



Australian Government

OFFICIAL



ABORIGINAL  
HOSTELS LIMITED

POSITIONS AVAILABLE – APS2 LEVEL	Kitchenhand Cook	Housekeeper Night Attendant
LOCATION	Nationwide excluding ACT and TAS	
VACANCY TYPE	Ongoing, non-ongoing and casual – Full-time/Part-time	
SALARY RANGE	APS2 Level: \$62,775 - \$68,425 + 15.4% Superannuation	

Contact: [recruitment@ahl.gov.au](mailto:recruitment@ahl.gov.au)

March 2026

[ahl.gov.au](http://ahl.gov.au)



## WELCOME TO AHL

Thank you for your interest in working with Aboriginal Hostels Limited (AHL). AHL is a not-for-profit Commonwealth company dedicated to providing culturally safe and affordable accommodation for First Nations people who need to be away from home to access services and economic opportunities. We provide a bed, as well as 3 meals a day, to around 17,000 First Nations people each year.

AHL's vision is to improve the quality of life and economic opportunities for First Nations people. Since 1973, AHL has been committed to improving the quality of life and economic opportunities for First Nations people through a national network of over 40 hostels across Australia.

Working at AHL means being part of an organisation that makes a difference in First Nations community every day. Our employees play an important role in creating a safe, respectful and supportive home away from home that is culturally safe and affordable.

Our people are at the heart of everything that we do. We are committed to providing a culturally safe workplace that values professionalism, respect, openness, understanding and dedication.

## WHY JOIN US?

This is an opportunity to continue the over 50-year legacy of AHL and have a real and lasting impact on the lives of First Nations people. You will join a team that encourages collaboration to achieve outcomes, problem solving, continuous improvement and requires a high level of integrity. We promote a supportive working environment, with a strong commitment to professional growth, inclusion, and public service values.

By working with AHL you will have access to meaningful work that contributes to positive outcomes for First Nations people. AHL offers supportive, culturally safe, team environments along with training and development to help you succeed in your role. As you progress in your AHL career you can also have opportunities for leadership career development opportunities, if this is something that you would like.

As a Public Benevolent Institution (or "Not-For-Profit"), we offer significant benefits through salary packaging, which allows our employees to use pre-tax dollars for expenses like mortgage, rent, and living expenses. This is in addition to the usual salary packaging availability for vehicles and laptops and is not ordinarily available in other APS agencies. Utilising the full \$15,900 cap per FBT year (April to March), results in substantial tax savings, increased take-home pay, and greater financial flexibility.

## POSITIONS INCLUDED IN THIS RECRUITMENT ROUND

*This recruitment process is being used to fill current vacancies and may establish a merit pool, giving you the opportunity to be considered for roles over the next 18 months. As positions become available, suitable candidates may be contacted based on their nominated locations and role preferences*

This bulk round includes multiple APS2 positions across Australia. APS2 roles focus on providing practical support services that help maintain a safe, clean and welcoming hostel environment for residents. These roles work within established procedures and under general guidance, contributing to the day-to-day operation of the hostel and supporting the wellbeing of First Nations residents.

APS2 roles include Kitchenhand, Cook, Housekeeper and Night Attendant positions.

## Cook

Typical responsibilities for a Cook may include:

- leading the day-to-day preparation and cooking of meals for residents
- planning and preparing meals in line with menus, dietary requirements and food safety standards
- working independently to ensure meals are prepared and served on time
- coordinating kitchen workflow and guiding Kitchenhands as required
- monitoring food quality, portion control and presentation
- receiving, storing and rotating food supplies in line with food safety requirements
- maintaining a clean, safe and hygienic kitchen and dining environment
- supporting stock control and notifying supervisors when supplies require replenishment
- ensuring safe handling of food, equipment and cleaning products
- contributing to culturally appropriate meal preparation where required
- supporting the safety and wellbeing of residents through respectful and professional interactions
- assisting the hostel team with general duties as required.

## Kitchenhand

Typical responsibilities for a Kitchenhand may include:

- assisting the Cook with food preparation tasks such as washing, chopping and preparing ingredients
- supporting meal service and basic food preparation activities under direction
- washing dishes, utensils and kitchen equipment
- maintaining cleanliness of kitchen surfaces, storage areas and dining spaces
- assisting with receiving, storing and rotating food supplies
- ensuring kitchen areas are kept clean, organised and hygienic
- following food safety and hygiene requirements
- supporting safe handling of food, equipment and cleaning products
- assisting the Cook and hostel team with general duties as required
- contributing to a safe and respectful environment for residents and staff.

