



Australian Government



ABORIGINAL  
HOSTELS LIMITED

## Vacancy information

**Our purpose** is to provide safe, culturally appropriate and affordable accommodation for First Nations people who need to be away from home to access medical services, education and economic opportunities.

**Across its network** of hostels, dedicated Aboriginal Hostels Limited (AHL) staff provide accommodation and meals for residents in a supportive environment, assisted by local First Nations service providers and referral agencies.

**AHL also supports** the Australian Government's efforts to improve economic outcomes for First Nations people. By purchasing goods and services from First Nations businesses at every opportunity, we help support a more inclusive economy. We are proud to be one of the largest employers of First Nations people in the Australian Public Service, First Nations employees make up approximately 50% of our workforce.

**A career with AHL** will provide you with a chance to contribute to improving the quality of life and economic opportunities for First Nations people. We offer rewarding experiences and rewarding employment conditions.

**AHL is looking for** an experienced Night Attendant who are highly motivated, energetic, enthusiastic and passionate about delivering quality services to our residents.

Job Reference	VN-0760189
Classification	APS Level 2
Job Title	Night Attendants
Employment Type	Ongoing, Full-time (75 hours per fortnight)
Salary	<p>\$59,520 – \$64,877 pa (pro-rated for part-time)</p> <p>We are also seeking to establish a Merit Pool to fill any future vacancies that may arise.</p>
Benefits	<ul style="list-style-type: none"><li>• 15.4% superannuation</li><li>• Generous shift penalties apply for work after hours, weekends and public holidays</li></ul>
Location	<p>Tamworth, NSW</p> <p><a href="#">Tamworth Hostel   Aboriginal Hostels Limited (ahl.gov.au)</a></p>
Contact Officer	Cristal Morris – 02 9043 9570



## Position Description

Under the general direction of the Hostel Manager/Assistant Hostel Manager, provide high quality care and support within a residential setting for First Nations people.	
Customer Service	Ensure a high level of customer service is provided to AHL residents at all times, including attending to resident requests in a professional and courteous manner.
Workplace Safety	<p>All workplace tasks will be performed in a manner which upholds AHL's commitment to safety of its staff and residents by adhering to relevant Work Health and Safety (WHS) practices at all times. This includes the requirement for an employee to:</p> <ul style="list-style-type: none"> <li>• Promptly report workplace hazards, WHS issues including injury or illness to their manager or Health and Safety Representative (HSR) as soon as practicable</li> <li>• Report an unsafe, hazardous or emergency situation using AHL's critical incident management framework and procedures</li> <li>• Appropriately use equipment or substances provided by AHL and report all asset and property maintenance related matters.</li> </ul>
General	Hostel Workers are required to work as part of a team. Whilst your regular duties will be in either Cooking, Housekeeping, or Night Attendant, you may be required from time to time perform other duties as directed by Hostel Manager or Assistant Hostel Manager to ensure a high level of service is maintained.
Night Attendant	<p>Manage the night security of the hostel in accordance with AHL's policies and relevant legislation, including:</p> <ul style="list-style-type: none"> <li>• Maintain the security of premises, monitor premises to preserve order and protect property</li> <li>• Monitor and authorise entrance and departure of residents, staff and visitors</li> <li>• Respond to emergencies</li> </ul> <p>Undertake administrative tasks:</p> <ul style="list-style-type: none"> <li>• Maintain data on AHL's online reservation management system</li> <li>• Write reports on daily activities and irregularities, such as equipment or property damage, theft, presence of unauthorised persons, or unusual occurrences.</li> </ul> <p>Undertake general domestic duties:</p> <ul style="list-style-type: none"> <li>• Perform other general cleaning duties to ensure hostel grounds, gardens, windows, and the property are kept clean, tidy and clear for residents.</li> <li>• Ensure rooms are ready for housekeeping the following day</li> <li>• Clean amenity areas.</li> </ul>
<i>Whilst this duty statement summarises the purpose of the job and lists its key tasks, it is not a definitive list of all the tasks to be undertaken. Tasks can vary at the discretion of the Chief Executive Officer, in consultation with the employee.</i>	

*To deliver services effectively, a degree of flexibility is needed and the employee may be required to perform work not specifically referred to above.*

## Skills and Experience Required

The successful applicant will demonstrate:	
1	In-depth understanding of Aboriginal and Torres Strait Islander cultures and issues affecting First Nations people.
2	Demonstrated ability to support outcomes for First Nations people and the demonstrated ability to communicate sensitively and effectively with First Nations people.
3	A strong focus on customer service, with the ability to communicate effectively, and work in a team environment.
4	Knowledge and/or ability to learn Work Health and Safety (WHS) standards within a hospitality and accommodation environment.
5 Physical Requirements	Hostel Workers need to be in good physical health, and will be required to walk, lift and carry. Hostel Workers work a flexible schedule, and must be able to move continuously during working hours. Shift work may apply.
6 Night Attendant	<ul style="list-style-type: none"> <li>• Experience working in the security industry</li> <li>• Capacity to make appropriate decisions to manage threats to hostel security and resident safety, and to manage emergency situations effectively</li> <li>• Well-developed communication skills, including report writing</li> <li>• Effective time management skills and the ability to prioritise and complete a variety of security, administration, and domestic/cleaning tasks</li> <li>• Experience in working independently and in accordance with policies and procedures</li> <li>• Ability to work at night. Night Attendants will work overnight, generally 7pm to 7am.</li> </ul>
Essential Qualifications and Training	Night Attendant - First Aid Certificate; Emergency Warden Training (or ability to obtain in the first six months of employment)
Desirable Qualifications/Experience	<p>The following qualifications will be highly regarded:</p> <ul style="list-style-type: none"> <li>• Experience in Security Services Industry (Night Attendant)</li> <li>• Other relevant qualifications or work experience in a similar role (all roles)</li> <li>• Certificate II in Hospitality (all roles).</li> </ul>

## Recruitment Initiatives

This is an **Identified Position** and Indigenous jobseekers are encouraged to apply, as well as non-Indigenous jobseekers with a demonstrated commitment to working with Aboriginal and Torres Strait Islander peoples. The successful applicant will need to demonstrate a knowledge and understanding of Aboriginal and Torres Strait Islander Peoples and display respect and dignity in all their dealings with staff and residents.

Further, the **RecruitAbility** scheme applies to this vacancy. Under the RecruitAbility you will be invited to participate in further assessment activity for the vacancy if you choose to apply under RecruitAbility; declare you have a disability; and meet the minimum requirements for the position. For more information on the RecruitAbility scheme please follow this link: [APSC Recruitability scheme guide applicants.](#)

## Eligibility

- Be an Australian Citizen
- Undergo a Satisfactory National Criminal History Check (prior to engagement)
- Meet Fitness for Duty requirements (prior to engagement)
- Hold and maintain NSW Working with Children Check (prior to engagement)
- Hold or obtain relevant qualifications.

## How to apply

- Complete the **Application Form** available from our website [www.ahl.gov.au/employment](http://www.ahl.gov.au/employment)
- Email your current **Resume** and completed **Application Form** to [jobs@ahl.gov.au](mailto:jobs@ahl.gov.au) by 11:59pm AEST on **Wednesday 30 July 2025**
- Please include your name and the job reference (VN-0760189) in the subject of your email.