

# Accelerating the Global Development of Women in Rugby

## 2020 Women's Leadership Scholarships

2019 was a fantastic year for Women's Leadership Development. World Rugby partnered with the Regional Associations to identify talented leaders for significant professional development support. In total, fourteen scholarships were allocated in 2019 across five regions; four in Oceania Rugby and Rugby Europe (after they deferred the 2018 scholarships to 2019) and two in Rugby Americas North, Sudamérica Rugby and Rugby Africa. Asia Rugby asked to defer the scholarship application process to 2020.

### The 2019 scholarship recipients are:

- **Cate Sexton (New Zealand):** Head of Women's Rugby Development at New Zealand Rugby
- **Vela Naucukidi (Fiji):** Women's Development Manager for Fiji Rugby Union, former President of the Fiji Women's Rugby Union (2007-12) and current Secretary since 2013
- **Jane Schmitt (Australia):** Director and board member of Queensland Rugby Union
- **Cybele Druma (Papua New Guinea):** Former CEO of Papua New Guinea Rugby Football Union and President of the National Capital District Rugby Union
- **Gemma Fay (Scotland):** Head of Girl's and Women's Rugby with Scottish Rugby
- **Katharina Kueß (Austria):** Vice-President and head of women's rugby in Austria, a player and coach
- **Annelies Acda (Netherlands):** Rugby Nederland Board member and Rugby Europe Women's Rugby Committee member
- **Iryna Arkhytska (Ukraine):** Secretary General for Ukraine Rugby Union
- **Regina Lunyolo (Uganda):** Chairperson of the Uganda Women's Rugby Advisory Committee and committee member for the Gender Equality and Diversity commission of the Uganda Olympic Committee
- **Edvige Manga (Senegal):** Deputy Secretary General of Senegal Rugby Union
- **María Fernanda Vázquez Villatoro (Mexico):** Manager and Board member at Wallabies Rugby Football Club Mexico
- **Lauren Rothwell (Bermuda):** Board Member and Public Relations Officer for Bermuda Rugby Union and national team player
- **Lettizia Alcaraz (Argentina):** Women's Rugby Development Manager of the Northeast Rugby Union and former international player
- **Soledad Galleguillos (Chile):** Development Manager of Women's Rugby and former international player for Chile, coach and educator

### Some examples of what the 2019 scholarship recipients have already achieved:

- The 2019 intake already showed a lot of best practice sharing globally with Irina Arkhytska going on a study tour in Australia, Regina Lunyolo in New Zealand, Jane Schmitt in England and Vela Naucukidi going to Scotland shortly.
- Cate Sexton, Vela Naucukidi, Cybele Druma, Jane Schmitt, Irina Arkhytska and Regina Lunyolo participated in the Oceania Rugby Women's Leadership Forum in Fiji in August.
- Samantha Feausi (2018 scholarship recipient) and Jane Schmitt completed the Women's Sports Leadership Academy (WSLA) Course, an international week-long intensive leadership programme at the University of Chichester in the UK.
- Vela Naucukidi, Cybele Druma, Lauren Rothwell, María Fernanda Vázquez Villatoro, Katharina Kueß are in the process of completing or have completed the Women in Leadership Certificate from Cornell University, an online learning programme covering various aspects of executive leadership development.

It is now time to commence the next intake of the scholarship programme. A maximum of £20,000 will be allocated to each of the Regional Associations. The value of each individual scholarship is up to £10,000 depending on individual development programme of the scholarship recipient.

## Call for Applications

The scholarships are open to women who

- Are currently involved in Rugby at a governance level (Board Member) or,
- Are currently involved in Rugby at a senior management level (third tier and above) or,
- Have the potential to be involved in either a senior management level or Union/Region Board within 2 years.

## Application by candidates

An application form is attached which captures the basic information required, including a detailed activity plan on how each applicant would use the scholarship funding. Each applicant must send the application along with a letter of endorsement from their union.

## Selection Process & Deadline

Regional Associations should develop a prioritised short list of applicants to discuss with World Rugby prior to final approval. The scholarship recipients should be from World Rugby member unions only and priority should be given to women from unions which are demonstrating growth in the game in terms of participation. Selection of applicants should also be based on leadership experience and potential, as well as the quality of the proposed activity plan.

The nominations should be submitted by the Regional Associations to World Rugby by **28th February 2020** at the very latest, however if your nominations are ready at any stage before this deadline, please feel free to send them in advance.

## Funding allocation & other requirements

Once the scholarship recipients have been confirmed by World Rugby, the funding will be provided to the Regional Association to distribute onwards. It is up to the Regional Association to decide how the funds should be distributed to the scholarship recipients and how the expenses should be reported. For instance, depending on the courses or activities involved payment may be made in two or more installments.

It is the responsibility of the Regional Association (i) to ensure that all scholarship funding is appropriately applied and distributed and (ii) to retain adequate records to demonstrate the same. On request, World Rugby shall have the right (but not the obligation) to audit or inspect all records retained by each Regional Association in respect of the distribution of the scholarship funding in order to verify that such funding has been applied and distributed in an appropriate manner.

We will be looking to receive a six month and final report from each of the scholarship recipients.

If you have any question, please contact Anne Grumelard [anne.grumelard@worldrugby.org](mailto:anne.grumelard@worldrugby.org) or Katie Sadleir [katie.sadleir@worldrugby.org](mailto:katie.sadleir@worldrugby.org)