

## Job Description

<b>Job Title</b>	Cambridge United Women's Head Coach
<b>Department</b>	Women's Football
<b>Reports to</b>	Women's General Manager / Football Board
<b>Location</b>	Cambridgeshire based locations – Swavesey Village College, Grange Road Stadium – Cambridge.
<b>Salary</b>	Subject to skills & experience
<b>Hours</b>	10 hours per week for 44 weeks (July to May), to include evenings and weekends (Tuesday, Thursday and Sunday)
<b>Role Summary</b>	<p>We are seeking an experienced and dynamic Women's First Team Head Coach to lead and develop our squad, ensuring both short-term stability and long-term growth. With the teams playing in Cambridge for the first time in several decades at the historic University of Cambridge Grange Road Stadium, the individual will lead an historic campaign and help engage and inspire a new local supporter base.</p> <p>The successful candidate will have a passion for coaching and a proven track record in coaching at a high level within the women's game, with the ability to inspire, motivate, and develop female players in a competitive environment</p> <p>They will ensure a competitive, progressive and performance focused environment that reflects the Club's ambition while creating a culture of excellence and supporting player development.</p>
<b>Key Job Outcomes</b>	<ul style="list-style-type: none"> <li>• Lead the women's first team, overseeing all aspects of team coaching, strategy and performance in training sessions and on match days.</li> <li>• Develop and implement effective training sessions and match-day strategies, directing the club coaches to deliver and implement.</li> <li>• Build a strong, positive team culture and help shape a competitive, committed squad that enables the players to thrive both as people and high-performance athletes.</li> <li>• Assess and improve individual player performance and skill development.</li> <li>• Work closely with the General Manager, including assistant coaches, support staff, and the Board of Directors.</li> <li>• Scout, recruit, and retain players, maintaining a competitive squad.</li> <li>• Foster a positive and inclusive team culture that promotes, discipline, hard work, and mutual respect in line with the Club's values.</li> <li>• Monitor and evaluate the progress of players, providing feedback and support for their development.</li> <li>• Ensure there is multi-disciplinary communication with all stakeholders.</li> <li>• Stay up to date with the latest coaching methodologies and trends in women's football.</li> <li>• Always maintain honesty and integrity when working with players at the Club.</li> <li>• Represent the team and club professionally at matches, league meetings and other relevant events.</li> <li>• Collaborate with other coaches across the club's female football pathway.</li> </ul>

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
Proven experience as a head coach or assistant coach in women's football or a similar role	✓	
UEFA A Licence or working towards it (or equivalent coaching qualifications)		✓
UEFA B Licence or working towards it (or equivalent coaching qualifications)		✓
A deep understanding of the women's football landscape and the ability to relate to the players	✓	
Ability to create and maintain a positive, professional environment that supports player growth	✓	
A strong commitment to promoting equality and diversity in football	✓	
Experience coaching at a semi-professional or professional level		✓
Knowledge of the current trends in women's football, including tactical and technical development		✓
Strong network within women's football for recruitment and partnerships		✓
Introduction to First Aid qualification (training can be provided)		✓
FA Safeguarding children workshop (training can be provided)		✓
Experience of working with player/parents in football environments	✓	
Experience in leading/managing an area/people or teams	✓	
Understands how elite players are developed		✓
<b>Personal Qualities/Attributes</b>		
Strong leadership, communication, and interpersonal skills to guide and inspire the team	✓	
Ability to work flexibly, including evenings and weekends, as required by the match schedule	✓	
Be able to motivate players, create a winning culture and inspire them to achieve their best	✓	
Reliable and committed, with the ability to work independently and as part of a team	✓	
Understand the players' needs and emotional state to build strong relationships and foster a positive environment	✓	
Able to communicate effectively, with ability to deal with challenging but supportive conversations	✓	
Excellent team player and motivator	✓	

## Application Process

Application Instructions	Interested applicants should apply by submitting their CV and Cover Letter, applications which do not include both documents will not be reviewed.
Application Closing Date	11 <sup>th</sup> May 2026
Interview Date(s)	Week commencing 18 <sup>th</sup> May 2026
Start Date	To be discussed with successful applicant
<b>Mission, Vision &amp; Values</b>	<p><b>MISSION</b> 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.</p> <p><b>Vision</b> <i>Creating Memories</i> We engage current and future generations of supporters by creating memorable moments.</p> <p><i>Driving Standards &amp; Performance</i> We will evolve by driving standards and performance through self-reflection and education.</p> <p><i>Enhancing Lives</i> We are an inclusive Club that is United in Endeavour to enhance lives through the power of sport.</p> <p><b>Values</b> We engage positive and inspiring characters who are committed to serving and strengthening our community, by adopting our 3 key values.</p> <p><i>Teamwork</i> We achieve more through working together than alone and are United in Endeavour.</p> <p><i>Hard Work</i> We are committed to learning and working towards our pursuit of excellence in everything we do.</p> <p><i>Humility</i> We will celebrate each other's successes and recognise that no individual is greater than the collective.</p>
<b>Employability Statement</b>	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.
<b>Safeguarding Statement</b>	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>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.</p>
<p><b>Equality, Diversity &amp; Inclusion</b></p>	<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, and in which all decisions are based on merit. We do not discriminate on the basis of 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.</p> <p><a href="https://forms.office.com/e/WkrhMHMzzL">https://forms.office.com/e/WkrhMHMzzL</a></p>