



# **Hong Kong, China Waterski Association**

## **中國香港滑水總會**

### **Recruit for Coaches for Hong Kong Junior Teams 2 disciplines in 2026/2027**

**The Hong Kong, China Waterski Association is inviting applications for the following positions:**

**-Hong Kong Junior Wakeboard Team Coach (es)**

**-Hong Kong Junior Wakesurf Team Coach (es)**

#### **THE JOB**

Key Responsibilities: (reporting to the HKCWA Executive Committees):

- Attend training sessions and competitions to coach junior wakeboard / wakesurf athletes in accordance with HKCWA programmes, covering both Hong Kong and overseas engagements.
    - **Local training:**
      - ◆ Undertake coaching duties only (boat driving to be handled separately by another qualified person; no dual coach/driver role permitted).
      - ◆ Coaches must arrive at the training session on time.
      - ◆ Develop well-rounded training programmes tailored to individual junior athletes.
      - ◆ Keep detailed records of Junior athlete's competition and training progress, with clear suggestions for upcoming training plans.
      - ◆ Undergo semi-annual performance evaluations with the Head of Sports, including completing and submitting the relevant evaluation forms.
      - ◆ Regularly submit expense claims, and supporting receipts to the HKCWA, and assist with their processing as required.
      - ◆ Coaches will be paid the subvented rate of HK\$258 per 30-minute session by the HKCWA for local training.
- Should a coach elect to charge a fee exceeding this subvented amount:
- The higher rate must be explicitly disclosed in advance.
  - The same rate must be uniformly applied to all junior team members throughout the contract duration.
  - Parents must be notified of the higher fee when booking sessions.
  - ◆ Coaches are responsible for directly recovering any additional fees from parents. The HKCWA's subvented payment will remain fixed at HK\$258 per 30 minutes.



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### ■ Overseas competitions/ youth exchange programs:

- ◆ Serve as junior team manager and coach for overseas competitions / Youth Exchange Programs when HKCWA dispatches representatives, with compulsory participation in at least one overseas engagement during the contract period.
- ◆ Handle event-related tasks, such as participating in team leader meetings, ensuring primary care for all junior athletes, assisting adult team manager if required, and overseeing expense management and documentation.
- ◆ Manage administrative and logistical coordination with the HKCWA Office for team training and competitions (local and overseas), including athlete/equipment transport where required.
- ◆ In the event of any incident (e.g., injury, late arrival or absence from training/competition, serious discipline issues, etc.), coaches are responsible for reporting it to the HKCWA office promptly.
- ◆ Support HKCWA's Youth and Coach Development initiatives, such as talent identification, athlete recruitment, and coaching courses.
- ◆ Customise training content for Youth Exchange Programs.
- ◆ Carry out any additional relevant duties assigned by the supervisor.

### THE REQUIREMENTS

- Holder of a valid coaching certificate issued by the relevant governing body;
- A minimum of 3 years' professional coaching experience and proven record of achievement in coaching Wakeboard/Wakesurf athletes at least Youth National Team level or its equivalent. Coaching experience on Senior National Team Members would be considered an advantage;
- Excellent communication in English and/ or Chinese and strong interpersonal skills;
- Boat Driving license would be desirable;
- Submit the proof of "Sexual Conviction Record Check" before taking the post.
- Awareness / knowledge of Child Protection in sport and equal opportunity issues in the context of Hong Kong would be considered an advantage.

*\*\* Coaching allowance may be provided regarding the training programmes subvented by LCSD or HKSI.*

### APPLICATIONS

Please send your CV to **by email: [info@waterski.org.hk](mailto:info@waterski.org.hk)** on or before **20 Mar 2026**.

Applicants who are not invited for interview within three months may consider their applications unsuccessful. All applications will be treated in the strictest confidence. Data collected will be used for recruitment and other employment-related purposes only.

*\*HKCWA reserves the right to revise or terminate this Agreement.*