Australian Team – Team Psychologist Role Description

2027 World Transplant Games | Leuven, Belgium | 1–8 August 2027

The Team Psychologist will support the psychological wellbeing, emotional resilience and adjustment of Australian team members before, during and following the 2027 World Transplant Games.

The role recognises that participating in an international sporting event as a transplant recipient, living donor, donor family member or supporter can involve unique psychological, emotional and personal experiences.

The Team Psychologist will provide accessible wellbeing resources, agreed remote psychological support and appropriate referral pathways to help participants navigate the physical, emotional and psychological demands of the Games experience.

The position will contribute to creating a safe, supportive and inclusive team environment where participants feel equipped to manage challenges, seek support when needed and make the most of their World Transplant Games experience.

Eligibility Criteria

Applicants must:

- Hold a recognised doctoral qualification in psychology and current registration with the Australian Health Practitioner Regulation Agency (AHPRA).
- Have demonstrated professional experience in psychology, preferably with experience relating to transplantation, chronic illness, medical trauma, complex health journeys or adjustment following major medical events.
- Demonstrate an understanding of the unique psychological and emotional experiences of transplant recipients and the broader transplant community.
- Have experience providing psychological support, developing wellbeing resources and identifying appropriate referral pathways.
- Demonstrate strong communication, interpersonal and professional skills.
- Be able to provide remote support and work collaboratively with the Australian Team leadership.
- Maintain appropriate professional boundaries, confidentiality and ethical standards.

Experience working with sporting populations, athletes, performance expectations or major sporting events would be advantageous.

Position Details

Volunteer Position: Team Psychologist – Australian Team

Event: 2027 World Transplant Games

Location: Home based – supporting Team travelling to Leuven, Belgium remotely/online

Games dates: 1–8 August 2027

Engagement: Pre-Games preparation, remote support during the Games and post-Games follow-up.

Reporting to: Transplant Australia Team Lead, in collaboration with the Team Coordinator and Team Doctor.

Working arrangements: Primarily remote, with agreed availability and support arrangements established before departure.

The role will require collaboration with the Australian Team leadership before, during and following the Games.

Key Responsibilities

1. Before Departure – Preparation and Wellbeing

- Develop and provide accessible psychological wellbeing resources to support Australian team members in preparing for the Games.
- Provide information and practical strategies through written toolkits and webinars relating to:
    - Managing competition pressure and performance expectations.
    - Travel-related stress, international travel and changes in routine.
    - Emotional triggers and the unique experiences of participating in the World Transplant Games.
    - Managing expectations, disappointment and comparison with other athletes.
    - Maintaining psychological wellbeing while away from home.
    - Balancing competition, social activities and personal wellbeing.
- Help participants recognise signs that they or another team member may require additional psychological support.
- Provide guidance to the Team Coordinator, Team Assistant and TA Team Lead on responding supportively to participant distress and identifying appropriate referral pathways.
- Establish and communicate the process for accessing remote psychological support during the Games, including availability, contact arrangements, confidentiality and referral pathways.
- Identify relevant existing support services and local or telehealth referral options that participants may access when required.
- Contribute to pre-departure team wellbeing information and briefings, where appropriate.

2. During the Games – Psychological Support

- Provide agreed remote or on-call psychological support when a participant, team leader or TA Team Lead identifies a need for assistance.
- Offer brief psychological support, coping strategies and appropriate guidance within the agreed service model and professional scope.
- Support participants experiencing competition-related pressure, emotional distress, adjustment challenges or difficult personal experiences.
- Assist with identifying appropriate referrals when a participant requires more intensive, urgent or ongoing support than can be provided remotely.
- Provide guidance to team leadership on supportive, non-clinical responses to participant distress, without disclosing confidential clinical information.

- Escalate immediate safety concerns through appropriate emergency or clinical pathways, consistent with professional obligations and agreed protocols.
- Maintain clear boundaries between remote psychological support, clinical treatment and the operational responsibilities of team management.

