



(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.

Vacancy Information

Position Titles	APS Level 5 Hostel Manager and APS 5 Roving Hostel Manager
Reporting To	Operations Manager
Location	Yumba Hostel, Brisbane QLD
Vacancy Type	Ongoing - Full-time (75 hours per fortnight)
Salary Range	\$88,834 - \$96,829 Note: the base salary is the default rate, however salary maintenance for Section 26 transfers, or an above-base pay point (commensurate with the skills and experience) may be considered for the successful candidate. Explore our Enterprise Agreement (2024-2027) here .
Benefits	• 15.4% superannuation. • Weekday roster with generous shift penalties applies for worked public holidays. • Regular salary packaging options for vehicles, superannuation and laptops etc PLUS, ability to salary sacrifice \$15,900 per FBT year for rent, mortgage or living expenses. This benefit reduces taxable income, increasing fortnightly take-home pay.
Contact	Jackson Beckley – 0437 767 985 A/g Operations Manager
Closing Date	Monday 21 September 2026



About 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. 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.

Key Responsibilities

As a Hostel Manager, you'll take on a broader leadership role, overseeing all aspects of hostel operations while building strong relationships with local stakeholders to support First Nations residents during their stay. In addition to ensuring high standards in service delivery, safety, and cleanliness, you'll be responsible for team leadership, performance development, and continuous improvement. Your role will be to ensure hostel occupancy is high and service to residents is exceptional. You will be a hands-on manager, working closely with the small hostel team to provide three meals a day and ensuring the facility is clean, safe and welcoming.

You will ensure compliance with AHL policies and operational guidelines, regularly report to the Operations Management Team, and liaise with AHL's National Office as required. This role requires a proactive manager with strong organisational and people skills, a commitment to excellence, and a passion for delivering services that make a positive impact.

Typical responsibilities for an APS5 Hostel Manager / Roving Hostel Manager may include:

- leading the day-to-day operations of the hostel;
- providing leadership, direction and support to staff;
- ensuring services are delivered in line with AHL policies, procedures and operational requirements;
- creating a safe, welcoming and culturally appropriate environment for residents;
- supporting residents to access services and resources that promote health, wellbeing and independence;
- managing bookings, payments, budgets, rosters and other operational requirements;
- overseeing food service, facility checks, maintenance reporting and general service delivery;
- supporting staff performance, development, training and induction;
- building positive relationships with stakeholders, including local Aboriginal and Torres Strait Islander organisations;
- supporting cultural activities and events, including days of significance for First Nations peoples;
- always promoting the safety and wellbeing of children and young people in line with AHL's child safeguarding requirements; and
- ensuring WHS, incident reporting and emergency procedures are followed.

Roving Hostel Manager performs the same duties across multiple hostels and may travel between locations

Key Capabilities

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;
- ability to manage competing priorities and show reliability, professionalism and good judgement;
- commitment to AHL's child safeguarding and work health and safety requirements;
- proficiency in the Microsoft Office suite;
- strong stakeholder engagement skills that will support services for First Nations people;
- provide leadership and guidance to staff and support team performance and development;
- contribute to continuous improvement in hostel operations; and
- confidently make decisions in line with policies and operational requirements.

Qualifications and Training (or ability to obtain these qualifications in the first six months of employment).

- Child Safeguarding Certificate;
- First Aid Certificate;
- Emergency Warden Training; and
- Food Safety Supervisor Certificate.

Training is provided by AHL where required.

Recruitment Initiatives

This is an affirmative measures process. An affirmative measure allows a particular job in the Australian Public Service to be open only to Aboriginal and/or Torres Strait Islander persons. 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.**

Evidence of Aboriginal and/or Torres Strait Islander status

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

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

Prior to engagement the successful applicants will be required to:

- provide an Australian Citizenship document (e.g. birth certificate or passport);
- undergo a satisfactory National Criminal History Check;
- hold and maintain a working with children check in QLD; and
- meet the fitness for duty requirements.

How to apply

- Upload and complete the application form, available from our website [Work with us | Aboriginal Hostels Limited](#)
- Email your application form and current resume to jobs@ahl.gov.au by 11:59PM AEST, **Monday 21 September 2026**.
- Include your name and the job reference (VN-0772243) in the subject of your email.