



Australian Government

ABORIGINAL
HOSTELS LIMITED

Vacancy Information

(Affirmative Measures – First Nations)

Please note: The filling of this vacancy is intended to constitute an affirmative measure under section 8(1) of the Racial Discrimination Act 1975. It is open to First Nations candidates only.

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.

Our Secondary Education Hostels are dedicated to providing a Home away from home for Indigenous Australians (aged 12-18 years) attending partner schools (grades 7 - 12). Our commitment in our student hostels is to ensure that we provide a fair, honest and culturally respectful environment that values each student and their connection to country.

Residential Youth Workers are key in creating a home away from home environment for students in our hostel. You will support the students during out of school hours, arrange and engage in creative, culturally rich programs and guide the students to build life-long skills and achieve their personal goals.



Vacancy Details

Job Reference	VN-0769030
Classification	APS Level 3
Job Title	Residential Youth Worker.
Employment Type	Ongoing, non-ongoing, full time part time and casual We are also looking to establish a Merit Pool to fill any future vacancies that may arise.
Salary	\$70,477 - \$76,820 pa plus 15.4% superannuation
Benefits	<ul style="list-style-type: none"> • Regular salary packaging options for vehicles, superannuation and laptops etc PLUS, ability to salary sacrifice \$15,900 per Fringe Benefit Tax year for rent, mortgage or living expenses. This benefit reduces taxable income, increasing fortnightly take-home pay. • Generous shift penalties apply for work on weekends and public holidays. This role requires weekend work - 50% penalty rates apply for Saturday, and 100% penalty rates apply for Sunday. • Induction training, Corporate Induction; Job Specific Orientation, AHL Child Protection Framework Training, AHL Toolbox Talk Training. • Meals while on duty. • Paid leave during School Holidays - 4 weeks Annual Leave (to be used in school holiday periods only) PLUS, 6-8 weeks paid Close Down leave during school holiday periods. Note: staff may be asked to work up to 2 weeks in total during the school holidays to undertake training, relief work, and hostel preparation for new term or hostel closedown.
Location	Allambie Heights, Sydney, NSW: Biala Hostel Aboriginal Hostels Limited Sylvania, Sydney, NSW: Kirinari Hostel Aboriginal Hostels Limited
Position Contact	Tayla Smith – 0447 230 109
Closing Date:	11:59pm AEST by Sunday, 10 May 2026

Position Description

<p>Under the general direction of the Head of Boarding and/or Deputy Head of Boarding, provide high quality care and support within a residential setting to First Nations students.</p>	
<p>Student Services</p>	<ul style="list-style-type: none"> • Support students with routine school activities, including class preparation, provide transport to school/sport/medical appointments, homework and studies; • Engage with students through group work and culturally appropriate recreational activities; • Build a rapport with students and focus on positive behaviors and achievements; • Assist to develop educational and cultural support initiatives, including mentoring and leisure activities that foster well-being and independence for students; • Work collaboratively to provide one-on-one support to students, ensuring their personal and educational development; • Monitor student's supply of clothing, footwear, school material and other belonging; • Contribute to student's individual care plans, and identify opportunities for development; • Have oversight of administrative tasks including student applications, student enrolments, ABSTUDY support and student appointments; and • Promote and safeguard the safety and welfare of students, adhering to AHL's child safeguarding framework
<p>Community Engagement</p>	<ul style="list-style-type: none"> • Develop cooperative relationships with school teachers, parents and community members; • Facilitate productive working relationships with colleagues, local providers and suppliers/contractors; and • Resolve complex issues to ensure a positive, culturally appropriate experience and quality stay.
<p>Customer Service</p>	<ul style="list-style-type: none"> • Ensure that a clean, neat and welcoming environment is provided to all students; • Work closely with hostel staff to accommodate student needs; • Liaise with internal and external stakeholders to ensure student needs are attended; and • Attends work on time and in accordance with approved roster (Work Pattern).
<p>Hostel Operations</p>	<ul style="list-style-type: none"> • Assist with all aspects of hostel operations; • Participate in longer-term strategic planning to ensure constant development in hostel facilities and business improvement; and • Where required, assist with general housekeeping and food preparation duties. Ensure meal routines is met.
<p>Work, Health & Safety (WHS)</p>	<ul style="list-style-type: none"> • Perform all tasks in a manner which upholds AHL's commitment to safety of its staff and residents by adhering to relevant WHS practices; • Promptly report workplace hazards and WHS issues, including injury or illness, to their manager or Health and Safety Representative (HSR); • Report unsafe, hazardous or emergency situations using AHL's Hazard & Incident Reporting; • Appropriately use equipment or substances and report all property maintenance; and • Perform the duties of the First Aid Officer and Emergency Warden when on duty.
<p><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. To deliver services effectively, a degree of flexibility is needed and the employee may be required to perform work not specifically referred to above.</i></p>	

