



Internal & External Job Advertisement

First Team Physical Performance Coach

As an integral part of our dynamic team, you will play a crucial role in upholding our organisation's commitment to sustainability. Regardless of your specific role in Finance marketing, HR, procurement, or any other department, we expect all employees to actively embrace and adhere to our sustainability policies. Your dedication to environmentally conscious practices, resource efficiency, and ethical considerations will contribute to our collective efforts in fostering a responsible and sustainable workplace. We believe that each team member, regardless of their functional area, plays a vital role in promoting and implementing sustainable practices that align with our organizational values

Exeter City Football Club seeks to ensure the safety, safeguarding and wellbeing of all children, young people and adults at risk who engage in its activities.

We are seeking a passionate and motivated Physical Performance Coach to join our First Team multidisciplinary performance department. This is an exciting opportunity to play a key role in delivering and developing our physical performance programme, supporting players to perform at their highest level in an elite football environment.

Who are we?

Exeter City Football Club is a special club with over 20 years of Supporters' Trust ownership something we are very proud of. Our ownership model places our supporters and community engagement at the forefront of everything we do and we are proud to have a special place in the heart of the community. Trust ownership is reflected in our commitment to balancing on-field success with long-term sustainability and we have a remarkable track record of nurturing talent through our Academy, promoting players to the first team, and maximising their performance. In addition to the success of our Academy and men's team Exeter City Women successfully transitioned into being fully managed by the Club in 2024 and were promoted to the third tier of women's football in the FA Women's National League Southern Premier Division in 2024.

Culture

We recognise the advantages of having a diverse workforce with a broad range of skills, diversity of experiences and perspectives and we embrace the creativity and innovation this brings. We pride ourselves on having an inclusive culture and a workplace that brings opportunity, development and growth. We embrace a culture of accountability where we set clear expectations and goals, open lines of communication and strong leadership.

Role

The role is responsible for supporting the delivery and continuous development of the First Team physical performance programme, ensuring players are physically prepared to meet the demands of elite football. Key responsibilities include leading on-pitch warm-ups and physical preparation, designing and delivering individual and group strength and conditioning programmes, monitoring player performance using GPS and athlete management systems, and supporting return-to-performance and Academy-to-First Team transition processes. Working collaboratively within a multidisciplinary team, the role contributes to evidence-based decision-making, player development, injury risk reduction and the optimisation of individual and team performance while maintaining the highest professional standards.

If you wish to apply for this position, please follow the link and apply via our HR platform, People HR: <https://ecfc.peoplehr.net/Pages/JobBoard/Opening.aspx?v=f39d941a-9f82-48a1-a52f-ffa153fea202>

Only completed applications that are submitted via People HR will be accepted. Any applications after the closing date will not be accepted.

The closing date is: 15th July 2026

Interview date: To be confirmed.



For a full job description and person specification please see the vacancies page on our website.

All candidates will require a DBS Check and must be able to prove their eligibility to work within the UK.

ECFC is an equal opportunities employer and committed to safeguarding and promoting the welfare of children and young people and expects all staff and employees to share this commitment.



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Job Description

First Team Physical Performance Coach

Department	Medical & Performance
Location:	The Cliff Hill Training Ground, Exeter
Contract Type:	Full-time
Reports to:	Technical Director, First Team Manager and First Team Lead Physiotherapist

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Main Purpose:

To support the delivery and development of Exeter City FC's first-team physical performance programme. The role will be responsible for delivering high-quality on-pitch physical preparation, warm-ups, athletic development and gym-based performance programmes, whilst contributing to the monitoring and management of player performance, readiness and availability. The successful candidate will work collaboratively within the multidisciplinary team to maximise player development and support team performance.

Role Summary

Physical Performance Delivery

- Lead and deliver daily first-team warm-ups, activation sessions and on-pitch physical preparation.
- Design and deliver athletic development programmes that enhance physical performance and meet the demands of elite football.
- Plan and deliver individual and group-based gym programmes aimed at improving strength, power, robustness and physical resilience.
- Support the physical preparation of players throughout the training week and competitive schedule.
- Assist players transitioning from Academy to First Team football through appropriate physical development programmes.



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Performance Monitoring

- Monitor and evaluate player physical performance using available technologies and performance metrics.
- Utilise GPS, wellness, gym and testing data to inform training prescription and player management.
- Assist in the collection, analysis and reporting of performance information to support decision-making.
- Contribute to the ongoing development of the Club's physical performance processes and standards.

Return to Performance

- Work collaboratively with medical staff to design and deliver return-to-performance programmes.
- Support the physical conditioning and progression of injured players throughout the rehabilitation process.
- Ensure players returning from injury are physically prepared for the demands of training and competition.

Collaboration & Communication

- Build strong working relationships with players, coaches and support staff.
- Communicate physical performance information clearly and effectively to relevant stakeholders.
- Contribute positively to the multidisciplinary team environment.
- Support a culture of continuous improvement, learning and shared accountability.

General Responsibilities

- Maintain accurate and timely records relating to player performance and physical preparation.
- Engage in ongoing professional development and remain current with advances in physical performance practice.
- Uphold the Club's values, policies and standards at all times.
- Undertake any other reasonable duties required to support the First Team and wider Football Department.

This job description should not be regarded as exclusive or exhaustive. It is intended as an outline indication of the areas of activity and will be amended in consultation in the light of the changing business needs.

Qualifications/Experience/Knowledge required: Please see person specification below.

Person Specification

Qualifications	Essential (E)	Desirable (D)
Undergraduate degree in Sport Science, Strength & Conditioning, Physical Performance or a related discipline.	E	
Full UK Driving Licence.	E	
UKSCA Accreditation.		D
Master's degree in a relevant discipline.		D
BASES Accreditation.		D
Skills/Competencies	Essential (E)	Desirable (D)
Excellent communication and interpersonal skills.	E	
Ability to work effectively within a multidisciplinary team.	E	
Knowledge & Experience	Essential (E)	Desirable (D)
Experience working within an elite or high-performance sporting environment.	E	
Experience designing and delivering on-pitch physical preparation programmes.	E	
Experience planning and delivering gym-based strength and conditioning programmes.	E	
Experience using athlete monitoring systems and performance data to inform practice.	E	
Strong understanding of athletic development principles within team sports.	E	
Experience working within professional football.		D
Experience working with GPS and athlete monitoring systems.		D
Experience delivering individualised athletic development programmes.		D



Experience supporting Academy-to-First Team player transitions.		D
Experience supporting return-to-performance processes.		D
Personal Qualities	Essential (E)	Desirable (D)
Be an excellent coach with the ability to engage, motivate and challenge players on a daily basis.	E	
Demonstrate a coaching-first approach, combining practical delivery with evidence-informed decision making.	E	
Be equally comfortable delivering sessions on the training pitch and in the gym.	E	
Be proactive, adaptable and solutions focused.	E	
Demonstrate humility, professionalism and a commitment to continuous learning.	E	
Build strong, trusting relationships with players and staff.	E	
Thrive within a collaborative environment and contribute positively to team culture.	E	



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