



**CAMBRIDGE
UNITED**



RECRUITMENT PACK

LEAD ACADEMY SPORT SCIENTIST



THE CLUB

WHO WE ARE

Cambridge United is a community focused football club woven into the fabric of a world-renowned city admired for its education, research, and technology.

Cambridge United aspires to compete at the highest levels of English Football whilst operating a sustainable football club embedded within the heart of its community.

As a Club we have three main objectives which we aspire to achieve:

CREATING MEMORIES

We are a modern progressive community focused club run sustainably to create memorable moments on and off the pitch, which help engage and excite current and future generations.

DRIVING STANDARDS

Through constant self-reflection and education, we seek to evolve both on and off the pitch, with a clear focus on raising our standards and levels of performance.

IMPROVING LIVES AND COMMUNITIES

With our players, staff, and fans at the heart of the Club, we seek to construct and enhance relationships between communities and use the power of sport to change lives.



THE CLUB

THE 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.

THE VISION

CREATING MEMORIES

We engage current and future generations of supporters by creating memorable moments.

DRIVING STANDARDS AND PERFORMANCE

We will evolve by driving standards and performance through self-reflection and education.

ENHANCING LIVES

We are an inclusive Club that is United in Endeavour to enhance lives through the power of sport.

THE VALUES

We engage positive and inspiring characters who are committed to serving and strengthening our community, by adopting our three key values.

TEAMWORK

We achieve more through working together than alone and are United in Endeavour.

HARD WORK

We are committed to learning and working towards our pursuit of excellence in everything we do.

HUMILITY

We will celebrate each other's successes and recognise that no individual is greater than the collective.



THE CLUB

WHY CAMBRIDGE UNITED?

We believe that standing still in both football and business is not an option. We are on an exciting journey to reach the highest levels of English Football.

Recent investment into training facilities and the purchase of the Cledara Abbey Stadium which will soon be redeveloped, optimises our aspiration to grow with one of the world's fastest developing cities where the rules of Association Football were created.

We pride ourselves on providing employees with an opportunity to succeed and value innovation, collaboration and personal growth. Most importantly we are dedicated to creating a supportive and inclusive environment, underpinned by our motto to be 'United in Endeavour'.

EMPLOYEE BENEFITS

- Annual Reviewed Industry Benchmarked Salaries
- 21 Days Annual Leave + Bank Holidays (pro-rata, part-time)
- One Day Per Week Remote Working
- TOIL For Matchdays & Events worked
- Mental Health Practitioners
- Match Tickets
- 10% Club Retail Discount
- Club Partner Discounts



THE JOB

JOB TITLE: Lead Academy Sport Scientist
DEPARTMENT: Academy
REPORTS TO: Head of Academy Performance & Assistant Academy Manager
LOCATION: The Cledara Abbey Stadium, Training Ground
SALARY: £26000 (pro-rata) – Fixed-term until 31st May 2026
HOURS: A minimum of 40 hours per week, including evening and weekends. Flexibility and availability outside of working hours.

ROLE SUMMARY

The postholder will be responsible for leading and coordinating the Sport Science provision for the Foundation Phase and Youth Development Phase, ensuring age-appropriate, evidence-based programming that aligns with the Club's playing philosophy and the EPPP framework.

In addition, the postholder will support the Professional Development Phase by supporting with pitch-based session planning, leading gym-based physical development sessions and managing player data collection, analysis, and reporting processes with the Head of Academy Performance & Assistant Academy Manager.

KEY JOB OUTCOMES

- Create, develop and implement the Sport Science programme for FP-YDP, providing first class physical development, testing and monitoring skills to provide them with the platform to progress through our Academy programme.
- Oversee the delivery of the pitch-based physical development framework for U9-U12s players and provide the Academy Sport Science Intern with the necessary support whilst delivering these sessions.
- Lead on the delivery of pitch-and-gym-based physical development sessions for U13s-U16s, including Elite Development Group and Emerging Talent Group.
- Monitor Wellbeing and load monitoring insights for YDP and make key decisions on training load and match exposure.



- Collect and report FP-YDP physical testing, growth and maturation and load monitoring data, in line with EPPP requirements.
- Ensure all data insights are uploaded to KitmanLabs as our centralised store for the MDT to view data, and to build a longitudinal picture of the players in our programme.
- Provide matchday support for YDP, delivering pre-match warm up, post-match conditioning and recovery as required.
- Develop the Bio-Banding Programme across the FP-YDP, organising training and fixtures both internal and external and gathering feedback on the process to inform future projects.
- Play a key role in the transition from YDP to PDP.
- Design and deliver gym-based Prehab & S&C sessions for PDP players aimed at hitting individual development targets highlighted in testing and IDPs.
- Contribute to retain and release meetings, providing objective data insights to player's individual journey's, highlighting high potential players and making a case for late developers to keep them in the programme.
- Contribute to the CPD programme in the Academy, by attending CPD opportunities to enhance Sport Science provision, and deliver educational content to upskill and develop knowledge of Sport Science, S&C and Nutrition for our players, parents and coaches.
- Cross-collaborate with all departments (Performance, Coaching, Education, Player Care, Recruitment, Operations) in the Academy to support the holistic development of our Academy players and to optimise the programme.
- To attend meetings as required and undertake additional duties are required by the Academy Manager and Head of Academy Performance & Assistant Academy Manager.

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.



THE PERSON

SKILLS, KNOWLEDGE, QUALIFICATIONS AND EXPERIENCE

	REQUIRED	DESIRABLE
BSc in Sport Science or related degree	YES	
Recent and in-date Enhanced DBS, FA Safeguarding Children & EFAiF Certificates	YES	
Experiences working in an elite sport environment with young athletes. Knowledge of LTAD, football periodisation, Growth & Maturation	YES	
Full UK Driving License		YES
UKSCA, BASES or NSCA Accreditation		YES

PERSONAL QUALITIES/ATTRIBUTES

	REQUIRED	DESIRABLE
Hardworking, honest & humble	YES	
Excellent organisational skills and attention to detail	YES	
Resilient, adaptable and able to thrive in a high-pressure environment	YES	
Ability to work independently and as part of a team. Willing to go above and beyond.	YES	
Strong interpersonal skills, with the ability to prioritise tasks, meet deadlines and manage a varied workload	YES	
Excellent team player and motivator	YES	



THE COMMITMENTS

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 AND 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 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>



HOW TO APPLY

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

Tuesday 25th November 2025

INTERVIEW DATE(S)

w/c 1st December 2025

START DATE

1st January 2026