Mental Skills Coach (Performance) will work with our coaching and other specialist support staff, to deliver a world-class performance psychology service across the Harlequins FC senior squad.
- There will be opportunity and a requirement to influence at a team, staff and individual level, contributing significantly towards the achievement of the club's vision.
- Our welfare program is vibrant and very effective and we desire to enhance it by adding a mental skills performance expert to assist our players and coaches to be at their best. **This role is a performance addition not a role to just support our welfare and wellness delivery.**
- This environment includes:
 - a highly relational organisational culture
 - generating a sense of belonging
 - psychological safety
 - high trust
 - Integration of families into the Quins experience
 - individual support for players
 - stimulating learning and personal development environment



Key priorities for the role

- Work with key staff (Director of Rugby Performance, Head Coach and Director of Player Welfare) in the leading and development of a 'Psychologically Informed Environment' which enables high performance and positive well-being to flourish in a sustainable values-based culture linked to our Quins Way.
- Lead the scheduled and integrated program delivery of mental performance skills across the senior playing group and staff, that is relevant to our diverse group and impacts performance transition and outcomes.
- Work with the coaching team on areas identified to drive performance and positive well-being.
- Work with key staff to identify, develop and deliver areas in which mental performance skills can support and have the greatest impact on creating performance and a positive learning environment.
- Support how training and matches are prepared for and debriefed, ensuring that maximum progress and impact are achieved.
- Work with coaches to design effective pressure training sessions that help players become increasingly robust in their mental skill delivery under pressure and fatigue.
- Work with all players and staff to continue our investment in a positive performance culture that brings out the very best in our people

The Person

- The successful candidate will naturally demonstrate behaviours and a mindset that align with the Quins Way. They can toggle between fast and slow, have the ability to cultivate strong relationships within a diverse and high-pressure environment, are happy to attack things unconventionally and can bring joy to our group.

Essential requirements

- Experience in analysing the psychological performance needs of a system/sport/team and effectively implement support that has a demonstrable impact on performance and well-being.
- Experience in working within a diverse group environment delivering mental skills that impact performance outcomes.
- You may hold relevant degree/post graduate qualifications, or you may be an experienced and successful mental performance skills practitioner. We are happy to be unconventional at Harlequins and not fixed to a certain background.

This job description is not intended to be regarded as inclusive or exhaustive and may be amended in the light of the changing needs of the organisation and with input of the incoming person.

Harlequins is an equal opportunities employer 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.

Please email your CV to jobs@quins.co.uk.

Closing date for applications is 24th September 2021.

Only applicants to be invited for interview will be contacted.

