

HPSA Competencies

Competency	Competency Criteria	Assessed (P = portfolio, R = references, O = observation, I = in person meeting)
1: Practical experience	1A Evidence contribution to the provision of impactful scientific support to high performance athletes and coaches on sports performance	P, R, I
2: Knowledge and scientific training	2A Demonstrate advanced knowledge and training in a relevant scientific discipline	P, I
	2B Demonstrate the use of specialist knowledge to optimise the application of existing and emerging research and technology	P, I
	2C Demonstrate critical evaluation of relevant scientific information and concepts to propose solutions to problems	P, R, I
	2D Promote, implement and take responsibility for robust policies and protocols relating to health, safety and sustainability	P, R, I
3: Knowledge of and commitment to high performance sport	3A Evidence personal contribution to develop specific and meaningful area(s) of work in high performance sport	P, R, I
	3B Demonstrate commitment to sporting success in high performance sport	P, R, I
4: Knowledge of high performance sport's overall programme and integration with coaching structures and processes	4A Demonstrate an understanding of the role of sport science support within high performance sport	P, R, I
	4B Demonstrate collaborative and interdisciplinary approach to high performance sport. Evidence integration of sport science support with other disciplines (e.g., coaching, medicine) to deliver impactful high performance support	P, R, I
5: Communication skills	5A Demonstrate effective communication, through a variety of platforms, with high performance coaches, athletes, peers and athlete support personnel	P, R, O, I
	5B Demonstrate the ability to communicate effectively with specialist and non- specialist audiences	R, P, O, I
	5C Demonstrate effective leadership through the ability to guide, influence, inspire and empathise with others	R, P, O, I

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6: Professional relationships	6A Build understanding and trust of high performance coaches, athletes, peers and other support staff	P, R, O, I
	6B Demonstrate an ability to work in a dynamic environment with skills in conflict resolution, facing challenge and finding solutions	P, R, O, I
	6C Demonstrate approachability, empathy and the ability to listen actively and accurately	P, R, O, I
	6D Demonstrate open-mindedness and adaptability in working with others	P, R, I
	6E Adopt and maintain professional behaviors	P, R, O, I
	6F Demonstrate the ability to mediate, develop and maintain positive working relationships	P, R, O, I
7: Teamwork	7A Work cooperatively and effectively lead or manage high performance coaches, athletes, peers and other support staff to provide structured and ongoing scientific support	P, R, O, I
	7B Work autonomously and take responsibility for the work of self and others	P, R, O, I
	7C Comply with and promote relevant codes of conduct and practice	P, R, O, I
8: High performance sport environments	8A Deliver, coordinate, lead or manage scientific support provision within required high performance sport environments	P, R, O, I
	8B Promote and ensure compliance with all relevant regulatory requirements and quality standards	P, R
	8C Oversee the implementation of solutions and demonstrate an understanding of potential and actual impacts of your work on your organisation, on the profession and on the wider community.	P, R, O, I
9: Problem solving and interdisciplinarity	9A Demonstrate critical and innovative thinking to provide meaningful solutions to priority problems	P, R, I
	9B Exercise sound judgement and understand principles of uncertainty in complex and unpredictable situations	P, R, I

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	9C Demonstrate how you scope, plan and manage projects	P, R, I
	9D Demonstrate the achievement of desired outcomes with the effective management of resources and risks	P, R, I
10: Evaluation and Continuing Professional Development CPD	10A Self-evaluate and evidence formal and informal reflection on the quality and impact of high performance interventions	P, R, I
	10B Take responsibility for continuous improvement within a scientific or technical environment	P, R, I
	10C Demonstrate a commitment to professional development through continuing advancement of your own knowledge, understanding and competence	P, R, I