## Housekeeper

Typical responsibilities for a Housekeeper may include:

- maintaining a clean, safe and welcoming environment for residents, staff and visitors
- cleaning resident rooms, bathrooms, kitchens, common areas and service areas to a high standard
- preparing rooms for new residents and supporting general presentation of the hostel
- using cleaning products and equipment safely and in accordance with procedures
- monitoring stock levels of cleaning supplies and notifying supervisors when supplies require replenishment
- identifying maintenance or safety concerns and reporting them promptly
- supporting infection control and hygiene practices
- contributing to a respectful and culturally appropriate environment for residents
- supporting the safety and wellbeing of residents through professional and respectful interactions
- assisting the hostel team with general duties as required.

## Night Attendant

Typical responsibilities for a Night Attendant may include:

- supporting the safety and security of the hostel during overnight hours
- monitoring the premises and reporting any concerns or incidents in line with procedures
- overseeing entry and exit of residents, staff and visitors in accordance with local processes
- responding appropriately to incidents or emergencies and escalating where required
- maintaining accurate records of overnight activities and incidents
- supporting a safe and respectful environment for residents
- completing light cleaning or preparation tasks to support the hostel team
- supporting safe work practices and emergency procedures
- assisting the hostel team with general duties as required.

## WHAT WE ARE LOOKING FOR

We are looking for people who are committed to supporting First Nations peoples and contributing to a safe, respectful and culturally safe environment.

You do not need previous APS experience to apply. We value candidates who bring relevant experience, strong values and a genuine interest in supporting others.

Strong candidates will demonstrate:

- understanding of, or willingness to learn about, First Nations cultures and ability to communicate respectfully and sensitively with First Nations peoples
- commitment to providing culturally safe services and environments
- ability to work effectively as part of a team and communicate clearly and respectfully
- ability to follow policies, procedures and instructions
- ability to maintain safe and hygienic environments
- reliability, professionalism and a strong work ethic
- ability to manage time effectively and complete tasks to a consistent standard
- commitment to AHL's child safeguarding and work health and safety requirements
- ability to provide respectful and professional service to residents and visitors.

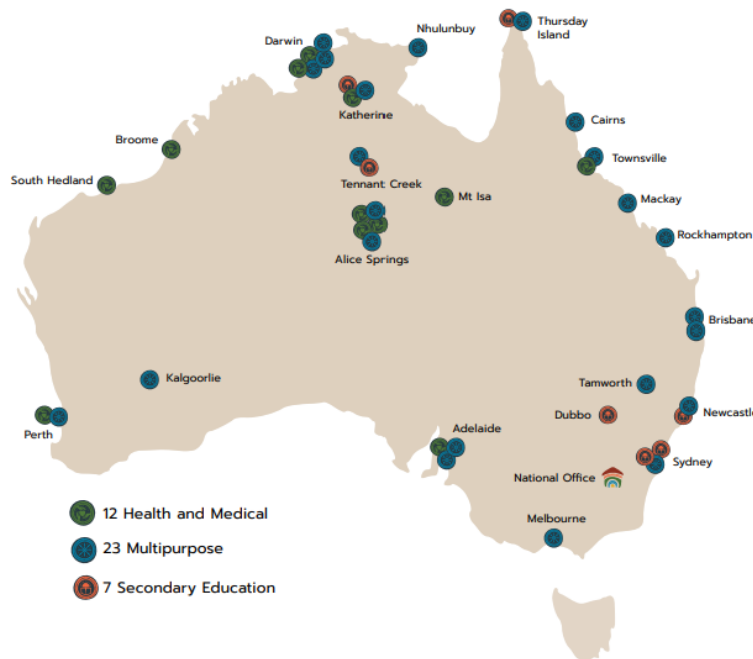
We encourage applications from people with diverse backgrounds and experiences, including those new to the APS or working in hospitality, cleaning, kitchen or customer service environments.

If you are passionate about supporting First Nations people, we encourage you to apply.

## LOCATIONS AND EMPLOYMENT ARRANGEMENTS

Positions are available in multiple locations across Australia. In the application form, you will be asked to nominate the location/s that you are interested in working in. Locations include:

Sydney	Newcastle	Tamworth	Dubbo
Melbourne	Alice Springs	Katherine	Darwin
Tennant Creek	Nhulunbuy	Brisbane	Thursday Island
Mackay	Cairns	Townsville	Mount Isa
Rockhampton	Adelaide	Perth	Broome
South Hedland	Kalgoorlie		

