



Job Description

Job Title	Executive Performance Lead
Department	Football
Reports to	Director of Football & Head Coach
Location	The Cledara Abbey Stadium, Training Ground
Salary	Competitive
Hours	Maximum of an average of 48 hours across a 7-day working week (to include weekends and evenings)
Role Summary	<p>The Executive Performance Lead will lead and develop a professional, high-performing team to ensure the effective, efficient and economic delivery of sports science and medical provision to the Club. Maximising physical performance, medical care and overall well-being of the players.</p> <p>The Executive Performance Lead will have lead responsibility for setting the tone for the working culture, being instrumental to facilitate strong multi-disciplinary approaches, ensuring adherence to good practice and behavioural standards and creating an environment that fosters continuous improvement.</p> <p>The Executive Performance Lead will be responsible for inspiring our staff, practitioners, players and coaches to elevate our programs to foster a strong, healthy, and inclusive culture, in the pursuit of excellence. By combining coaching, sports science, strength & conditioning, rehabilitation and injury prevention strategies to ensure each player performed to their peak whilst minimising injury risk.</p>
Key Job Outcomes	<ul style="list-style-type: none">• Manage and develop a high-performance culture within the Club, ensuring the effective recruitment, development and retainment of both performance and medical staff• Ensure that staff feel empowered to be able to make their own decisions, bringing technical capability, analytics and evidence-based thinking alongside human insight and understanding• Lead and manage staff to ensure that they are equipped with the right skills, knowledge, resources and experience to optimise the performance of the players• Design and implement a department strategy, philosophy and framework• Implementation of a football specific periodisation model in line with the clubs coaching philosophy and style of play• Oversee the strategic planning and implementation of football conditioning, strength & conditioning and injury prevention programmes.• Work closely with the Director of Football and Head of Recruitment to perform a risk analysis of potential new signings• Driving and ensuring high standards are maintained throughout the department• Oversee and collaborate with the academy physical development plan to optimise player development



- Ensure optimal communication between coaching, medical, performance and recruitment staff
- Build effective new and existing relationships with external stakeholders and drive collaboration
- Implement Research & Development projects to generate future revenue

This job description sets out the key outcomes required. It does not specify in detail the activities required to achieve these outcomes. As a term of your employment, you may reasonably be expected to perform duties of a similar or related nature to those outlined in the job description.



Person Specification

Qualifications & Experience	Required	Desirable
Proven experience in a similar leadership role in professional football	✓	
Strong understanding of First Team competition requirements, operations, team and individual development	✓	
A background of successfully leading and operating in elite sport at the highest level	✓	
Experience managing budgets and delivering financial sustainability		✓
Strong knowledge of UK football regulations and governance structures (FA, EFL, EPPP, etc.)		✓
Exceptional leadership and communication skills	✓	
Ability to make quick decisions and integrate modern sports technologies	✓	
Bachelors or master's degree in Sports Science	✓	
UEFA Pro License or other relevant football qualifications		✓
Relevant FA safeguarding, first aid and other mandatory qualifications	✓	
Personal Qualities/Attributes		
Hardworking, committed and enthusiastic	✓	
Excellent organisational, communication and leadership skills	✓	
Resilient, adaptable, and able to thrive in a high-pressure environment.	✓	
Holds an established strong network within the football industry.	✓	
A high attention to detail	✓	
Excellent team player and motivator	✓	
Significant and proven experience in being able to influence others	✓	
Strategic thinker – can establish a vision, provide direction and inspire followership	✓	
Commitment to strengthening collaboration across disciplines and to optimise performance pathways and athlete progression where possible	✓	



Application Process

Application Instructions	Interested applicants should apply by submitting their CV and Cover Letter, applications which do not include both documents will not be reviewed.
Application Closing Date	Monday 24th March 2025
Interview Date(s)	March / April 2025
Start Date	1 st May 2025
Mission, Vision & Values	<p>Mission Cambridge United aspires to compete at the highest level of the English Football League, whilst operating a financially sustainable football club embedded within the heart of its community. We are custodians with a collective responsibility to protect and enhance the Club for future generations.</p> <p>Vision <i>Creating Memories</i> We engage current and future generations of supporters by creating memorable moments.</p> <p><i>Driving Standards & Performance</i> We will evolve by driving standards and performance through self-reflection and education.</p> <p><i>Enhancing Lives</i> We are an inclusive Club that is United in Endeavour to enhance lives through the power of sport.</p> <p>Values We engage positive and inspiring characters who are committed to serving and strengthening our community, by adopting our 3 key values.</p> <p><i>Teamwork</i> We achieve more through working together than alone and are United in Endeavour.</p> <p><i>Hard Work</i> We are committed to learning and working towards our pursuit of excellence in everything we do.</p> <p><i>Humility</i> We will celebrate each other's successes and recognise that no individual is greater than the collective.</p>
Employability Statement	Cambridge United FC is committed to promoting equality of opportunity for all staff. We aim to create a supportive and inclusive working environment in which all individuals can make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.
Safeguarding Statement	Cambridge United FC is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. For those positions where a criminal record check (DBS) is identified as necessary, this will be carried out in line with other safer recruitment checks. The post holder will be required to undergo Safeguarding training periodically.



Equality, Diversity & Inclusion

Cambridge United FC is committed to promoting equality of opportunity for all staff and job applicants. We are committed to creating an inclusive workplace and welcome applications from disabled candidates. If you require any adjustments during the recruitment process, please let us know.

We aim to create a supportive and inclusive working environment in which all individuals can make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit. We do not discriminate on the basis of age, race, nationality, ethnic origin, religious or political belief or affiliation, trade union membership, gender, gender reassignment, gender identity, marriage and civil partnership status, pregnancy and maternity, sexual orientation, disability, socio-economic background or any other inappropriate distinction or characteristic covered by the Equality Act 2010.

<https://forms.office.com/e/WkrhMHMzzL>