中國香港欖球總會

HONG KONG
CHINA RUGBY

# CANDIDATE BRIEFING PACK

## Head of Women's XVs Technical Rugby

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# Welcome

With the conclusion of an incredible Women's Rugby World Cup the excitement around women's rugby has never been higher. The global growth of the women's game continues at pace and with Hong Kong China being announced as part of the WXV Global Series in 2026, alongside the WRWC 2029 on the horizon, we are looking for an outstanding coach to lead our Women's XVs Senior representative team and help accelerate the growth of the women's game in Hong Kong.

Rugby in Hong Kong has a long and proud history with HKCR earning its reputation as one of the leading rugby unions in Asia. Alongside our ambitions for our Women's XVs team, our Men's XVs team has recently qualified for the 2027 Rugby World Cup and we have ambitions for our 7s teams to qualify for the Los Angeles 2028 Olympics.

We have a thriving domestic competition with 4 women's leagues, which we are looking to develop, as well as a strong community programme. We also undertake a wide range of philanthropic activities via our charitable foundation, Rugby For Good. Our Cathay/HSBC Hong Kong Sevens tournament is the jewel in the crown of the HSBC SVNS series and a commercial success that contributes significantly to the funding of the wide range of activities that we undertake.

The Head of Women's Technical Rugby (Head Coach – Women's XV) position will report to the Executive Director of Performance and Representative Rugby and play a critical role in helping the organisation achieve its strategic objectives for Representative Rugby, including to create recognised HKCR role models who inspire people to engage with rugby. Further details regarding the role and application process are set out in this candidate pack. If you are ambitious, collaborative and have the skills, experience, and passion then we would welcome an application from you.

Thank you for your interest in this exciting role for Hong Kong China Rugby.

Best wishes,
**Simon Amor**
HKCR Executive Director, Performance & Representative Rugby




# Our Values

The Hong Kong China Rugby community upholds four core values: **Inclusivity, Respect, Integrity and Excellence.** These values serve as a foundation for creating a positive and supportive rugby culture.

**INCLUSIVITY** – We will consciously work to ensure equal opportunities for those who might otherwise be excluded. We will engage others and their thoughts to intentionally add varying, diverse perspectives and approaches.

**RESPECT** – We will respect others and their time by always being punctual. We will respect others and ourselves by always engaging in open and honest dialogue. We will respect others and their opinions by being open minded, listening without interrupting and being adaptable.

**INTEGRITY** – We will be authentic with others and ourselves. We will behave and make decisions for the greater good, independent of personal gain.

**EXCELLENCE** – We will approach each day with purpose, with the aim of performing above the norm. We will continually strive for self-improvement and encourage and support the improvement of others.



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# Our 10-Year Strategy

An integrated strategy across our three strategic pillars focused on optimising positive social impact for Hong Kong through rugby.

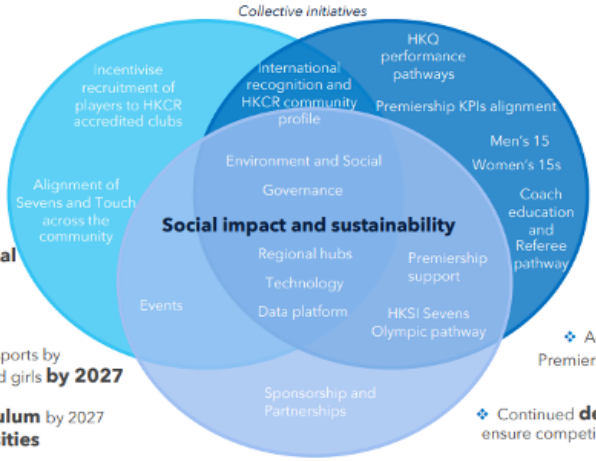
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**Purpose: "To optimise positive social impact for Hong Kong through rugby"**
**Mission: "To build a connected, sustainable ecosystem of rugby in Hong Kong"**

### Pillar 1: Community & Participation

Optimise societal impact through enhanced engagement, participation and retention

