



**CAMBRIDGE  
UNITED**



# RECRUITMENT PACK

Elite Scholarship 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'.



# THE JOB

<b>JOB TITLE:</b>	Elite Scholarship Coach
<b>DEPARTMENT:</b>	Youth Development
<b>REPORTS TO:</b>	Elite Scholarship Manager
<b>LOCATION:</b>	Based at the club's training grounds
<b>SALARY:</b>	£5,440– 10 months of the year
<b>HOURS:</b>	Monday: 13:30 - 15.30, Tuesday: 9:30 -11.30, Wednesday Fixture (Home or Away)

## ROLE SUMMARY

- Support and manage the players in the Elite Scholarship for our Male & Female teams.
- To deliver coaching sessions to all Elite Scholarship players in line with the Academy Philosophy and coaching curriculum.
- To attend and assist in the operation of the games programme for the Elite Scholarship Schemes.
- To manage, review and implement the best strategy to continuously improve the programme as best as possible.
- To ensure the Academy Philosophies and Values are adhered to by the Players within the CRC Programme.
- To assist in the monitoring and assessment of the players in the whole CRC Programme from training and match performances.
- To assist with the scouting and recruitment process where appropriate for all teams within our Elite Scholarship programme.
- To undertake personal CPD as appropriate to meet the demands of the role.
- To assist with administrative tasks related to the role, including general Organisation, recording of sessions and match performances and player reviews.

## KEY JOB OUTCOMES

- High levels of organisation and planning to meet the player needs.
- A clear understanding of the Academy system & football environment.
- An ability to build relationships with staff members at the club.
- An ability to integrate with an already strong Academy staffing structure.
- An enthusiastic, hardworking individual who is a good motivator.
- Proactive, highly organised individual with an ability to work unsupervised.
- Experience working in a high performing business environment.
- Understanding how elite players are developed.

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 A License	YES	
Experienced in talent ID		YES
Introduction to First Aid Qualification	YES	
Experience of delivering excellent customer services	YES	
FA Safeguarding children workshop	YES	
Experience of working with player/parents in football	YES	
Experience of individual & small group coaching		YES

## PERSONAL QUALITIES/ATTRIBUTES

	REQUIRED	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

Friday 19<sup>th</sup> of June

## INTERVIEW DATE(S)

W/C 22<sup>nd</sup> of June

## START DATE

1<sup>st</sup> of September 2026