



Job Description

Job Title	Head of Performance
Department	Football
Reports to	Sporting Director
Location	Cambridge United Training Ground and Stadium
Salary	£44,000 to £48,000 depending on experience
Hours	40 hours per week, full-time, worked flexibly, to include home and away matches
Role Summary	<p>The role of the Head of Performance is to oversee the sports science and medical departments of the Club, leading all pitch-based and gym-based activities as part of the players' physical performance.</p> <p>Provide detailed pre/post and opposition match analysis for direct use by the Head Coach and Coaching staff, including live match day analysis support. Collaborate with other staff to ensure the highest possible standards of performance analysis provision throughout the Football Club.</p>
Key Job Outcomes	<ul style="list-style-type: none">• Recommend staff appointments within the performance department, in consultation with the Sporting Director and Head Coach.• Responsible for feedback and monitoring the physical data of each professional player, utilising the technological equipment available and ensuring recommendations are made for the physical load of each professional player within the weekly schedule.• Designing, implementing, and evolving individual strength and conditioning programmes, and offering sports science support to all professional players as and when required/appropriate.• Line manage the Head of Medical Services at the Club to ensure efficiency and competency in our medical treatments of injuries and preventative processes.• To ensure training day and match day warmups are correctly delivered so that all professional players are correctly and fully prepared.• Facilitate other matchday analysis workflows to aid and improve performance in the pre-match, half-time and post-match meetings.• Work with the Club's catering provider to ensure meal planning and appropriate nutrition support for the players on training and match days.• Be responsible for updating the weekly team schedule for FA anti-doping purposes. Facilitate anti-doping team visits at the training ground.• Lead on all performance technology partners and feedback to Sporting Director.• Design and implement sports science provisions for all scholars in conjunction with the Lead Academy Sports Scientist.• Ensure that the performance department carry out all required testing for players as and when required.• Ensure the Head Coach, Coaching staff, support staff and players are supported with the appropriate resources to aid performance.• Collate all resources into engaging and concise forms of presentation, according to delivery methods required by the coaching staff.



- Attend all CUFC fixtures, home and away, to support the performance analysis provision.
- Deliver an exceptionally high standard of work in a pressurised environment with tight deadlines.
- Attend the football departments meeting as required by the Sporting Director. Represent and update staff on all sports science and medical functions.
- Meet with the Head Coach, Sporting Director and CEO as required. Your direct line manager is the Sporting Director, but it is crucial that you establish and develop a good working relationship with the Head Coach and Academy Lead Sports Scientist.

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
Educated in performance analysis or coaching at degree level minimum or equivalent experience	✓	
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	✓	
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 Catapult software	✓	
Experience working in a high performing business environment	✓	
Has an understanding of how elite players are developed	✓	
Personal Qualities/Attributes		
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

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	Friday 17 th May 2024
Interview Date(s)	Wednesday 22 nd May 2024, second interviews Tuesday 28 th May 2024
Start Date	3 rd June 2024
Mission, Vision & Values	<p>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.</p> <p>Vision</p> <p><i>Creating Memories</i> We engage current and future generations of supporters by creating memorable moments.</p> <p><i>Driving Standards & 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>Values 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> 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>
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 &
Inclusion**

Cambridge United FC is committed to promoting equality of opportunity for all staff and job applicants. 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.

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