- Participation, engagement, and fan viewership of HKCR population to increase by **>10% annually**[1] from 2024/25 to 2028/29 season through a vibrant rugby community built around **Regional Hubs**
- Generate **15,000 registered participants** participating in the playing pathway and target **equal gender focus** recruitment efforts to change the gender split to **60:40**[2] **by 2027** across all ages
- Rugby Sevens to be ranked in the **top 3 team** sports by participation for both HKSSF and USF for boys and girls **by 2027**
- Rugby introduced to **local school PE Curriculum** by 2027 and **GBA clubs, local schools** and **universities integrated** into domestic club community




### Pillar 3: Representative Rugby

Create famous HKCR role models who inspire people to engage in Rugby

- Achieve **4-year Tier A categorisation** at HKSI
- Qualify for Men's and Women's **Olympics** in **2028** and **2032**
- Win Men's and Women's **Asian Games 2026** and **2030**
- Accelerated provision for Women's Representative and Premiership to qualify for **Women's RWC 2025** & **2029**
- Continued **development** of the **Men's 15s programme** to ensure competitiveness in relevant regional and global competitions

### Pillar 2: Sustainability

Ensure HKCR can achieve its goals on a sustainable basis

- Generate a more diverse revenue base from **3 major sources**: a) the HK7s, b) hosting a second major annual event and c) HKCR's digital platform
- Recognised as a **leader** in the sports industry across **sustainability – Environmental, Social and Governance**

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### JOB SUMMARY

The Head of Women's XVs Technical Rugby (Head Coach Women's XVs) will lead the selection and coaching of our Women's XVs team and help drive the development of the women's game within Hong Kong.

### KEY ROLES & RESPONSIBILITIES

- Lead the Senior Women's XVs Representative teams at all major competitions including the Women's Asian Rugby Championship, WXV Global series, World Cup qualification and Women's Rugby World Cup
- Provide elite level technical and tactical coaching within campaigns and skill development blocks outside of campaigns to drive individual and team excellence
- Lead on the creation and implementation of the HKCR Women's XVs Performance plan
- Appoint, lead and manage the Women's XVs Senior Representative Coaching team
- To line manage the full-time Premiership Women's Club Coaching Officers (WCCOs) providing mentoring and coaching support
- Build a robust Hong Kong Qualified player matrix to ensure strength in depth over the next 2 RWC cycles
- Lead the creation, monitoring and review of effective Individual Development Plans for women's players within the HKCR senior performance programmes, to foster growth and help players achieve their performance potential
- Work closely and effectively with the Hong Kong Sport Institute Women's 7s Programme and HKCR Performance Pathway staff in managing players across Hong Kong China Representative 7s and 15s programmes
- Support the ED Performance & Representative Rugby in reviewing Women's XVs campaigns and seasons
- Support the strategic direction of the Women's Premiership competition to enhance a performance-based league to showcase Hong Kong qualified players who transition into Representative programmes
- To oversee and develop coaching expertise across coaching the Women's Premiership
- Foster a positive, inclusive, high challenge and high support environment for all team members
- Provide regular performance updates and reports to HKCR SLT, HKCR board and other key stakeholders
- Attend relevant Women's Premiership club, tertiary and age-grade training and matches to ensure visibility, connectivity and help build the profile of the HKCR programmes (in Hong Kong and overseas)



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### YOUR PROFILE

- International Women's XVs coaching experience (desirable)
- Excellent technical and tactical rugby expertise
- World Rugby Level 3 coaching award or Union specific equivalent (or higher)
- Educated to degree level in sports coaching/sport science related field (desirable)
- Experience in setting a long-term vision and then creating and implementing a plan to achieve it
- Proven ability to lead and manage diverse teams and individuals while fostering a positive team culture
- Strong management and leadership skills to influence, inspire and effectively manage conflict
- High levels of EQ with ability to build and develop effective relationships across a broad range of stakeholders
- Experience in creating and managing departmental budgets
- Willing and able to work flexible hours
- Committed to excellence, collaboration and creating a high challenge, high support performance environment

Please apply with a full C.V. detailing your last salary, expected salary and available date of commencement if you were offered the position to:

**Human Resources Department, Hong Kong China Rugby**
Room 2001, Olympic House, 1 Stadium Path, So Kon Po, Causeway Bay, Hong Kong

or by email to hr@hkrugby.com on or before **19 Oct 2025.**

For a confidential discussion regarding this role, please kindly contact us via email at simon.amor@hkrugby.com.

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- Personal data collected will be used for recruitment purposes only
- Only short-listed candidates will be contacted directly




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