



**CAMBRIDGE
UNITED**

RECRUITMENT PACK

LEAD PHYSICAL PERFORMANCE COACH

(FIRST TEAM)



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

JOB TITLE:	Lead Physical Performance Coach (First Team)
DEPARTMENT:	Football
REPORTS TO:	Head of Performance
LOCATION:	Cambridge United Training Ground and Stadium
SALARY:	£35,000 to £38,000 depending on experience
HOURS:	40 hours per week, full-time, worked flexibly, to include home and away matches

ROLE SUMMARY

The Lead Physical Performance Coach is responsible for optimising First Team player availability, robustness and physical readiness through the delivery of a comprehensive, evidence-based physical preparation programme. Working as a key member of the multidisciplinary Performance & Medical Department, the role leads strength and power development, speed and conditioning work, GPS and force-plate monitoring, daily readiness assessments, individualised development plans, and on-pitch physical preparation. The post-holder collaborates closely with coaches and medical staff to integrate physical principles into the football programme, manage training load, support return-to-play conditioning, and ensure consistent high-performance standards across the season. Ultimately, the role exists to ensure players are physically prepared to perform at their highest level in training and competition while supporting long-term physical development.

KEY JOB OUTCOMES

1. Physical Preparation & Conditioning

- Plan and deliver individual and squad-based strength, power, speed, and conditioning sessions.
- Lead pitch-based warm-ups, speed exposures, conditioning blocks, and neuromuscular prep.
- Implement individualized physical development plans (IDPs) aligned with position, profile, injury history, and season periodization.
- Develop acceleration, max-velocity, agility, and repeat-sprint programs to enhance match-day physical outputs.

2. Performance Monitoring & Data Management

- Daily collection and interpretation of sports science data: GPS, heart rate, RPE, wellness, force plate metrics, and objective testing.
- Produce daily and weekly reports for coaches and performance staff, highlighting trends, red flags, and actionable insights.

- Contribute to ongoing R&D projects and evidence-based performance frameworks within the department.

3. Load Management & Return to Play

- Contribute to session design to ensure appropriate physical load across microcycles.
- Work with medical and rehab staff to plan and deliver RTP conditioning for injured players (Return-to-Pitch / Return-to-Train / Return-to-Play stages).
- Monitor acute: chronic load ratios, sprint exposures, and neuromuscular markers to guide decision-making.

4. Matchday Responsibilities

- Deliver physical prep, warm-ups, activation, and readiness protocols.
- Provide on-pitch conditioning for non-starters and returning player's post-match.
- Assist with hydration, fueling, and any in-game performance support as required.

5. Testing & Profiling

- Lead physical testing and fatigue monitoring protocols across the season (weekly and monthly)
- Use test results to update IDPs and guide training prescription.

6. Collaboration & Communication

- Work closely with coaching staff to embed physical principles into tactical and technical training.
- Collaborate with medical, nutrition, psychology, and analytics staff to deliver integrated performance support.
- Attend MDT meetings and contribute to player planning, progression, and availability discussions.
- Provide clear, athlete-friendly communication to players regarding targets and expectations.

7. Professional Standards & Development

- Maintain up-to-date knowledge of best practice in strength & conditioning, sports science, technology, and performance coaching.
- Uphold professional standards regarding safeguarding, confidentiality, and anti-doping practices.
- Contribute to the culture, values, and consistent behaviours within the performance department.

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 or MSc in Sport Science, Strength & Conditioning, or related	YES	
Additional qualifications (FA Level 2/3, BASES, UKSCA, NSCA or EXOS)	YES	
Experience delivering S&C or sports science support within elite or professional football.	YES	
Strong data analysis and reporting skills (Excel, Power BI, sports science software).	YES	
Experience using force plates, GPS, NordBord, Speed Gates, and other advanced	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

14th December 2025

INTERVIEW DATE(S)

First Stage: 18th December 2025, Second Stage: 23rd December 2025

START DATE

February 2026