

RECRUITMENT PACK



Job Description

Job Title	Emerging Talent Coach (U14 - U21)
Department	Academy
Reports to	Academy Manager/Head of Academy Coaching & Player Development
Location	Clubs Training Ground(s) and Stadium
Salary	Competitive
Hours	40 hours a week, including evenings
Role Summary	<p>The Emerging Talent Coach will work with players throughout the Professional Development Phase & Youth Development Phase. Planning and delivering high-quality coaching sessions, evaluating player progress, and ensuring a positive and engaging learning environment.</p> <p>This will include working with the PDP players each day, supporting the PDP players with the transition to the first team, and the emerging talent group within the YDP, in the form of team, unit and individual coaching sessions and performance analysis.</p> <p>By supporting the progression of players into and through the performance pathway with relevant members of staff working closely with key staff and taking an energetic and measurable approach to player development.</p> <p>The post holder shall be responsible for the implementation of the Club's relevant Code of Conducts and safeguarding procedures.</p>
Key Job Outcomes	<p>Design and execute training sessions that are age-appropriate and align with the Club's coaching philosophy.</p> <p>To work closely with Academy coaching staff around the implementation of Individual Development plans including grass-based and analysis sessions for the Emerging Talent Group.</p> <p>Work closely with other staff to support the transition of players within the Professional Development Phase (PDP) into a First Team environment.</p>

	<p>To implement the Club's coaching philosophy into players assessments and individual development plans, demonstrating the key principles and expectations.</p> <p>To demonstrate a holistic understanding of the Emerging Talent Coach roles' contribution to the overall Academy structure and recruitment and selection process and supporting the Club's loan and work experience strategy.</p> <p>Prepare, deliver and evaluate coaching sessions U14 – U21 players as and when required.</p> <p>To assist a multi-disciplinary operation ensuring there is a player-centred approach, by supporting player progress review meetings prior to the delivery of individual development plan meetings with the players.</p> <p>To attend and contribute (when required) to all CPD as required.</p> <p>To carry out any other duties as directed by the Director of Football.</p> <p>To contribute to the player development process reporting on performance, progression, transition, and multi-disciplinary reviews.</p> <p>To monitor & manage the Football Intelligence Platform data for players within the Emerging Talent Group.</p> <p>To contribute to the mentoring and support of players who are out on loan or work experience.</p> <p>To develop strong relationships with staff at host clubs ensuring the best possible lines of communication.</p> <p>Work effectively with other coaches, staff and parents to ensure the best possible development for young players.</p> <p>To support players in the Emerging Talent Group as they transition to the Senior Team.</p> <p>To liaise with First Team & Academy staff around day-to-day training logistics.</p>
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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

Skills, Knowledge, Qualifications & Experience	Required	Desirable
UEFA A Licence	✓	
FA Advanced Youth Away	✓	
Introduction to First Aid qualification	✓	

FA Safeguarding children workshop	✓	
Experience of individual and small group coaching	✓	
Experience of working in an academy environment previously	✓	
Personal Qualities/Attributes		
Take responsibility for ensuring high quality of work	✓	
A genuine team player who will support and motivate other members of the team	✓	
Is willing to go above and beyond	✓	
Hardworking, honest and humble	✓	
Excellent organisational skills and attention to detail	✓	
Loyal and committed	✓	
Growth mindset	✓	

Application Process

Application Instructions	Interested applicants should apply by submitting their Application form, CV and Cover Letter, applications which do not include all documents will not be reviewed.
Application Closing Date	Monday 7 th July 2025
Interview Date(s)	W/C Monday 14 th July 2025
Start Date	TBC
Mission, Vision & Values	<p>Mission</p> <p>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.</p> <p>We are custodians with a collective responsibility to protect and enhance the Club for future generations.</p> <p>Vision</p> <p><i>Creating Memories</i></p> <p>We engage current and future generations of supporters by creating memorable moments.</p>

	<p><i>Driving Standards & Performance</i></p> <p>We will evolve by driving standards and performance through self-reflection and education.</p> <p><i>Enhancing Lives</i></p> <p>We are an inclusive Club that is United in Endeavour to enhance lives through the power of sport.</p> <p>Values</p> <p>We engage positive and inspiring characters who are committed to serving and strengthening our community, by adopting our 3 keys values.</p> <p><i>Teamwork</i></p> <p>We achieve more through working together than alone and are United in Endeavour.</p> <p><i>Hard Work</i></p> <p>We are committed to learning and working towards our pursuit of excellence in everything we do.</p> <p><i>Humility</i></p> <p>We will celebrate each other's successes and recognise that no individual is greater than the collective.</p>
Employability Statement	<p>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.</p>
Safeguarding Statement	<p>Cambridge United FC is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.</p> <p>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.</p> <p>The post holder will be required to undergo Safeguarding training periodically.</p>
Equality, Diversity & Inclusion	<p>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.</p> <p>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,</p>

and in which all decisions are based on merit. We do not discriminate based on 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>