



MARK ANDY KOMAR

HIGH-PERFORMANCE RUGBY COACH (SEVENS | FIFTEENS)
PERFORMANCE ANALYST
COACH EDUCATOR

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PROFILE

High-Performance Rugby Coach (World Rugby Level 3), and Licensed Coach Educator with over 12 years of high-performance and pathway leadership experience. Proven track record of designing modern sports curricula, upskilling coaching staff and building elite athlete systems. Expert at translating professional-standard sports science and analysis into safe, progressive sports environments that prioritise holistic athlete welfare.

CORE COMPETENCIES

Strategic Sports Leadership:

Designing multi-year development frameworks from junior to senior elite levels (Macro/Meso/Micro periodisation).

Coach Education & Staff

Upskilling: World Rugby Licensed Coach Educator with extensive experience mentoring, training, and aligning staff.

Holistic Athlete Pathways:

Building robust, sustainable player pathways that balance academic rigour with elite athletic progression and transition.

Sports Science & Technology:

Integrating performance analysis, and workload monitoring to optimise performance and minimise injury risk.

Stakeholder Management:

Managing expectations across schools/clubs, national governing bodies, and parent communities to build cohesive sporting cultures.

PROFESSIONAL EXPERIENCE

HONG KONG SPORTS INSTITUTE LIMITED (2014-Present)

Head of Performance Analysis (2018-Present) | Elite Women's Asst. Coach | Head of Junior Performance Programme - Girls (2014-2018)

- **Pathway Construction:** Designed and executed the Junior Performance Programme structuring developmental frameworks that successfully transitioned school-aged athletes into senior representative academy structures.
- **Stakeholder Alignment:** Actively collaborated with schools, universities, and clubs to run sustainable recruitment pathways, managing multi-tier stakeholder networks to support player development.
- **Staff Mentorship:** Mentored junior coaching staff, aligning individual development plans (IDPs) and coaching structures across the junior and senior programmes.
- **Gold-Standard Welfare:** Established rigorous workload-monitoring systems to safeguard young athletes, optimising physical development while prioritising academic-sports balance and duty of care.

HONG KONG CHINA RUGBY (2011-Present)

Lead Sevens Performance Analyst and Performance Analysis Consultant (2018-Present) | Coach Educator (2016-Present), Senior Rep. W7s Asst. Coach (2014-18) and M7s (2013-14) | Senior Rep. W15s Asst. Coach (2014-15) and Performance Analyst (2015-2022) | Under-20 Rep. W7s Head Coach/Co-Lead Coach (2014-2018) | Rep. Pathways / Age-Grade / Academy Coach (2011-23)

- **Staff Upskilling:** As a Licensed World Rugby Coach Educator, designed and delivered competency-based training courses to upskill local teachers, club coaches, and pathway staff.
- **Curriculum Design & Implementation:** Directed technical skill development frameworks and defensive/attack systems across elite national sevens and fifteens squads (Under-20 through to Senior squads).
- **System Integration:** Pioneered and implemented the Hudl analysis system across the entire union, creating a unified technical language from youth representative levels up to senior international rugby.
- **Pastoral & Selection Oversight:** Managed age-grade selection protocols and player-tracking matrices, ensuring transparent communication, high pastoral standards, and clear feedback loops for developing players.

HKU SANDY BAY RFC, HONG KONG (2018-PRESENT)

Senior Assistant Coach (Defence) | Men's Premiership Team

- **Tactical & Technical Execution:** Designed and delivered defensive systems, kicking game architecture, and technical skill acquisition for the Men's Premiership squad, working alongside the Head Coach on match-day tactics and selection.
- **Full-Cycle Programme Planning:** Directed full-cycle seasonal planning across pre-season skill acquisition, in-season tactical adaptation, and post-season player evaluations, as well as transitioning academy talent into senior rugby.
- **Championship Culture:** Fostered a sustainable high-performance environment that led the club to two Men's Premiership Grand Championships (2019 & 2025).

ADDITIONAL EXPERIENCE

KING GEORGE V SCHOOL (ENGLISH SCHOOLS FOUNDATION), HONG KONG (2011-2013)

Physical Education Assistant | Head of Rugby

- **Program Leadership:** Directed the entire school rugby programme, managing coaching, fixtures, and logistics across all age groups for both boys' and girls' squads.
- **Curriculum & Skill Acquisition:** Designed and implemented a progressive school-wide rugby curriculum, prioritising technical skill acquisition, physical literacy, and safe contact progression.
- **Pastoral Care & Safeguarding:** Championed student-athlete welfare, managing strict safeguarding protocols, concussion return-to-play guidelines, and academic-sport balance.

QUALIFICATIONS

RUGBY

World Rugby: Level 3 Coach (2016), Level 2 Rugby Sevens Coach (2015), and Licensed Coach Educator (2016)

ANALYSIS

Hudl: Hudl Sportscode Level 2 Analyst and Coach (2022) and Hudl Sportscode Scripting Level 2 (2020)
International Society of Performance Analysis of Sport: ISPAS Level 4 Applied Performance Analyst (2022)

EDUCATION

University of Hong Kong: BSc - Exercise and Health (2011)

CAREER HIGHLIGHTS

HONG KONG CHINA RUGBY SENIOR REPRESENTATIVE TEAMS

M7s: Asian Games Gold Medallists (2018 & 2023)
M7s: Asia Rugby Sevens Series Champions (2021, 2022, 2024 & 2025)
W7s: Asian Games Bronze Medallists (2023)
W7s: Asia Rugby Sevens Series - Qingdao Sevens Champions (2015)
W15s: Highest-ever world ranking - 15th (2022)
W15s: Qualification for Women's Rugby World Cup 2017 (2016)

HKU SANDY BAY RFC

Men's Premiership Team: Grand Championship Winners (2019 & 2025)

OTHER SENIOR REPRESENTATIVE TEAMS

Fiji National M7s: HSBC World Rugby Sevens Series - Series Champions (2018-19)
Fiji National M7s: HSBC World Rugby Sevens Series - Hamilton Champions (2019)
Laos National W7s: South East Asian Sevens - Bronze Medal, their Highest-ever finish (2017)

REFERENCES

Paul JOHN (current line manager)

Head Rugby 7s Coach
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Andrew VILK (current colleague)

Elite Women's Rugby 7s Coach
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