



Cognitive Performance Specialist

Fort Bragg, NC/Fort Drum, NY/Fort Bliss, TX/Joint Base Lewis-McChord

Qualifications

Possess a Master's degree or a Doctoral degree (preferred) in any field with graduation from an accredited college or university. CPSs shall possess one of the following: licensure as a psychologist with a proficiency in sports psychology as recognized in Division 47 of the American Psychological Association, Certified Consultant through the Association for Applied Sport Psychology (CC-AASP), Certified Mental Performance Consultant (CMPC), or Board-Certified Sport Psychologist through the American Board of Sport Psychology (ABSP). Out of the four licensures, the Board-Certified Sport Psychologist through the ABSP is preferred.

Have three years of demonstrable accumulated experience within the past five years as a mental performance coach or sport psychology practitioner with individual athletes and groups of athletes at the levels of NCAA Collegiate, Olympic, professional sports, and/or Service Members in the accompanying, respective settings. At least one year working directly with Service Members in a performance and/or resilience training and education setting is preferred. Previous Military service is desired, but not required.

Have the ability to read, write, and speak English and effectively communicate with Soldiers and leadership.

Demonstrate sufficient initiative, interpersonal relationship skills and social sensitivity such that they can relate to a variety of Soldiers from diverse backgrounds.

Have the ability to operate a computer utilizing Microsoft applications, such as Word, Excel.

Be capable of properly lifting and manipulating loads or weights up to 45 pounds and capable of meeting physical demands of training in all types of weather with Soldiers including the ability to hike over rough terrain, function in austere environments to observe Soldier training evolutions and to train, educate, coach, and mentor.

Description of Work: As an integral part of the H2F Performance Teams, the Contractor shall train, develop and coach Soldiers to use the cognitive skills and mental readiness strategies necessary to perform optimally in training and operations. CPSs shall complete the specific tasks in the PWS at the BDE, BN and Company levels. CPSs shall perform services IAW the AASP, CMPC, or ABSP as a CPS through the AASP Scope of Practice.

Responsibilities: The CPSs shall:

Assist and advise the Mental Readiness PD/Occupational Therapist (Tier 2) and BDE PD in developing and maintaining practice guidelines relating to Soldier resilience, mental readiness, cognitive exercise, and sport psychology to ensure consistency of service across the BDE.

Coordinate, execute, and manage approved cognitive performance optimization training programs within the framework of the unit's (BDE, BN or Company) training/operational schedule, battle rhythm, and culture.

Participate in capabilities briefs as needed to BDE, BN and company (or equivalent) leadership in order for the leadership to better understand CPS' capabilities.

Develop training and instructional materials, based on evidence-based, peer-reviewed literature to train, educate, coach, and mentor Soldiers in specific skills and strategies in support of cognitive performance optimization and maintenance.

Training and education may be formal (e.g., presentation in a classroom) or informal (e.g., during an after-action review [AAR] at a range) whereas coaching typically occurs in real time as Soldiers are preparing, training, or performing (e.g., in the field, in the gym). Mentoring typically occurs in a one-on-one engagement away from others; this could occur in an office, in the field, etc.

Coordinate scheduling of facilities for Government approved courses, training, and classes as applicable.

Train, educate, coach, and mentor Soldiers on goal setting, performance profiling, visualization, performance development, and planning.

Discuss the optimal time (individualized) to use various cognitive skills and strategies – preparation, execution, recovery – to facilitate performance and recovery optimization for Soldiers.

Train, educate, coach, and mentor leaders on supporting Soldiers as they apply goal setting, performance profiling, visualization, performance development, and planning.

Participate in periodic meetings with the Mental Readiness PD/Occupational Therapist (Tier 2), BDE PD and unit (BDE, BN or Company) leadership and inform on H2F System cognitive training programs and provide recommendations/feedback on Soldier/unit progression as required.

Attend and participate in meetings with the H2F Performance Team as requested and/or required. Collaborate with the H2F Performance Team staff to enhance the quality and effectiveness of mental and human performance development and expertise delivered.

As appropriate, the CPS shall meet with behavioral health officers and chaplains who have identified Soldiers who would benefit from performance optimization.

Conduct periodic literature reviews to ensure H2F Performance Team stays current with the cognitive performance evidence-based research.

Support research and special studies conducted by the Mental Readiness PD/Occupational Therapist (Tier 2) and BDE PD.

Collect and report data in support of cognitive performance optimization programs to the Mental Readiness PD/Occupational Therapist (Tier 2) and/or BDE PD. Data requirements and frequency will be coordinated with the Mental Readiness PD/Occupational Therapist (Tier 2) and/or BDE PD.

Participate in training program performance improvement per guiding instructions provided by the Mental Readiness PD/Occupational Therapist (Tier 2) to ensure cognitive performance optimization training programs are aligned with industry standards. Provide input to reports outlining variances and recommendations for improvement to the Mental Readiness PD/Occupational Therapist (Tier 2).

Document work performed, utilization, recommendations, and all other information in the designated H2F System reporting database.

Attend required training IAW organizational guidance.

Participate in periodic in-service training for members of the H2F Performance Team.