



RECRUITMENT AND INFORMATION PACK

Academy Lead Sports Scientist





ABOUT US AND WHO WE ARE

The club was first founded in 1904. Brunton Park has been our home since 1909.

Located nine miles from the border with Scotland, it makes us the most northerly-based professional football club in England.

We have no close geographical football rivals with the closest being over 50 miles away.

We are defined in part by our geography, and also our history. Weather, rural landscape, local pockets of heavy industry and long distances combine to make us unique in the football pyramid.

We are the club of the regional capital and its biggest city. Our regional challenges demand a tough spirit.

We are the premier sporting organisation of Cumbria and a local community club that reaches far.

The club is traditional and proud of its heritage. We are used to highs and lows and have enjoyed success and adversity.

We are part-owned by the Carlisle United Supporters' Trust and they have representation as directors of the club on its board.

Our fans want their voice to be heard and are fiercely proud, loyal, strong-minded and vocal.

They demand honesty, passion, fight and determination, and commitment on and off the field.

They want to see local players flourish. Many come and go from our region, but they remain as Cumbrian's and Carlisle fans.

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CLUB VISION AND MISSION

VISION

“To compete at the highest level possible as a sustainable football club that inspires pride and is for everyone.”

- **Compete:** We never give up as a club or individually. We give everything, with no fear and bounce back.
- **Highest Level Possible:** We aim to continually progress up the football pyramid with no self-imposed ceiling or limits on or off the field.
- **Sustainable:** Financially sound, operationally resilient, and community-rooted.
- **Pride:** A club that reflects positively on Carlisle, Cumbria, and all who support us.
- **For everyone:** We are open to all, welcoming and inclusive for the whole community.

MISSION

To win, grow, and inspire by building a high-performing, inclusive club that operates with integrity, ambition, and extraordinary teamwork - delivering excellence on and off the pitch.

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VALUES

Integrity

- Be honest, ethical, and respectful in every interaction.
- Communicate transparently and act with consistency.

Excellence

- Demand the highest standards in all areas - on and off the pitch, in operations, and in service.
- Celebrate effort, execution, and continual improvement.

Ambition & Innovation

- Embrace new ideas and strive to lead, not follow.
- Aspire to grow and achieve beyond expectations.

Teamwork & Respect

- Work collaboratively and listen.
- Treat everyone with dignity, fairness, and inclusivity.

Pride & Passion

- Represent Carlisle United with heart and purpose.

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MAIN ROLES AND RESPONSIBILITIES

- Deliver a Sports Science programme that reflects best practice and scientific principles to maximise performance.
 - Provide technical coaching support in sport science, broadening the Club's knowledge and understanding of sports science practice in a professional football academy.
 - Lead the sport science support daily for the Professional Development Phase.
 - Oversee the Sports Science programme for all Foundation and Youth Development players and ensure oversight of the programme and part-time staff.
- Provide sport science support to the rehabilitation process in line with the requirements of the Academy Medical team.
 - Contribute to and support the development of the design and implementation of departmental objectives.
- Identify and facilitate appropriate communication methods to explain the most effective use of sport science practice.
- Ensuring individualised, developmental programmes for youth team players to support their individual development.
 - Develop a library of on-pitch and off-pitch physical best practices across all phases.
 - Work alongside the Head of Education to provide evidence of strength and conditioning to comply with SEP.
 - Plan and oversee the implementation of individual/group strength and conditioning for all Academy players.
- Providing reports and structured individual performance goals based upon individual needs as required by the EPPP.
- Assist with gym and pitch-based rehab when required and in collaboration with the Senior Academy Physiotherapist.
 - Support the player education process and provide updates on player progress as required.
 - Represent the Academy Sport Science department at meetings, events, and conferences.
 - Engage with and support both personal and departmental continuous professional development.
 - Assist with the Academy Sport Science Research and Development programme to enhance understanding and answer performance questions related to the physical development of all Academy players.
- Work within the rules of professional confidentiality and follow the BASES and/or UKSCA code of conduct, standards, and guidelines.
- Assist in the management, maintenance and development of the sport science equipment and facilities at the Academy.
 - Ensure all relevant Academy team management staff are clearly communicated regularly with regards to all medical issues and injuries.
- To keep an up-to-date and accurate database of treatment and work with all Carlisle United Academy players, including current medical status, medical notes, and recordings of rehabilitation sessions.
 - To adhere to EFL Rules & Regulations and ensure protocols are always followed.
 - Any other duties or changes to the above duties, as required by the Club, as deemed appropriate to the completion of the role by the Academy Manager.

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QUALIFICATIONS AND SKILLS

- BSc (Hons) Sports Science / Strength and Conditioning.
- Previous experience in football or an elite sport environment.
 - UKSCA Accredited or working towards.
 - FA Safeguarding Certificate.
 - FA Emergency First Aid in Football.
- Experience of training/rehabilitation principles and a sound understanding of the rehabilitation process.
 - Excellent communication skills with the ability to consult with players, MDT, and parents.
 - Demonstrate consistent leadership and management skills.
 - Ability to work in a high-pressure environment with a flexible approach to working hours.
 - Diligence, organisation, and time management skills.
 - Adaptability to a changing environment at short notice.
 - Ability to set and maintain high personal and professional standards.
 - Competent use of IT programmes and online systems.
 - Ability to display key data visually post sessions.

This role is 37.5 hours per week located at Brunton Park and relevant club training facilities and reports to the Academy Manager.

Closing date is **Friday 15 May 2026**.

Please submit applications via iRecruit only.

Please note, we reserve the right to close applications earlier if a suitable candidate is found.

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SAFEGUARDING STATEMENT

The club has a top-level commitment to safeguarding which promotes practice and behaviours that value children and adults at risk, creates a culture of accountability and drives continual improvement.

We are committed to safeguarding and promoting the welfare of young players and staff. We expect all staff, volunteers, parents/carers, young players, any partner agencies or any commissioned service providers to share this commitment.

This role will involve working with under 18s and as such is subject to Enhanced Disclosure and Barring Service Check (DBS) and is exempt from Rehabilitation of Offenders Act (1974). Therefore, all convictions including spent convictions that have not been subject to filtering by the DBS should be declared.

EDI

The club is committed to applying its Equality Policy at all stages of recruitment and selection, and adverts will contain an equal opportunities statement.

Shortlisting, interviewing and selection will always be carried out without regard to age, disability, gender, gender reassignment, marital/civil partnership status, pregnancy/being on maternity leave, race, religion/belief, sexual orientation, or any other legally protected characteristic.

Any candidate with a disability will not be excluded unless the candidate is unable to perform a duty that is intrinsic to the role, having taken into account reasonable adjustments. Reasonable adjustments to the selection process will be made to ensure that no applicant is disadvantaged because of his/her disability.



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