



## Job Description (First Team Physical Performance Coach [S&C])

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| <b>Job Title</b>      | First Team Physical Performance Coach (S&C) | <b>Date Prepared</b> | April 2026  |
| <b>Reports to</b>     | Head of Performance                         | <b>Hours of Work</b> | Full time<br>Flexible to include weekends, evenings, and bank holidays. |
| <b>Direct reports</b> | Sports Science Interns                      | <b>Location</b>      | Vale Training Ground<br>Cardiff City Stadium<br>Away Match Travel       |

### Job Role

Contribute towards Cardiff City's Performance and Medical Departments vision of optimising player availability and physical performance through elite, integrated, evidence-based physical performance support, specifically working with First Team players.

### Key Responsibilities

- Ensuring the day-to-day implementation of individual physical performance support to First Team players; ensuring that each player's individual physical priorities are targeted, driven by objective profiling.
- Lead the monitoring and analysis of physical performance data, working to ensure that this data is used to optimise on-field and gym-based training practices through the production of comprehensive physical performance reports.
- Ensure the implementation of player monitoring and testing systems (performance, development, workload, and response), generating insights used to inform multidisciplinary decision making and player management on an ongoing basis, with comprehensive physical performance reports.
- Plan, design & deliver individual-specific pre-training preparation and strength and conditioning programmes with the aim to enhance physical performance and develop robustness of all First Team players.
- Assist with the performance delivery of the First Team squad (including pre-training preparation, warm-ups, regeneration and recovery, rehabilitation, individual conditioning) as well as non-squad players additional loading on matchdays, to maintain fitness of all First Team players.
- Support the planning and delivery of individual and team performance testing, player readiness protocols/screening, and be an integral part of the multi-disciplinary approach in prescribing interventions to improve physical performance.
- Liaise closely with other performance and medical staff regarding the prevention and rehabilitation of all injuries. Be an integral part of the multi-disciplinary approach to return-to-play processes and develop effective strength and conditioning programmes for the rehabilitation of any injured First Team players.

- Work collaboratively with the Performance Nutritionist to support the practical implementation of the performance nutrition strategies required to facilitate adaptation and enhance physical performance.
- Ensure data collection is maintained to the highest standard and utilised in an objective manner, in-line with physical performance benchmarks.
- Mentor and supervise the work of First Team sports science interns.
- Ensure day-to-day maintenance and cleaning of all resistance training equipment.
- Keep abreast of advancing knowledge and applications in sports science and use this information to develop new evidence-based physical performance practices.
- Ensure compliance with health and safety regulations and healthcare governance procedures including the security and protection of confidential information.
- Contribute to the development of resources and educational aids.
- Contribute to a programme of in-house continued professional development.
- Any other reasonable duties and responsibilities the Head of Performance or any other senior manager at the Club asks you to perform.

## Club Responsibilities

### Health and Safety

- To take responsibility for your own health, safety and welfare, ensuring compliance with Cardiff City Football Club's Health and Safety Policy, procedures and safe systems of work.

### Data Protection

- To take responsibility for the protection of personal data and confidential information, ensuring compliance with General Data Protection Regulations and Cardiff City Football Clubs Data Protection Policy.

### Training & Development

- To undertake all reasonable training, learning and development activity designed to support you in your role.

### Diversity and Equality

- To be responsible for your own behaviour and act in a manner that avoids and discourages any form of discrimination or harassment; to comply with Cardiff City Football Club's Equal Opportunities Policy.

## Qualifications, Key Skills and Experience

### Essential

- Undergraduate qualification in Sports Science or related discipline.
- Significant experience of delivering strength and conditioning support within a professional sporting environment.
- Detailed understanding of physical performance principles in football, specifically within strength and conditioning delivery.
- Excellent knowledge of physical performance testing systems (e.g. VALD, VBT) and training load technology (e.g., GPS systems).

- Advanced IT Skills.

**Desirable**

- Postgraduate qualification in Sports Science or related discipline.
- Recognised certification (or in progress) in S&C related competence (e.g., UKSCA, CSCS).
- Football coaching qualification (e.g. FA/FAW B Licence).
- Experience of using data visualisation tools (e.g., Power BI, Tableau).
- Track record of working within multidisciplinary coaching and support teams in elite sport.

**Equality**

Cardiff City Football Club promotes equal opportunities in employment we positively welcome applications from all candidates regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

**Safer Recruitment Policy**

Cardiff City Football Club operates a 'safer recruitment policy' and is committed to safeguarding and promoting the welfare of children and adults at risk and expects all staff and volunteers to share this commitment. All appropriate reference checks and Enhanced Level Disclosure and Barring Service (DBS) checks form a significant part of this recruitment process.

**How to Apply**

Should you feel that you have the necessary skills and experience required for the role and wish to apply for this position, please email a copy of your up-to-date CV together with a completed application form (which can be found at <https://www.cardiffcityfc.co.uk/club/club-vacancies>) to [advert@myjobvacancies.co.uk](mailto:advert@myjobvacancies.co.uk)

**Closing Date**

Sunday 26<sup>th</sup> April