

Job Description: Performance Psychologist and coaching development

Role title: Performance Psychologist

Department: Medical/Jerwood with input to Artistic and HR Directorates

Reports to: Clinical Director

Contract: considerations from 0.4.0 to 0.8 FTE of £50K p.a.

Location: Birmingham Royal Ballet, Thorp Street, Birmingham B5 4AU

Purpose of the Role

The Performance Psychologist will provide specialist psychological support to dancers, artistic staff and the wider ballet company, helping individuals and teams to perform, create and work sustainably in a high-performance artistic environment. The role will combine individual support, group education, consultation and organisational input to enhance wellbeing, resilience, confidence, focus, communication and performance readiness.

Key Responsibilities

Psychological Support for Dancers

- Provide confidential one-to-one psychological support for dancers, within the boundaries of professional competence and agreed clinical governance.
- Support dancers with performance anxiety, confidence, focus, motivation, resilience, perfectionism, injury response, return to performance, career transition and the psychological demands of rehearsal and performance.
- Develop individual psychological skills programmes, including goal setting, imagery, attention control, self-talk, relaxation, emotional regulation and pre-performance routines.
- Work collaboratively with healthcare, artistic and coaching colleagues to support dancer wellbeing and performance while maintaining appropriate confidentiality.
- Contribute to early identification of psychological concerns and signpost or refer to clinical psychology services where appropriate.

Support for Artistic Staff and Leadership

- Provide consultation to artistic staff on psychologically informed approaches to rehearsal, feedback, performance preparation and dancer development.
- Support leaders and rehearsal teams to build environments that promote psychological safety, sustainable excellence, motivation and effective communication.
- Offer training and reflective practice sessions for ballet staff/repetiteurs, choreographers and managers on topics such as confidence, pressure, injury psychology, identity, resilience and wellbeing culture.

- Advise on strategies to support dancers during casting changes, touring, creation periods, intense rehearsal blocks and performance runs.

Company-Wide Wellbeing and Performance Culture

- Design and deliver workshops, resources and education sessions for the wider company on psychological wellbeing, stress management, performance sustainability, healthy high-performance culture, effective communication, conflict resolution and psychological safety.
- Contribute to multidisciplinary planning across healthcare, artistic, learning, touring and production teams where psychological insight can improve outcomes, including organisational change initiatives and workforce wellbeing planning.
- Act as an independent and trusted resource for staff experiencing workplace challenges, providing psychologically informed support and facilitating informal mediation and constructive dialogue where appropriate.
- Support organisational initiatives that reduce stigma around mental health, encourage timely access to help and promote positive staff engagement, wellbeing and organisational culture.
- Contribute to the design, interpretation and evaluation of staff wellbeing, engagement and culture surveys, identifying themes and providing evidence-informed recommendations to support continuous improvement.
- Provide evidence-informed advice on policies, pathways and practices relating to performer wellbeing, psychological support, safeguarding and the people impact of organisational change.
- Identify emerging themes and organisational risks affecting wellbeing, engagement and performance, while maintaining appropriate confidentiality and professional boundaries.
- Contribute to evaluation of the service through appropriate feedback, staff engagement measures, outcome metrics and reporting, while protecting individual confidentiality.

Person Specification

Essential

- Postgraduate qualification in sport, exercise, performance, counselling, clinical or occupational psychology.
- Professional registration, accreditation or eligibility for registration with an appropriate body, such as HCPC, BPS, BASES/CASES or an equivalent recognised organisation.
- Experience conducting performance-focused psychological assessments, and developing formulations to inform clear intervention and support plans at individual, team and organisational levels.
- Experience providing psychological support in elite performance, performing arts, sport, or another high-pressure environment.

- Strong understanding of the psychological demands of professional or comparable creative performance settings.
- Ability to work ethically, confidentially and collaboratively within a multidisciplinary team.
- Excellent communication, facilitation and relationship-building skills, with the credibility to work with dancers, artistic leaders and operational staff.
- Commitment to equity, diversity, inclusion, safeguarding and trauma-informed practice.

Desirable

- Experience working with professional dancers, musicians, actors, athletes or other elite performers.
- Knowledge of dance medicine, injury rehabilitation, body image, eating disorder risk, perfectionism and career transition in performing artists.
- Experience designing and delivering group workshops, leadership training or organisational consultancy.
- Understanding of touring environments, repertory company structures and the demands of rehearsal and production schedules.
- Training in evidence-based approaches such as CBT, ACT, mindfulness, motivational interviewing, compassion-focused approaches or psychological skills training.
- Excellent communication, facilitation, relationship-building and stakeholder management skills, with the credibility to work effectively with dancers, artistic leaders, managers and operational staff

Professional Standards, Safeguarding and Confidentiality

The postholder will practise within the ethical standards, scope of competence and safeguarding requirements of their professional registration or accreditation. They will maintain clear boundaries between performance psychology, coaching and clinical care, escalating risk and referring to specialist services where appropriate. Confidentiality will be central to the role, with information shared only in line with consent, safeguarding duties, legal requirements and agreed company governance. The post holder will receive mentorship and professional support from our Consultant Clinical Psychologist and a Professor of Sports Psychology.

Key Working Relationships

- Dancers and company artists
- Clinical Director and Ballet Healthcare team
- Artistic Director, rehearsal directors, teachers, coaches and choreographers
- Company management, touring, production and learning teams
- External mental health, medical and safeguarding professionals where appropriate

Measures of Success

- Dancers and staff report improved access to trustworthy, relevant psychological support.
- Psychological skills and wellbeing practices are embedded into rehearsal, performance and recovery routines.
- Artistic and healthcare teams feel better equipped to support performers through pressure, injury, transition and change.
- The company develops a more psychologically informed, inclusive and sustainable performance culture.
- Clear pathways exist for referral, escalation and multidisciplinary collaboration.