CAMBRIDGE UNITED



RECRUITMENT PACK

RECRUITMENT ANALYST (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)
- Mental Health Practitioners
- Match Tickets
- 10% Club Retail Discount
- Club Partner Discounts



THE JOB

JOB TITLE: Recruitment Analyst (First Team)
DEPARTMENT: Football
REPORTS TO: Head of Recruitment
LOCATION: Cambridge United Training Ground & Remote
SALARY: £26,437 to £27,477 per annum
HOURS: 40 hours per week, full time. You may be required to show a degree of flexibility in your days, and these may change subject to business needs and agreement with your manager.

ROLE SUMMARY

Reporting to the Head of Recruitment the role will look to support the First Team Recruitment department, assisting with and managing effective workflows and reporting systems that allow the club to identify and track players, monitor internal processes and filter potential transfer targets via, but not exclusive to, data modelling, data visualisation and video editing.

KEY JOB OUTCOMES

- Contribute to the maintenance and development of the recruitment database.
- Utilise the recruitment database to plan and coordinate the weekly live and video scout calendar and all subsequent logistics.
- Ability to analyse and assess a player's performance and suitability to the Club across a variety of footballing metrics and attributes according to specific positional requirements, via both video scouting and attending live matches.
- Conduct extensive video scouting and analysis to identify and monitor talent ensuring concise yet detailed video evaluations on players.
- Maintain video databases of prospective target players.
- Collaborate on the production of video and data analysis content for recruitment meetings.
- Demonstrate the ability to create, manage and continually improve the department workflows and use initiative to offer new ideas and innovations.
- Utilise all resources to deliver data-driven research projects.
- Discover and create new avenues to support and positively impact talent identification and monitoring.

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
Previous experience in a recruitment role within professional Football	YES	
Experience and competence with both data and video analysis platforms such as Wyscout & IMPECT	YES	
Strong attention to detail, ensuring accuracy in data entry, document management and record-keeping	YES	
Strong understanding of the game from both a tactical and recruitment perspective	YES	
Batchelor's or higher degree in Sports Performance Analysis or related field		YES

PERSONAL QUALITIES/ATTRIBUTES

		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

19th November 2026

INTERVIEW DATE(S)

Thursday 26th November 2026 and Monday 30th November 2026

START DATE

Monday December 14th, subject to discussion at interview

