



**CAMBRIDGE  
UNITED**



# RECRUITMENT PACK

Emerging Talent Coach (U14-U19)





# 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 aspire 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

<b>JOB TITLE:</b>	Emerging Talent Coach (U14-U19)
<b>DEPARTMENT:</b>	Academy
<b>REPORTS TO:</b>	Head of Coach & Player Development
<b>LOCATION:</b>	The Cledara Abbey Stadium
<b>SALARY:</b>	£26,000 to £30,000 per annum
<b>HOURS:</b>	40 hours per week, including weekends

## ROLE SUMMARY


The Emerging Talent Coach will play a vital role in identifying and developing high potential players across the U14 to U19 age groups, delivering high quality on pitch coaching and providing off-pitch support to enhance each player's development.

This will include working daily with PDP players, supporting their progression towards first-team football, and coaching the emerging talent group within the YDP through team, unit and individual sessions, alongside delivering performance analysis to drive their development

## KEY JOB OUTCOMES

- Design and execute training sessions that are age-appropriate and align with the Club's coaching philosophy.
- 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.
- Work closely with other staff to support the transition of players within the Professional Development Phase (PDP) into a First Team environment.
- To implement the Club's coaching philosophy into players assessments and individual development plans, demonstrating the key principles and expectations.
- To contribute to the overall Academy structure and recruitment and selection process and supporting the Club's loan and work experience strategy.
- To assist a multi-disciplinary operation ensuring there is a player-centered approach, by supporting player progress review meetings prior to the delivery of individual development plan meetings with the players.
- To attend and contribute (when required) to all CPD as required.
- To carry out any other duties as directed by the Director of Football.
- To contribute to the player development process reporting on performance, progression, transition, and multi-disciplinary reviews.
- To monitor & manage the Football Intelligence Platform data for players within the Emerging Talent Group.
- To contribute to the mentoring and support of players who are out on loan or work experience.



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- A photograph of a green football pitch with a white line, serving as a background for the text.
- To develop strong relationships with staff at host clubs ensuring the best possible lines of communication.
  - Work effectively with other coaches, staff and parents to ensure the best possible development for young players.
  - To liaise with First Team & Academy staff around day-to-day training logistics.

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
UEFA A License	YES	
FA Advanced Youth Award	YES	
Introduction to First Aid Qualification	YES	
FA Safeguarding children workshop	YES	
Experience of individual & small group	YES	

## PERSONAL QUALITIES/ATTRIBUTES

	REQUIRED	DESIRABLE
Hardworking and enthusiastic	YES	
Excellent organisational skills and attention to detail	YES	
Reliable and committed	YES	
Ability to work independently and as part of a team	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

Wednesday 24<sup>th</sup> December 2025

## INTERVIEW DATE(S)

W/C 5<sup>th</sup> January 2026

## START DATE

To be discussed with the successful applicant