



## Job Description

<b>Job Title</b>	Under 15 & U16 Phase Lead
<b>Department</b>	Academy
<b>Reports to</b>	Head of Coaching
<b>Location</b>	Clubs Training Grounds and Stadium
<b>Salary</b>	£26k
<b>Hours</b>	40 hours a week
<b>Role Summary</b>	<p>To manage, lead and co-ordinate the daily logistical operation of the U15's and U16's coaching programme.</p> <p>To manage and coach a selected age group within the phase, delivering the curriculum and philosophy, and when required by the Head of Coaching, coach other teams/players.</p> <p>To manage and lead a multi-disciplinary team ensuring there is a player centred approach to the review process by organising and conducting player progress review meetings prior to the delivery of individual development plan meetings with the player and parent.</p> <p>To work closely with the Head of Coaching to design and implement an age specific coaching curriculum in line with the academy playing and coaching philosophy ensuring the effective planning, delivery, and evaluation of every coaching session on the PMA for the phase.</p> <p>To work closely with the Head of Coaching, and other key staff to support your daily tasks and the multi-disciplinary development of every player in the phase across the clubs 4 corner GRIT model.</p> <p>To support and motivate all coaches within the phase to deliver the coaching curriculum and academy philosophy and push high standards at all times.</p> <p>To support the U18's one day a week during day release sessions to ensure continuity, understanding and link coaching across the phases to ensure we have a joined-up approach.</p> <p>To work towards own Coach Development Action Plan (CDAP) agreed between you and the Head of Coaching in line with the Coach Competency Framework (CCF).</p> <p>To co-ordinate and manage the day release programme as part of a multi-disciplinary team.</p> <p>To communicate with age group coaching staff each week, to help them plan, do and review.</p>



	<p>To work closely with the Head of Recruitment and contribute towards pathway meetings ensuring we have a joined-up approach to player development.</p> <p>To attend and contribute (when required) to all CPD as instructed by the Head of Coaching.</p> <p>To carry out any other duties as directed by the Academy Manager and Head of Coaching.</p> <p>To manage the retain/ release of player registrations appropriately ensuring the highest levels of professionalism are maintained.</p> <p>To work closely with the Head of Coaching and manage the player development process contributing and reporting on performance, progression, transition between age groups, and multi-disciplinary reviews.</p> <p>To contribute towards 10 weekly coaching reviews to monitor and assess the effectiveness of coach delivery across the phase ensuring best practise takes place and gets shared.</p> <p>To link player performance reviews to the learning outcomes of the academy coaching programme and effectively present these during player/parent review meetings (formal and informal) and as per club and EPPP guidelines.</p> <p>To monitor &amp; manage the PMA data entry of all coaches and players within the phase.</p>
<b>Key Job Outcomes</b>	<p>To create a challenging and supportive coaching environment that gives players the best to opportunity to succeed both on and off the pitch.</p> <p>To support the progression of players into and through the pathway with relevant members of staff working closely with the Head of Coaching, Head of Recruitment and Academy Manager.</p> <p>To work closely with the Head of Coaching and regularly feedback from training and matches on individual progress / performance.</p> <p>To take an energetic and measurable approach to player development.</p> <p>To continually challenge and look to enhance the academy environment through new ideas.</p> <p>To support the culture and always represent the club in the best possible light.</p> <p>Always adheres to the club Code of Conduct and understand and adheres to the Club's safeguarding procedures.</p>

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 A Coaching Qualification	✓	
FA Youth Modules	✓	
First Aid qualification	✓	
Experience of working in the professional game previously	✓	
Able to communicate effectively	✓	
Good interpersonal skills	✓	
Experience of working in an academy environment previously	✓	
<b>Attitude/Behaviours</b>		
Takes responsibility for ensuring a high quality of work	✓	
A genuine team player who will support and motivate other members of the team	✓	
Is willing to go above and beyond to help others	✓	
Hard working, honest and humble	✓	
<b>Personal Qualities</b>		
Hardworking and enthusiastic	✓	
Good attention to detail	✓	
Loyal and committed	✓	
Team player	✓	
Growth Mindset	✓	

## Application Process

<b>Application Instructions</b>	Interested applicants should apply by submitting their CV and Cover Letter
<b>Application Closing Date</b>	Friday 31 <sup>st</sup> March 2023
<b>Interview Date(s)</b>	w/c 3 <sup>rd</sup> April 2023
<b>Start Date</b>	Monday 17 <sup>th</sup> April 2023
<b>Employability Statement</b>	Cambridge United FC is committed to promoting equality of opportunity for all staff. We aim to create a supportive and inclusive working



	<p>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>
<b>Safeguarding Statement</b>	<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>
<b>Equality, Diversity &amp; Inclusion</b>	<p>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.</p>