



**CAMBRIDGE  
UNITED**



# RECRUITMENT PACK

**LEAD U9-16S SPORTS THERAPIST**



# 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

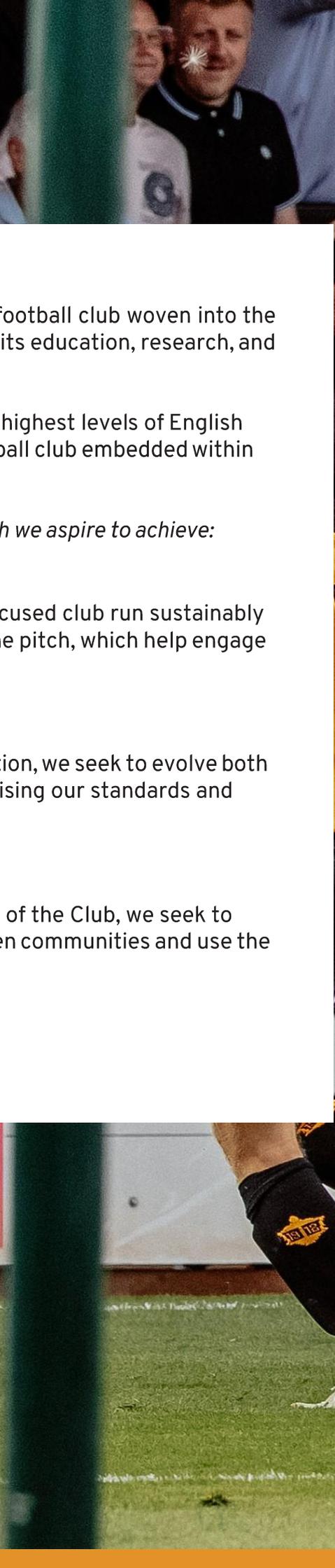
We are a modern progressive community focused club run sustainably to create memorable moments on and off the pitch, which help engage and excite current and future generations.

## 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>	Lead U9-16s Sports Therapist
<b>DEPARTMENT:</b>	Academy
<b>REPORTS TO:</b>	Lead Academy Physiotherapist, Head of Academy Performance & Assistant Academy Manager
<b>LOCATION:</b>	Training Ground, The Cledara Abbey Stadium &
<b>SALARY:</b>	£26, 437 per annum
<b>HOURS:</b>	Minimum 40 hours per week, including evenings and weekends

### **ROLE SUMMARY**

As the Lead Sports Therapist for the U9 - U16 age groups, you are responsible for overseeing and delivering all aspects of medical provision, including injury prevention, assessment, treatment, rehabilitation, and return-to-play protocols, in line with EPPP and club standards.

In collaboration with the Lead Academy Physiotherapist, the postholder will manage medical staffing for training and matchdays, ensuring consistent cover across all age groups. You will also supervise part-time therapists and interns (where applicable), providing clinical guidance to uphold high standards of care.

Working closely with coaches, parents and performance staff, you help deliver a holistic, child-centred approach to player health, with a strong focus on safeguarding, wellbeing, and long-term athletic development.

You will also support the U18s medical provision as required, promoting continuity and consistency throughout the Academy pathway.

### **KEY JOB OUTCOMES**

- Lead and manage medical provision for the FP-YDP, including age-appropriate injury prevention, movement and postural screening, assessment, treatment and rehabilitation.
- Supervise all part-time staff and Interns in conjunction with the Lead Academy Physiotherapist.
- Provide weekly updates on player availability and rehabilitation progress to the entire Academy MDT in a timely manner.
- Conduct monthly, quarterly, and annual injury audits to identify trends, inform injury prevention strategies, and support continuous improvement in medical provision.
- Liaise with the Lead Academy Physiotherapist to optimise return to play guidelines, movement and postural screening and any other processes required.
- Provide pitch-side emergency care and maintain ITMMiF certification.

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- Collaborate with the Lead Academy Sport Scientist to evaluate Wellness, Growth & Maturation and GPS data to make objective decisions on a player's training load and match exposure.
  - To accompany players to medical consultations as required.
  - Ensure regular medical equipment checks are carried out, and contribute to the production, maintenance and stress testing of EAPs.
  - Provide support in the planning and coordination of cardiac screening with the Lead Academy Physiotherapist.
  - Maintain clinical records in line with HCPC and GDPR standards; ensure all notes are logged within 24 hours.
  - To ensure all clinical examinations and therapeutic interventions are documented via KitmanLabs and communicated to relevant staff.
  - Build and maintain strong interdisciplinary relationships with staff in Performance, Coaching, Education, Player Care, Operations and Recruitment.
  - To assist in departmental CPD training programmes.
  - Support the PDP medical Programme when required to ensure continuity across age groups.

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 Sports Therapy or equivalent	YES	
FA 11MMIT, Safeguarding Children and Enhanced DBS	YES	
Experience in delivering injury prevention and rehabilitation programme to youth athletes	YES	
Familiar with EPPP rulings and Academy environments	YES	
High competence in emergency care and pitch side trauma management	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

11<sup>th</sup> March 2026

## INTERVIEW DATE(S)

w/c 16<sup>th</sup> March 2026

## START DATE

To be discussed during the interview process.