



Job Description

Job Title	Senior PDP Coach & Pathways Manager
Department	Academy
Reports to	Head of Coaching/Academy Manager
Location	Club's Training Grounds and Stadium
Salary	£30,000 to £35,000
Hours	40 hours a week
Role Summary	<p>To manage, lead and co-ordinate the daily logistical operation of the U21s Emerging Talent Group and Player Pathways.</p> <p>To work in conjunction with Academy Staff to ensure that the Club's loan strategy is efficiently and effectively implemented.</p> <p>To manage and coach our players within the senior PDP 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 (These meetings should include the loan progress of each individual).</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 all coaching sessions 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 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 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 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 required 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 liaise with the Club Secretary to ensure all appropriate loan and registration paperwork is in place and communicated effectively.</p> <p>To work closely with the Head of Coaching and manage the player development process contributing and reporting on performance, progression, transition, 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 monitor & manage the PMA data players within the phase.</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 Academy 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>
<p>Key Job Outcomes</p>	<p>To create a challenging and supportive coaching/mentoring environment that gives players the best 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>
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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
UEFA Pro License		✓
UEFA A License	✓	
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	✓	
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

Application Instructions	Interested applicants should apply by submitting their CV and Cover Letter
Application Closing Date	Wednesday 21 st June 2023
Interview Date(s)	Tuesday 27 th June 2023 and Thursday 29 th June 2023
Start Date	July 2023
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.