



MENTAL SKILLS TRAINER

BADMINTON ASSOCIATION OF MALAYSIA (BAM)

No. of Vacancy: 2

Grade: Open to a range of levels/experience

Job Type: Permanent Full-time/Part-time

Normal Location: PETRONAS Akademi Badminton Malaysia, Kuala Lumpur

Salary Scale: Salary ranging from RM3,000 – RM7,500 based on qualification level/experience

Application Deadline: Saturday 3 December 2022 @ 17:00hrs

JOB DETAILS

Grade: Open to a range of levels/experience

Department: Performance

Reports to: BAM High Performance Director

Hours of Work: Hours required to complete your duties. This may involve working outside of normal working hours and on weekends and public holidays.

Location: The normal place of work is PETRONAS Akademi Badminton Malaysia, Bukit Kiara, Kuala Lumpur. Though BAM may require you to work offsite both nationally and internationally.

ROLE SUMMARY

At BAM we are looking to create a Mental Performance department to enhance the performance of our National players. Therefore, we are looking for a range of applications from companies or experienced sports psychology practitioners who are able to strategise and lead others, but also early-career candidates who would have recently graduated.

MAIN TASKS AND ACTIVITIES

Work alongside current Sports Science and Medicine staff and coaches to provide mental performance coaching to improve performance and education within key areas such as: goal setting, focus, confidence, motivation, relaxation & recovery, priming, pressure management, visualisation, mental toughness and overall well-being. ***The successful outcome of the Mental Performance department will be to:***

- Develop a strategy that provides players, coaches and support staff with psychological training to improve performance
- Develop mental performance programmes that enable players to overcome setbacks, improve resiliency and mental toughness
- Identify strengths and weaknesses that contribute to a player's performance

- Facilitate sessions/workshops that focus on key psychological areas, such as manipulation of sympathetic and parasympathetic activity to enhance performance and recovery
- Assist in the provision of pressure training and recovery services
- Work proactively in an interdisciplinary style to enhance the impact of your role
- Create and present reports on the outcomes of the training programmes/interventions that have been delivered
- Maintain a thorough database of training/programming using the current system employed within BAM
- Develop knowledge in the provision of mental skills training in Badminton through time spent researching/reading to ensure servicing remains at the cutting edge
- Attend and contribute to meetings relating to the planning and review of player performance training
- Work with the support team to inform and provide education in the effective use of mental skills training using a range of communication methods e.g. one-to-one conversations, workshops, presentations
- Constantly reflect on your own performance/impact and work with line managers on you PDP (Personal Development Plan)
- Work within the boundaries of confidentiality, and ensure your interactions are promoting player health and wellbeing. Including following the current BAM general staff guidelines

PERSON SPECIFICATION

This specification is not exhaustive and reflects the basic requirements of the department staff, the requirements may change as the needs of the sport and organisation develop:

COMPETENCY AREA	ASSESSED BY
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Qualifications

Undergraduate degree (or equivalent) in sports psychology or related area	Certificate
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Experience

Effective delivery of mental skills training to athletes and individuals to improve sports performance. This should ideally include working with national/international level athletes and coaches	Application Interview
Identifying the psychological requirements of clients/athletes by creating needs analyses of the sport/events that you are coaching	Application Interview
Plan and deliver both short and long-term interventions relating to specific goals, supported by appropriate monitoring and assessments	Application Interview
Verifiable record of working within a multi-disciplinary team in the delivery of mental skills training to individuals/teams	Application Interview

Knowledge and Skills

Understanding of the needs of elite athletes and coaches in a high performance environment	Application Interview
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Understanding of other sports science and medicine disciplines and how they impact mental performance	Application Interview
Knowledge of psychophysiological anatomy and understanding of the brain-body connection	Interview
Knowledge of, and ability to construct and deliver pressure training and relaxation sessions on a micro-, meso- and macrocycle level	Application Interview
Ability to modify mental performance programmes based on individual needs and apply within individual and group settings	Application Interview
Ability to communicate to a range of stakeholders e.g., coaches, players, management within the boundaries of confidentiality	Interview
Verifiable record of building and sustaining relationships that support improvements in performance	References Interview

For the entry level of this role, we would expect the individual to have a minimum of 1 year experience in providing mental skills training to athletes and/or teams plus a theory and application base of Sports Psychology. Lacking this will not exclude an applicant from being successful, but other areas must be demonstrated to be stronger for further consideration. ***Particular areas on interest for this role are psychophysiology, pressure training, recovery and high performance environments.*** It is important to BAM that all applicants are interested in Badminton, and potentially play and have a good knowledge of high level Badminton.

There will be an assessment process involved in the selection of this role. Further details will be provided to shortlisted candidates.

TO APPLY:

1. Please send in:
 - a. CV including two professional references
 - b. Cover letter outlining your strengths and weaknesses plus how you would plan to provide support to BAM
2. Pre-interview task:

Record a video (less than 2mins/2GB) to answer the question:

How can mental skills training improve on-court Badminton performance?

To help answer use examples of your own practice and experience.

Please submit video at the same time as CV/covering letter via <https://wettransfer.com/> with Title: BAM Mental Skills Trainer Application (insert name). Please submit both parts to admin@bam.org.my before the deadline.