

COURTEX

Position Description

August 2026

Mental Performance Coach – JOB ID # 081226-A

Remote Position with Travel Required

Overview

The Courtex Mental Performance Coach (MPC) proactively seeks out, cultivates, and maintains long-term client and prospect relationships at the organizational, team, group, and individual levels within high-stakes, dynamic, and competitive ecosystems. The core responsibility of the MPC revolves around client development and care, including client engagement, retention, outreach, and acquisition at the elite youth/high school, college, and professional levels of sport, and particularly within basketball. The MPC collaborates with the Managing Director, CEO, and other relevant team members to support content management & development, creative initiatives, and talent pipeline development.

The MPC will lead by example, maintaining consistent energy and engagement (with clients, in meetings, around projects) to help Courtex evolve the team culture and grow both internally and externally. The MPC regularly engages in proactive communication with Courtex executive personnel on client engagements, prospect/outreach efforts, initiative development/roll-out/execution, and intern/early-career professional development programs.

The MPC reports to the Managing Director, and may, at times, have intern oversight responsibilities. The MPC will primarily serve clients at the elite youth/high school, college and professional levels of basketball. In special circumstances, and where opportunities arise, the MPC may also be assigned to highly competitive professional teams/organizations in a more robust staffing capacity as well as serve clients in sports beyond basketball.

Key Responsibilities

50% Client Engagement & Retention

- Provide mental performance coaching to athletes at the elite youth/high school, college, and professional levels
- Enhance clients' mental performance/wellness, resilience, and decision-making skills
- Facilitate and sustain high performance and wellness for players, coaches, and/or staff across all levels of an organization, with a focus on culture development
- Work with clients to optimize mental clarity under pressure and intervene during crises/burnout
- Act as an advisor, when necessary, to individuals and/or teams, analyzing games and/or team dynamics while balancing psychological safety, needs, goals, and interests
- Provide insights into team dynamics, weaving in mental skills to positively impact a team's or organization's overall culture, including goal setting, identity development, etc.
- Collaborate with team members to develop (and deliver) content and serve as a project manager for select client engagements (e.g. professional sports-teams at the global-level, where appropriate)
- Build and maintain relationships with key people in clients' ecosystems (e.g., agents, player development coaches, etc.), with client permission and where it makes strategic sense / adds value to clients' development
- Keep client documentation in alignment with Courtex practices, policies, and procedures

30% Client Outreach & Acquisition

- Engage in proactive networking and outreach to grow Courtex clientele, brand-awareness, and partnerships to secure new clients for the business
- Assist with Courtex's growth through creative partnerships, using networks and presence to open new lanes for the brand

10-15% Travel

- International and domestic travel for client engagements, as necessary or requested (including for team contracts)
- Travel for prospect and outreach efforts, as necessary or requested (including NBA Summer League and other approved events)

5% Creative Initiatives

- Collaborate with Courtex personnel, independent contractors, interns, partners, prospects, and vendors to deliver high-quality outcomes and experiences
- Build genuine and authentic relationships with internal and external stakeholders, clients, partners, and prospects
- Champion the development, implementation, and execution of approved self-proposed projects, initiatives, and program enhancements
- Deliver presentations/keynotes/workshops and appear on podcasts and media to help promote/represent Courtex

0-5% Content Management & Development *(contingent on candidate qualifications and experience)*

- Co-lead the direction of Courtex social media (i.e. Instagram) in collaboration with CEO, including proposing structural components to authentically represent the brand
- Provide oversight of execution of posts by other personnel (including interns), as well as perform quality control and implementation/execution, where necessary
- In collaboration with both the Managing Director and CEO, regularly write content for Courtex publications, including blogs, white papers, articles, publications, and social media
- Co-lead Courtex LinkedIn strategy in collaboration with Managing Director

0-5% Mentorship *(contingent on candidate qualifications and experience)*

- Support the Courtex CMPC mentorship program in alignment with the AASP registry of approved mentors
- Mentor assigned interns and early-career Mental Performance Coaches to help them grow into genuine, high-level practitioners who fit the Courtex culture and operate with authenticity, integrity, and a high-commitment to excellence

