



Job Description

Job Title	Professional Development Phase Coach (U18s)
Department	Academy
Reports to	Senior Professional Development Phase Lead, Head of Academy Coaching, Academy Manager
Location	Training Ground, Academy Stadium
Salary	£30,000 - £32,000
Hours	40 hours
Role Summary	<p>To lead and develop every individual within U18's age group and create a challenging and supportive coaching environment that gives players the best to opportunity to succeed both on and off the pitch and fulfil their maximum potential.</p> <p>Aligned with the Academy Mission and Vision continuing to develop homegrown players to assist with the clubs aim of competing at the highest level of the English Football league while creating and aspirational and nurturing academy that creates a lifelong memorable journey.</p>
Key Job Outcomes	<p>To ensure the coaching and playing philosophy is implemented and embedded daily on the training pitch.</p> <p>To co-ordinate the daily operations of the PDP and manage the Under 18's monthly programme working closely with the MDT team.</p> <p>To ensure the Football Intelligence Platform is up to date – including all training sessions, fixtures and player reviews.</p> <p>To regularly update the Senior PDP lead & Pathways Manager on player development in the Under 18's squad.</p> <p>To liaise with the Analysis department to produce and deliver content to the players.</p> <p>To review the progress of the scholar's development and conduct 6 weekly face to face meetings in accordance with the academy review process.</p> <p>To work closely with the MDT performance team and conduct meetings prior to the delivery of player reviews ensuring there is an integrated approach.</p> <p>To attend CPD where required by the Head of coaching or Academy Manager</p> <p>To communicate effectively with the Youth Development Phase Lead to help manage the Under 16 day release logistics and monitor the transition of players into the Under18's squad.</p>



To lead a daily planning meeting after each training session to discuss players and operations as part of an MDT team to ensure effective planning of the Under 18's weekly schedule and physical requirements.

To plan, do and review coaching sessions in the PDP.

To plan and deliver training sessions in line with EPPP criteria, club methodology and which fulfils the criteria set out in the Academy coaching and playing philosophy.

To undertake personal CPD as appropriate to meet the demands of the role.

To work towards your own coach development action plan (DAP) agreed between you and the Head of Coaching in line with the Coach Competency Framework.

To assist and support the delivery of Under 16's training sessions once a week to help monitor player progress and promote alignment through the age groups.

To attend phase specific coaching meetings and carry out any other duties as required by the Academy Manager or Head of Coaching.

To take an energetic and measurable approach to player development.

To continually challenge and look to enhance the academy environment through new ideas.

To support the culture and always represent the club in the best possible light.

Always adhere to the club code of conduct and understand and adhere to the clubs safeguarding procedures.

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
UEFA Pro Licence		✓
UEFA 'A' Coaching Licence	✓	
FA Advanced Youth Award	✓	
Experience of working in the professional game	✓	
Introduction to First Aid qualification	✓	
FA Safeguarding children workshop	✓	
Experienced in talent ID		✓
Experience of delivering excellent customer services	✓	
IT Skills, including Outlook, Word and Powerpoint		✓
Experience of working with player/parents in football environments	✓	
Experience in leading/managing an area/people or teams	✓	
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	✓	



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 14 th October 2023
Interview Date(s)	Thursday 19 th October 2023
Start Date	TBC...
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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