



RECRUITMENT PACK

LEAD FOR WELLBEING
& MENTAL HEALTH

ABOUT US

Commonwealth Games Scotland (CGS) is the lead body for Commonwealth sport in Scotland. We select, prepare and lead Team Scotland at the Commonwealth Games and Commonwealth Youth Games.

Our Vision: Team Scotland and the Commonwealth Games inspiring Scotland to be physically active and successful in the sporting arena.

Our Mission: Use our unique position in Scottish sport to lead and maximise the benefits for Scotland, our member sports and athletes by:

- Enabling Team Scotland athletes to perform to their potential at the Commonwealth Games and Commonwealth Youth Games
- Making the nation proud
- Operating in a fair and inclusive way

ABOUT THE ROLE

We are seeking to recruit a Lead for Wellbeing & Mental Health for Team Scotland at the XXIII Commonwealth Games in Glasgow, taking place 23 July – 2 August 2026.

This position will play a key role in ensuring the performance psychology, mental health and overall wellbeing of athletes and staff throughout the preparation, delivery, and post-Games phases of the Glasgow 2026 Commonwealth Games. This role involves providing strategic leadership on mental health and psychology support, collaborating with medical, performance, and lifestyle teams, and driving the implementation of proactive psychological strategies across multiple sites.

This is a voluntary position, and applicants are expected to get appropriate release from their employer for the duration of the role before committing to the role. Reasonable expenses and contribution to Games-specific CPD will be considered.

THE PROCESS

To apply, please email your CV and a covering letter detailing your relevant experience, skills and suitability for the role to info@teamsotland.scot by 5 October 2025.

Interviews will be held virtually on **w/c 20 October**.

Any enquiries regarding the post should be directed to info@teamsotland.scot

We are open to applications from individual applicants or service provision from agencies, provided a named individual is put forward for the role. We are happy to consider secondments and/or flexible working arrangements – please include this in your cover letter when applying.

Candidates are also requested to complete the anonymous equality monitoring form: [Equality Monitoring Form](#)





ROLE DESCRIPTION

Role Title:	Lead for Wellbeing & Mental Health
Reports to:	Chief Medical Officer
Responsible for:	N/A
Term:	20 July – 3 August 2026 plus attendance at pre-Games training, Team camps and other functions.
Hours:	<p>Full time for during the Games, between 20 July and 3 August 2026 with exact dates to be confirmed.</p> <p>In addition to the Games time period detailed above, it is anticipated that there will be pre-Games team management training and other functions through 2026, including attendance at both the Staff Team Camp on 27-28 February and the full Team Camp on 1 July. This will involve a combination of daytime, evening and weekend working.</p> <p>It should be noted that this is an unpaid position and as such would suit an individual who can perform the role as part of an agreed release from their existing employer. For those not in such a position, we would welcome your expression of interest and a further conversation around your circumstances and opportunity to be part of the team.</p>
Location:	Glasgow
Special Requirements:	Professional registration / PVG check up to date



**Key
Responsibilities:**

Develop and Implement Key Mental Health and Performance Psychology Processes:

Contribute, alongside the Team Scotland medical team, to the development of Team Scotland's mental health and performance psychology strategies, policies, and standard operating procedures (SOPs). Ensure that these processes support both mental health and peak performance and are effectively communicated across all team levels.

Collaborate with Psychology and Performance Lifestyle Team:

Work closely with sports-specific psychologists, clinical psychologists and performance lifestyle practitioners to address athletes' psychological and performance needs, both in terms of mental health support and performance enhancement. Foster a collaborative approach to ensure that psychological support is integrated into all aspects of athlete development and competition preparation.

Lead Proactive Mental Health and Performance Psychology Initiatives:

Take ownership of proactive mental health and performance psychology activities, including coordinating mental health awareness training, implementing wellbeing monitoring systems, and supporting the development of self-care plans for Team Scotland staff. Promote psychological resilience, stress management, and performance optimisation strategies for athletes and staff across the Games cycle.

