

RECRUITMENT PACK



Job Description

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| Job Title | Strength & Conditioning Coach (First Team) |
| Department | Football |
| Reports to | Head of Performance |
| Location | Cambridge United Training Ground and Stadium |
| Salary | £30,000 to £32,000 depending on experience |
| Hours | 40 hours per week, full-time, worked flexibly, to include home and away matches |
| Role Summary | To design, implement, and deliver elite-level strength and conditioning programmes that optimise physical performance, reduce injury risk, and support rehabilitation and return-to-play processes. The role has a primary focus on gym-based development and rehabilitation, with close integration into the multidisciplinary team. |
| Key Job Outcomes | <p>1. Performance Preparation & Physical Development</p> <ul style="list-style-type: none"> • Design and deliver individualised and squad-based strength programmes. • Periodise training across microcycles and seasonal phases. • Develop key physical qualities: strength, power, robustness, mobility. • Deliver gym-based sessions aligned with technical and tactical schedules. <p>2. Injury Prevention</p> <ul style="list-style-type: none"> • Implement targeted prehabilitation strategies (hamstring, groin, calf, etc.). • Integrate injury reduction strategies into gym programming. • Collaborate with medical staff to identify risk factors and manage players accordingly. <p>3. Gym-Based Rehabilitation</p> <ul style="list-style-type: none"> • Lead structured gym-based rehabilitation programmes for injured players. • Progress players through rehabilitation phases: <ul style="list-style-type: none"> ○ Isometric loading ○ Strength development ○ Movement re-education training ○ Force and asymmetry restoration • Use objective markers to guide progression and readiness. • Maintain close alignment with physiotherapy staff on clinical status. |

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| | <p>4. End-Stage Pitch-Based Rehabilitation</p> <ul style="list-style-type: none"> • Deliver end-stage pitch-based rehabilitation alongside medical and sports science staff. • Design progressive return-to-play frameworks including: <ul style="list-style-type: none"> ○ Running progressions ○ Change of direction and acceleration work ○ High-speed and sprint exposure ○ Football-specific conditioning • Ensure players meet return-to-train and return-to-play criteria. <p>5. Testing & Physical Profiling</p> <ul style="list-style-type: none"> • Conduct and interpret physical testing (e.g., strength diagnostics, jump testing). • Track progress and contribute to performance profiling. • Provide feedback to staff and players on physical development. <p>6. Collaboration & Communication</p> <ul style="list-style-type: none"> • Work daily with coaching, medical, and performance staff. • Contribute to integrated planning of training and rehabilitation. • Support a high-performance culture within the club. <p>7. Matchday Responsibilities</p> <ul style="list-style-type: none"> • Support pre-match activation and post-match recovery strategies. • Travel with the first team as required. <p>8. Professional Standards & Compliance</p> <ul style="list-style-type: none"> • Maintain best practice in S&C and rehabilitation. • Ensure compliance with health & safety, safeguarding, and GDPR |
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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 |
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| Educated in Sports Science or S&C degree level minimum or equivalent experience | ✓ | |
| MSc Strength and Conditioning (or similar) | | ✓ |
| Strength & Conditioning Accreditation (UKSCA, NSCA, EXOS) | ✓ | |
| Introduction to First Aid qualification | ✓ | |
| FA Safeguarding children workshop | ✓ | |
| Experienced in talent ID | | ✓ |
| IT Skills, including Outlook, Word and Powerpoint | | ✓ |
| Experience of working in an analysis role within the First Team football environment at an elite level | ✓ | |

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| Experience working with event data to pull relevant information for coaching staff and players | ✓ | |
| Experience of supporting match day preparation | ✓ | |
| Experience in leading/managing an area/people or teams | | ✓ |
| Highly competent in S&C software | ✓ | |
| Experience working in a high performing business environment | ✓ | |
| Understands how elite players are developed | ✓ | |
| Personal Qualities/Attributes | Required | Desirable |
| Hardworking and enthusiastic | ✓ | |
| Excellent organisational skills and attention to detail | ✓ | |
| Reliable and committed | ✓ | |
| Ability to work independently and as part of a team | ✓ | |
| Able to communicate effectively | ✓ | |
| Willingness to work weekday evenings | ✓ | |
| Excellent team player and motivator | ✓ | |
| An excellent understanding of technical and tactical analysis of teams and individuals | ✓ | |
| Positive outlook and looks for a solution when challenged | ✓ | |
| A high level of football knowledge, with an ability to contextualise this knowledge and produce player facing material | ✓ | |

Application Process

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| 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 | 22/05/2026 |
| Interview Date(s) | WC 25/05/26 |
| Start Date | 15/06/2026 |
| Mission, Vision & Values | <p>Mission</p> <p>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.</p> <p>We are custodians with a collective responsibility to protect and enhance the Club for future generations.</p> |

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| | <p>VISION</p> <p><i>Creating Memories</i></p> <p>We engage current and future generations of supporters by creating memorable moments.</p> <p><i>Driving Standards & Performance</i></p> <p>We will evolve by driving standards and performance through self-reflection and education.</p> <p><i>Enhancing Lives</i></p> <p>We are an inclusive Club that is United in Endeavour to enhance lives through the power of sport.</p> <p>Values</p> <p>We engage positive and inspiring characters who are committed to serving and strengthening our community, by adopting our 3 keys values.</p> <p><i>Teamwork</i></p> <p>We achieve more through working together than alone and are United in Endeavour.</p> <p><i>Hard Work</i></p> <p>We are committed to learning and working towards our pursuit of excellence in everything we do.</p> <p><i>Humility</i></p> <p>We will celebrate each other's successes and recognise that no individual is greater than the collective.</p> |
| <p>Employability Statement</p> | <p>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.</p> |
| <p>Safeguarding Statement</p> | <p>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> <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.</p> <p>The post holder will be required to undergo Safeguarding training periodically.</p> |

**Equality,
Diversity &
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>