3. Upon Return – Post-Games Adjustment and Follow-up

- Develop or provide resources supporting psychological adjustment following the Games, including:
    - Post-Games blues and emotional adjustment.
    - Returning to everyday routines and responsibilities.
    - Emotional recovery and post-event fatigue.
    - Managing expectations following a significant sporting or personal experience.
    - Reconnecting with usual support networks.
    - Processing difficult or unexpected experiences.
- Establish an agreed follow-up support pathway for participants who experienced distress, bereavement-related triggers, significant health events or other challenging experiences during the Games.
- Facilitate appropriate referrals to ongoing psychological or other health services where required.
- Provide a de-identified summary of service themes and recommendations to Transplant Australia, where appropriate, without disclosing individual clinical information.
- Contribute to reviewing psychological wellbeing resources and support arrangements to inform future Australian Team participation at international events.

Role Boundaries and Professional Responsibilities

The Team Psychologist must operate within their professional scope of practice and comply with applicable professional, ethical and registration requirements.

The following boundaries apply:

- The role does not replace emergency mental health services or provide a guaranteed 24-hour crisis response unless this has been explicitly contracted and resourced.
- Remote support is not a substitute for local, in-person clinical assessment or treatment where required.
- The psychologist does not assume responsibility for team management, formal complaint investigations or organisational incident management.
- The psychologist is not responsible for resolving team disputes or managing operational and disciplinary matters.
- Confidentiality, informed consent, professional recordkeeping and mandatory reporting obligations apply to all psychological support interactions.
- Information shared with team leadership must respect participant confidentiality and applicable privacy requirements. Any disclosure required to address an immediate safety concern must be managed in accordance with professional obligations.
- The psychologist must establish clear arrangements regarding availability, response times, contact methods and limitations of the service before the Games and communicate clearly with Team Management.

Skills and Attributes

The successful applicant will demonstrate:

- Professional psychological expertise and sound clinical judgement.
- An understanding of transplantation and the unique experiences of transplant recipients and donor families.
- An understanding of physical activity and international sporting competitions
- Strong interpersonal skills and the ability to build trust with diverse participants.
- An empathetic, inclusive and culturally sensitive approach.
- The ability to provide practical and accessible psychological wellbeing resources.
- Strong communication and collaboration skills.
- The ability to work independently while maintaining appropriate communication with team leadership.
- Sound judgement when identifying risks, escalating concerns and recommending referrals.

Accountability and Reporting

The Team Psychologist will work collaboratively with the Transplant Australia Team Lead and Australian Team leadership.

The role will include:

- Establishing an agreed service and availability model before departure.
- Maintaining appropriate professional records in accordance with registration and privacy requirements.
- Communicating relevant operational information to the TA Team Lead without compromising participant confidentiality.
- Escalating immediate safety concerns through established pathways.
- Providing a de-identified post-Games report outlining service themes, observations and recommendations for future events.

The Team Psychologist will not be responsible for disclosing individual clinical information to team leadership unless required and permitted under applicable professional and legal obligations.

Time Commitment

The position will involve three stages:

Pre-Games: Development of resources, establishment of support arrangements, referral pathways and engagement with team leadership.

During the Games: Agreed remote availability throughout the event period, with defined contact arrangements and response expectations.

Post-Games: Development of follow-up resources, referrals where required and completion of a de-identified post-Games report.

The anticipated time commitment and availability requirements will be agreed with Transplant Australia before appointment.

Support Provided by Transplant Australia

Transplant Australia will provide:

- Access to relevant Australian Team information and pre-Games communications.
- Introductions to the Team Coordinator, Team Assistant and TA Team Lead.
- Opportunities to communicate wellbeing information to Australian team members.
- An agreed communication and escalation process.
- Coordination support for the delivery of the role.

Review and Feedback

Following the 2027 World Transplant Games, the Team Psychologist will contribute to a review of the psychological wellbeing support provided to the Australian Team.

Feedback will help identify opportunities to improve participant preparation, support arrangements and post-Games adjustment for future international events.

Expression of Interest

Interested applicants are invited to submit an online Expression of Interest outlining any previous experience, relevant leadership or coordination experience, and suitability for the role.

Appointments will be made by Transplant Australia as soon as possible based on experience, suitability, availability and the needs of the Australian Team.