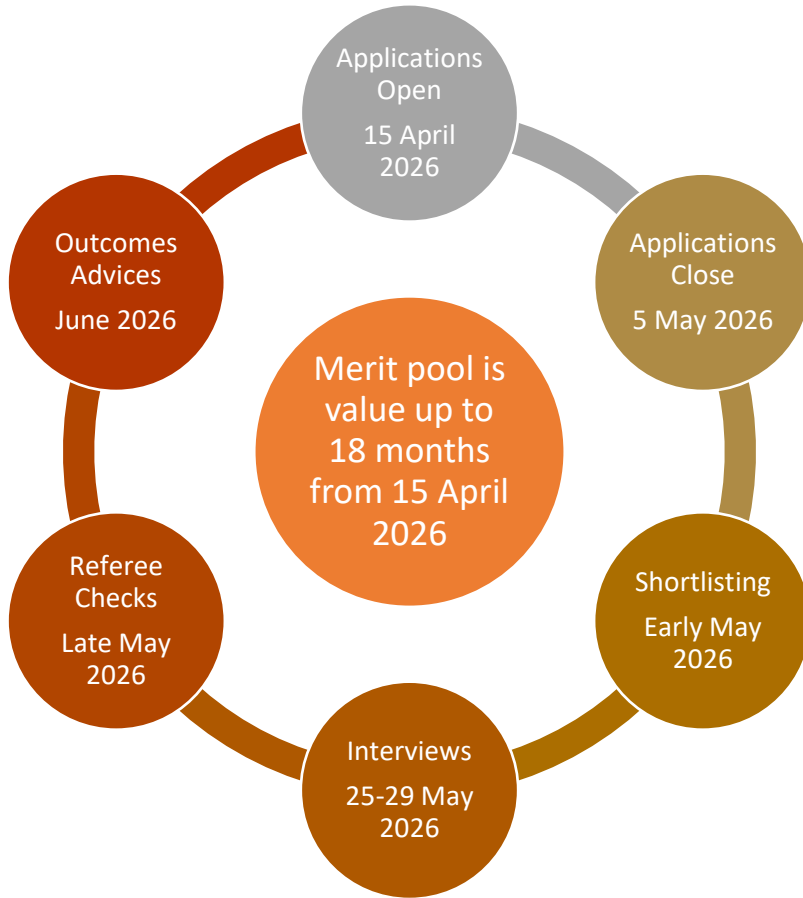


Employment types include:

- Ongoing positions
- Non-Ongoing positions
- Casual opportunities
- Full Time and Part Time arrangements

This recruitment process is being used to fill current vacancies and may establish a merit pool, giving you the opportunity to be considered for roles over the next 18 months. As positions become available, suitable candidates may be contacted based on their nominated locations and role preferences.

## RECRUITMENT TIMELINE



## QUALIFICATIONS AND EXPERIENCE

The following qualifications are required for these roles. If you do not currently hold them, AHL can support you to obtain them within the required timeframe

- First Aid Certificate
- Emergency Warden Training
- Food Safety Supervisor Certificate

These qualifications can be obtained within the first six months of employment where required, with training provided by AHL.

## FITNESS FOR WORK

These roles involve a hands-on working environment. You will need to be able to:

- Walk and stand for extended periods
- Lift and carry items where required
- Remain active throughout the working day

A reasonable level of physical fitness is required to safely perform the duties of the role.

## RECRUITMENT INITIATIVES

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 see link: [APSC Recruitability scheme guide applicants.](#)

## ELIGIBILITY

To be eligible to apply, applicants must be Australian Citizens or have already lodged an application for Australian Citizenship.

Successful applicants will be required to:

- provide an Australian Citizenship document (e.g. birth certificate or passport)
- hold and maintain a Working with Children Check in your relevant state
- undergo a Satisfactory National Criminal History Check, and
- meet the Fitness for Duty requirements.

For new APS employees, a six-month probationary period will apply.

## HOW TO APPLY

- Complete the Application Form, including the 1-page pitch, available on our website [www.ahl.gov.au/work](http://www.ahl.gov.au/work)
- Email your completed Application Form and current resume to [jobs@ahl.gov.au](mailto:jobs@ahl.gov.au) before 11:59pm AEST on 5 May 2026.
- Include your name and the job reference (VN-0768801) in the subject of your email.

You may apply for multiple roles and locations. If you select more than one option, you will be considered for all roles and locations you have indicated in your application.

If you are unsure whether you meet every requirement, we still encourage you to apply. We value diverse experience and a genuine interest in supporting First Nations communities.

## Tips for preparing your application

Your pitch is your opportunity to tell us why you are the best person for the role. You may want to tell us about:

- why you are interested in working at AHL
- experience supporting people, students or communities
- examples of teamwork
- examples of problem solving
- leadership or supervisory experience
- any relevant qualifications or training.

For more advice and resources to help you with your application, you can access information on the Australian Public Service Commission website at [3. Applying for an APS job: cracking the code | Australian Public Service Commission](#)