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 peoples.
2	Demonstrated ability to support outcomes for First Nations peoples and the demonstrated ability to communicate sensitively and effectively with First Nations peoples.
3	<ul style="list-style-type: none"> • Ability to uphold ethical youth worker practices and principles including: • Young people as the primary consideration and the duty of care of young people; • Privacy, confidentiality and appropriate boundaries; • Transparency, honesty and integrity; • Awareness of social and cultural contexts; • Cooperation and collaboration; and • Managing self-care needs.
4	Ability to develop and maintain productive and positive relationships.
5	<ul style="list-style-type: none"> • You must also demonstrate a detailed understanding of Work Health and Safety (WHS) practices, and be committed to operational needs, performing additional duties as requested; and • Commitment to promote and uphold the safety and welfare of students by adhering to AHL’s child protection policy at all times.
6	<ul style="list-style-type: none"> • Proven integrity, reliability and adaptability; • Proven ability to plan, organise and work effectively in a team; and • A positive, proactive and compassionate attitude.
7	You will need to be in good physical health and will be required to walk, lift and carry, work a flexible schedule, participate in recreational activities and must be able to move continuously during working hours. The hostel operates 24hrs/day 7 days a week - so shift work applies. For further information about the work rosters please speak with the contact officer prior to making an application.
Essential Qualifications and Training	<ul style="list-style-type: none"> • Certificate IV Certificate in Community Services – Boarding Practice provided through Boarding Training Australia, or an equivalent/higher qualification (or ability to obtain in the first 12 months of employment) • Current First Aid Certificate (or ability to obtain in the first six months of employment) • Current Driver’s Licence
Desirable Qualifications/Experience	<ul style="list-style-type: none"> • Mental Health First Aid Certificate • Bronze Medallion

Recruitment Initiatives

This is an Affirmative Measures – First Nations applicants only position. The filling of this vacancy is intended to constitute an Affirmative Measure under section 8(1) of the Racial Discrimination Act 1975.

To be eligible to apply under the Affirmative Measures initiative, applicants must:

- be an Aboriginal person and/or a Torres Strait Islander person
- identify as an Aboriginal person and/or a Torres Strait Islander person, and
- be accepted by their community as being an Aboriginal person and/or a Torres Strait Islander person.

Applicants under the Affirmative Measure must meet the three criteria mentioned previously. Successful applicants will be required to provide evidence of Aboriginal and/or Torres Strait Islander status before they are appointed to the role. Suitable evidence of Aboriginal or Torres Strait Islander status may include:

- a letter signed by the Chairperson of an incorporated Indigenous organisation confirming that the applicant is recognised as an Aboriginal and/or Torres Strait Islander person, or
- a confirmation of Aboriginal and/or Torres Strait Islander status document executed by an Indigenous organisation.

If you are having trouble getting a confirmation, there are a number of resources to assist you:

- Australian Institute of Aboriginal and Torres Strait Islander Studies
- Link-Up
- Office of the Registrar of Indigenous Corporations
- National Aboriginal Community Controlled Health Organisation

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 a Working with Children Check in NSW (prior to engagement)
- Hold a valid Driver Licence
- Hold or obtain relevant qualifications

How to apply

- Complete the **Application Form** available from our website www.ahl.gov.au/work
- Email your current **Resume** and completed **Application Form** to jobs@ahl.gov.au by 11:59pm AEDT on **11:59pm AEST by Sunday, 10 May 2026**. Please include your name and the job reference (**VN-0769030**) in the subject of your email.
- For any questions about the role please contact Kristy Hill on 0491 217 013 or jobs@ahl.gov.au