Provide Performance Psychology and Reactive Mental Health Support:

Offer experience appropriate mental health and performance psychology support to athletes and staff during the Games across multiple sites in Glasgow. Collaborate closely with the Team Scotland Medical Team, sports psychologists, and other members of the multidisciplinary teams to provide integrated support for both mental health concerns and performance-related psychological challenges.

Support Performance Optimisation:

Collaborate with practitioners to integrate psychological skills training into performance planning. This includes supporting athletes with goal setting, mental preparation, concentration,



	<p>focus, and coping strategies for competition. Work alongside multidisciplinary team members to help athletes reach their peak performance while maintaining psychological wellbeing.</p> <p>Lead Decompression Efforts:</p> <p>Oversee and lead the planning and implementation of decompression strategies for both athletes and staff after the Games. This includes addressing the psychological needs of each cohort and supporting emotional recovery after the intensity of competition. Collaborate with performance lifestyle, sports psychologists, SEM and clinical psychology to tailor these decompression plans for individual needs.</p> <p>Reporting and Communication:</p> <p>Regularly report to the Team Scotland Chief Medical Officer (CMO) on the status of mental health, performance psychology, and wellbeing activities. Provide a comprehensive post-Games review to the CMO and Chef de Mission (CDM), highlighting successes, challenges, and areas for future improvement. Ensure that all activities and strategies are aligned with Team Scotland's broader goals.</p>
<p>Skills and Experience:</p>	<p>Essential Qualifications:</p> <p>A recognised degree in Psychology (or equivalent) from an accredited institution.</p> <p>Chartered status with the British Psychological Society (BPS) or equivalent professional body (e.g., Health and Care Professions Council (HCPC)).</p> <p>Essential Experience:</p> <p>Proven experience in a psychological role within elite performance sport, with at least 5 years of relevant experience working with athletes and support staff.</p> <p>Experience providing mental health and performance psychology support in high-performance environments, including both proactive and reactive interventions.</p> <p>Strong background in developing and implementing performance psychology strategies, including mental skills training, resilience building, and performance optimisation.</p>



Experience working collaboratively with sports psychologists, performance lifestyle staff, and other members of multidisciplinary teams to provide holistic support to athletes.

Proven ability to work under pressure in high-stress environments, ensuring athletes' psychological wellbeing and performance needs are met effectively.

Desired Qualifications:

Additional qualifications or certifications in performance psychology, mental health, crisis intervention, or related areas (e.g., Cognitive Behavioural Therapy (CBT), Mental Health First Aid).

Desired Experience:

Previous experience in leading mental health and performance psychology initiatives during large-scale international sporting events such as the Commonwealth Games, Olympics, or World Championships.

Experience in delivering workshops or programs focused on mental skills development, stress management, and resilience building for athletes, coaches, and support staff.

A background in working closely with multidisciplinary teams, including sports psychologists, physiotherapists, nutritionists, and performance lifestyle practitioners, to deliver integrated mental health and performance support strategies.

Experience supporting athletes through both psychological challenges and performance-related psychological barriers, such as performance anxiety, focus issues, burnout, or recovery from injury.

Experience and training in performance decompression

Personal Attributes:

Strong leadership and communication skills, with the ability to influence and collaborate across diverse teams.

Excellent organisational skills with the capacity to manage multiple priorities in a high-pressure environment.

Ability to role-model positive mental health and performance psychology behaviours, fostering a culture of psychological support and wellbeing.



	High level of emotional intelligence and the ability to manage sensitive psychological situations with empathy and discretion.
Expenses:	<p>Reasonable expenses incurred in carrying out this position are reimbursed, in line with the CGS Expenses Policy.</p> <p>Games-time travel, accommodation, subsistence and kit will be provided, as well as appropriate accreditation to fulfil the responsibilities of the role.</p>

