



**CAMBRIDGE
UNITED**



RECRUITMENT PACK

ACADEMY PLAYER DEVELOPMENT COACH



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:	Academy Player Development Coach
DEPARTMENT:	Academy
REPORTS TO:	Head of Coach & Player Development
LOCATION:	The Cledara Abbey Stadium & Training Ground
SALARY:	£26,437 - £28,000 per annum
HOURS:	40 hours per week, including evenings & weekends

ROLE SUMMARY

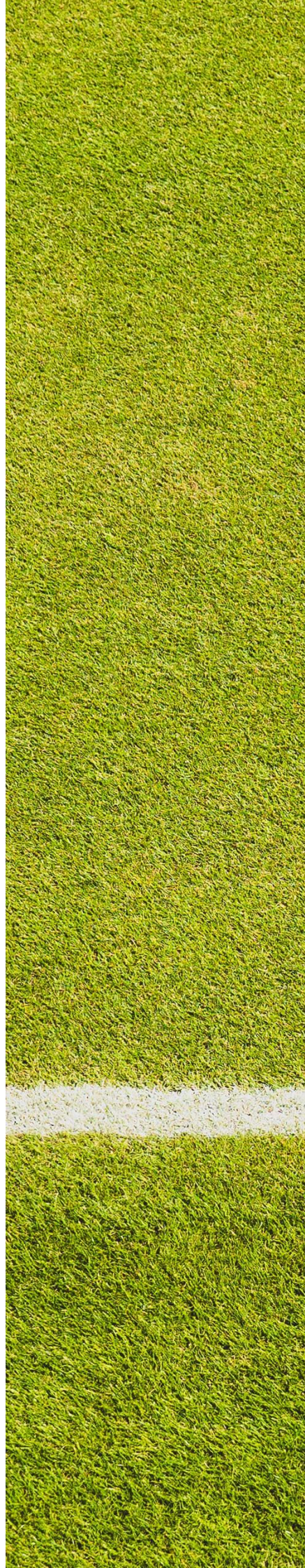
The Player Development Coach is key to the Academy strategy of developing high potential young footballers. Working closely with staff in the Academy coaching team, this is an 'on the grass' role primarily responsible for delivering high quality on pitch coaching as well as providing off-pitch support to enhance player development.

Working closely with the Lead Youth Development Phase Coach, the role will focus largely on the U15 and U16 age groups with some additional responsibility to support the U18 lead coach and aid the transition of players into the Professional Development Phase.

This role would suit someone with a passion for coaching and supporting long-term player development.

KEY JOB OUTCOMES

- Lead the delivery of high-quality training sessions in line with the Academy coaching programme.
- Lead teams across relevant age groups within the Academy games programme.
- Contribute to the creation of players Individual Development Plans and subsequent monitoring, review and feedback process.
- Utilise performance analysis to review coaching practice and player performance ensuring video feedback is embedded in the player development process.
- Ensure all relevant information from coaching sessions and games is recorded in a timely manner on the appropriate platforms.
- Collaborate with relevant multi-disciplinary staff across the Academy to deliver a holistic development programme.
- Attend and contribute to meetings relevant to the role.
- Supporting the Lead Youth Development Phase Coach is coordination of the U15-16 programme.
- Support the U18 Lead Coach in delivery of the PDP programme as directed by line manager.
- Gather an overview of the U14 age group to aid transition of players into U15-16 programme.

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- Engage fully with all staff development activities within the Academy and wider club.
 - Attend such training as is necessary to maintain the validity of qualifications required for the role.
 - Maintain regular and proactive communication with line manager.
 - Complete any other reasonable requests as directed by the Academy Manager or Director of Football.

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 B Licence	YES	
UEFA A Licence		YES
FA Youth Award	YES	
Experience of coaching in a professional football club Academy	YES	
FA Safeguarding Children Qualification	YES	
FA First Aid Qualification	YES	

PERSONAL QUALITIES/ATTRIBUTES

	REQUIRED	DESIRABLE
Hardworking and Committed	YES	
Willingness to learn with a growth mindset	YES	
Enthusiasm for coaching and player development	YES	
Team player that contributes to strong culture and environment	YES	
Organisation skills with ability to manage a varied workload and complete tasks in a timely and professional manner	YES	
Ability to motivate and inspire young people	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.



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

Sunday 11th October 2026

INTERVIEW DATE(S)

First Interviews w/c 12th October online, Second Interviews w/c 19th October, in-person

START DATE

November 2026