



Job Description

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| Job Title | Individual Development Coach & Pathways Manager |
| Department | First Team / Academy |
| Reports to | Head Coach / Academy Manager |
| Location | Club's Training Grounds and Stadium |
| Hours | 40 hours a week, worked flexibly |
| Salary | £34,000 to £36,000 |
| Role Summary | <p>The Individual development Coach & Pathways manager will create a challenging and supportive coaching/mentoring environment that gives players the best opportunity to succeed both on and off the pitch.</p> <p>By supporting the progression of players into and through the pathway with relevant members of staff working closely with key staff and taking an energetic and measurable approach to player development.</p> <p>Continually challenging and looking to enhance the football environment through new ideas, whilst supporting the culture and always representing the club in the best possible light.</p> <p>Understanding and adhering to the club Code of Conduct and the Club's safeguarding procedures.</p> |
| Key Job Outcomes | <p>To manage, lead and co-ordinate the logistical operation of professional players' Individual Development Plans.</p> <p>To work closely with the First Team Coaching staff around the implementation of Individual Development plans including grass-based sessions and analysis sessions.</p> <p>To manage the transition of players within the Professional Development Phase (PDP) into a Senior environment.</p> <p>To manage and lead on the individual pathway plans of players within the PDP.</p> <p>To work in conjunction with First Team & Academy Staff to ensure that the Club's loan strategy is efficiently and effectively implemented.</p> <p>To deliver coaching sessions for Professional players and players within the PDP, as well as other age groups when required.</p> <p>To manage and lead a multi-disciplinary operation 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.</p> |



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| | <p>To deliver a multi-disciplinary weekly staff meeting working closely with the Academy Performance Department ensuring individual players are clear on their plans (Including days when players are with loan clubs).</p> <p>To attend and contribute (when required) to all CPD as required.</p> <p>To carry out any other duties as directed by the Head Coach & Academy Manager.</p> <p>To liaise with the Club Secretary to ensure all appropriate loan and registration paperwork is in place and communicated effectively.</p> <p>To manage the player development process contributing and reporting on performance, progression, transition, and multi-disciplinary reviews.</p> <p>To monitor & manage the PMA data players within the PDP.</p> <p>Identifying potential clubs for our young players to join on loan based on their individual needs.</p> <p>To mentor and support Cambridge United players who are out on loan.</p> <p>To develop effective relationships across the professional and non-league game to identify the best loan for each individual.</p> <p>To develop strong relationships with staff at host clubs ensuring the best possible lines of communication.</p> <p>Observe loan players training at their host club on at least two occasions (Per half season loan period).</p> <p>To meet weekly with all loan players individually to go through their match clips.</p> <p>Collate and share all loan match reports with PDP and Senior Club staff.</p> <p>To manage the loan recovery of players wages in line with the Football budget.</p> <p>To manage the transition of Academy players to the Club's senior squad by observing U18s and First Team training sessions when not delivering to the U21 Emerging Talent Group.</p> <p>To liaise with First Team staff around day-to-day training logistics.</p> <p>To arrange and plan U21 fixtures in line with Academy budgets.</p> |
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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 |
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| UEFA Pro License | | ✓ |
| UEFA A License | ✓ | |
| FA Youth Modules | ✓ | |
| First Aid qualification | ✓ | |
| Experience of working in the professional game previously | ✓ | |
| Able to communicate effectively | ✓ | |
| Experience of individual and small-group coaching | ✓ | |
| Good interpersonal skills | ✓ | |
| Experience of working in an academy environment previously | ✓ | |
| Attitude/Behaviours | | |
| 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 | ✓ | |
| Personal Qualities | | |
| Hardworking and enthusiastic | ✓ | |
| Good attention to detail | ✓ | |
| Loyal and committed | ✓ | |
| Team player | ✓ | |
| Growth Mindset | ✓ | |



Application Process

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| Application Instructions | Interested applicants should apply by submitting their CV and Cover Letter |
| Application Closing Date | Tuesday 28 th May 2024 |
| Interview Date(s) | Thursday 6 th June 2024 |
| Start Date | June 2024 |
| 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 | <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> |
| 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. |