Required Skills & Qualifications

- A strong background in sport/performance psychology, mental performance, and/or motor learning/skill acquisition
- At least 3 years of experience working as a mental performance coach or consultant for college or professional level athletes and/or coaches (on a regular cadence)
- Bachelor's degree in Psychology or related field
- Master's Degree in Sport/Performance Psychology or related field

- Authorization to work in the United States
- A valid passport

Preferred Skills & Qualifications

- Certified Mental Performance Consultant (CMPC)
- Doctorate in Psychology, Kinesiology, or related field
- Sales and/or recruitment experience
- Budget planning and management experience
- At least 2 years' experience managing others
- Assessment-certified
- Prior basketball playing or coaching experience at the NCAA level or above
- Prior mental performance coaching experience in basketball at the NCAA (or comparable) level or above
- Experience working with international players, personnel, and/or teams
- Bi-lingual or multi-lingual (professional fluency)

Essential Attributes

- **Communication & Collaboration:** Excellent interpersonal, written, and oral communication skills; strong success record of working effectively with internal and external constituents, including clients, team members, athletes, parents, medical staff, performance and administrative personnel, agents, coaches, and prospects
- **Professionalism & Ethics:** History of maintaining the highest level of integrity, discretion, and confidentiality, particularly when dealing with sensitive information
- **Adaptability & Mentorship:** The ability to work in fast-paced, high-pressure environments, adjust strategies based on client/athlete needs, maintain a growth mindset, and serve as an empathetic mentor or advisor
- **Relational & Empathetic:** Genuinely invested in the clients' as well as fellow-Courtex-team-members' growth and development, including capability in building deep, collaborative, and authentic relationships grounded in kindness and empathy (regardless of performance ecosystem)
- **Reflective & Coachable:** Actively evaluates own coaching effectiveness on a regular basis, including seeking feedback from clients, peers, and supervisors; engaging in continued education (research, certifications, supervision, consultation); and maintaining a structured reflective practice (e.g., case notes, peer review, self-review) in alignment with company philosophies

Compensation & Benefits

- 55,000-75,000 USD annual salary (exempt)
- Opportunity to earn commission incentives for each new team/org-contract the MPC brings in
- 13,100 USD health insurance premium reimbursement (QSEHRA) ¹
- 1,500 USD professional development allowance
- Remote position with domestic / international travel
- Unlimited time-off ²
- Discretionary creative-initiatives budget ³
- Discretionary travel budget ³
- Eligibility to earn additional compensation through bonus frameworks
- Eligibility for company-contributions to a retirement plan after 1-year full-time employment

¹ *The Qualified Small Employer Health Reimbursement Arrangement (QSEHRA) offers up to 13,100 USD to be reimbursed to the employee by the employer for a family-level-coverage health insurance plan the employee is enrolled in for the 2026 term; employees enrolled in individual-level health insurance coverage are eligible for up to 6,450 USD for the 2026 term. Individuals who begin employment once the calendar year has begun will be eligible for prorated QSEHRA reimbursement in accordance with the US IRS standards and allowances. Allowances are based on figures published by the US IRS in October 2025 and are subject to change as new information becomes available via the on US IRS.*

² *While employees have no set number of vacation days per year, the use of vacation must be cognizant and sufficiently support the completion of job responsibilities and services owed to clients.*

³ *Budget limits and reimbursable expenses will be determined at the sole discretion of Courtex Performance.*

About Courtex Performance

Founded in 2013, Courtex Performance is an international mental performance coaching & culture development organization working in basketball, business, and beyond. The company is dedicated to empowering clients to take ownership of their mental game by embracing their unique identity and developing individualized mental skills and strategies to optimize performance and wellness. Courtex's story is deeply rooted in basketball culture and groundbreaking work in the NBA and FIBA. Courtex clientele have ranged from youth athletes to elite professional athletes, coaches, executives, teams, and organizations.

Our team features a diverse, highly educated, and carefully selected group of professionals who embrace a collaborative and collective approach to development on and off the court. Courtex Coaches have formal training and earned advanced degrees and certifications across the areas of performance psychology, motor learning & skill acquisition, executive coaching, and/or organization and culture development. Additionally, several of our team members hold competitive playing and/or coaching experience in basketball, baseball, soccer, and beyond.

Visit courtexperformance.com to learn more and take charge of your mental game today.