



KINROSS WOLAROI
— SCHOOL —

Catering Assistant

Casual

Candidate Information Pack

Closing Date: 8 March 2026

February 2025



About Kinross Wolaroi School

Kinross Wolaroi School is a co-educational, independent day & boarding school of the Uniting Church. The School has a proud tradition of educating young people in its regional context and has been doing so for more than 140 years.

With a strong history of excellent academic results along with a diverse co-curricular program, Kinross Wolaroi School is a non-selective school with over 1,000 students (including more than 330 boarders in Years 7 to 12), located in the regional centre of Orange, NSW. We firmly believe that the enjoyment of learning and the wellbeing of our students are paramount. Our students learn to think independently and develop a sense of authenticity that will be valuable in a world that is constantly evolving.

The School has two main campuses. The main campus, called *Wolaroi*, is a picturesque campus of 20 hectares and accommodates the main teaching facilities as well as the boarding facilities for boys boarding. A second campus, called *PLC*, is located approximately five kilometres west of the main campus (on the opposite side of the city of Orange) and houses the girls' boarding facilities, a number of staff residences, a recreation and examination centre, an outdoor swimming pool and playing fields.

All classroom activities (the normal school day activities) for all students enrolled in Pre-K to Year 12 occur on the Wolaroi Campus. The main campus also includes a performance theatre, an auditorium, a sports complex including gymnasium and indoor swimming facilities, a medical centre as well as five playing fields.

For more information on our School, please visit www.kws.nsw.edu.au.



POSITION OBJECTIVES & RESPONSIBILITIES

Catering Assistants perform a wide variety of tasks including food and beverage preparation service and clean-up for boarders in the dining rooms, school meetings and functions.

The Catering Assistant can expect to liaise with:

- The Executive Director Leadership team
- Boarding Staff
- The Catering Manager
- Students

POSITION DESCRIPTION

Duties related to the position include, but are not limited to the following:

Key Word	Duties
Food Preparation	<ul style="list-style-type: none">• Being involved in the preparation of service of food to School Guests, functions, meetings and boarders.• Maintaining food preparation and kitchen standards of cleanliness and hygiene so that they comply with relevant food safety regulations.• Preparation of food for service
Food Service	<ul style="list-style-type: none">• Service of meals• Organising the dining room for meal service• Setting of tables• Setting up and serving of food at school functions as required
WHS	<ul style="list-style-type: none">• Practicing appropriate work methods to comply with WHS requirements
General Cleaning	<ul style="list-style-type: none">• Varied cleaning duties including daily dishwashing and pot washing chores as well as deep weekly cleaning.
Stock Control	<ul style="list-style-type: none">• Receiving and putting away of stock



Key Word	Duties
Other Duties	<ul style="list-style-type: none">Attend to other matters appropriate to the position, consistent with the skills of the incumbent as directed by the Executive Leadership team, the Operations Manager – Service and Catering Manager.

Professional Review

This position description as outlined above is intended as a framework for professional review. The School reserves the right to alter roles and responsibilities requirements as required.

Reporting

In all matters concerning their employment, all employees are ultimately responsible to the Principal. However, in relation to this role, for practical purposes these functions are delegated to the Director, Human Resources. For day-to-day operational matters the position will be responsive to the directions of the Operations Manager – Services and the Catering Manager (the Supervisor).



SELECTION CRITERIA

General Expectations for staff at Kinross Wolaroi School:

- Support for the culture of an Independent Uniting Church School is an essential prerequisite for all employees, including a willingness to support the Mission, Vision and Values for the School.
- Serve as good ambassadors of the School. This includes conducting oneself in accordance with the professional standards of the School, including being well-groomed and professionally attire.
- Take an active interest in the general life of the School – supporting policies, procedures, aims and objectives to facilitate the day-to-day operation of, and promote a high quality of education within, the School.
- Attend staff meetings and training when required.
- Ensure all students and parents are provided with a quality service in a timely, efficient, and friendly manner.
- Maintain professional confidentiality concerning information about staff and/or students and their families.
- Act as a member of a team, developing and supporting the philosophy and ethos of the team.
- Ensure that all documents are prepared and presented in accordance with the School's *Style Guide*.

Personal Qualities

- Highly developed interpersonal skills with the ability to develop and maintain constructive working relationships at all levels across diverse groups, including teaching and non-teaching staff.
- High degree of discretion, initiative, and personal organisation.
- Ability to remain calm under pressure.



Essential Professional Criteria

- Formal qualifications in Food Handling is mandatory
- Demonstrated proficiency in undertaking the range of tasks outlined above along with the physical capacity to undertake the duties is required.
- The ability to communicate effectively with supervisors, students and external customer groups
- Have a commitment to a harassment-free workplace and support of colleagues
- Be organised regarding day-to-day routine and detail
- Be punctual and reliable in relation to duty days and times
- Be of good health and physical fitness and able to maintain output in a physical environment
- Ability to work independently and as part of a team
- Commitment to customer satisfaction

Working with Children Clearance

The *Child Protection (Working with Children) Act 2012 (NSW)* applies for anyone working in child related employment. It is expected that a verified Working Children's Check Clearance will be provided before commencement of duty for any role at the School and that the employee will ensure this clearance is maintained and updated as required whilst ever employed at KWS.



Workplace Health & Safety

- Be informed of and comply with WHS legislative and associated requirements (as employer makes information available, employee is to take steps to understand how it applies to self).
- Observe Kinross Wolaroi School WHS Protocol.
- Identify WHS information and training needs for self.
- Be involved in WHS projects according to priorities set by consultative processes and management direction.
- Comply with WHS initiatives as directed and agreed with management and consultative processes.
- Comply with safe work procedures as instructed by supervisor or manager.
- Comply with legal and reasonable instructions from employer representatives.
- Report all hazards, accidents and incidents to your supervisor and comply with WHS committee recommendations.



APPOINTMENT CONDITIONS

The role of Catering Assistant is offered on a casual basis. The kitchen operates between the hours of 7am – 7:30pm. Employment will be offered subject to a period of probation, defined as six months in accordance with the Fair Work Act 2009 (Cth).

Remuneration will be according to the *Independent Schools NSW (Professional and Operational Staff) Cooperative Multi-Enterprise Agreement 2025 (CMEA)*, as amended from time to time, or any subsequent industrial instrument that replaces it.

The position of Catering Assistant is classified as School Operational Staff Level 2.1 of the Enterprise Agreement. In 2026 this rate is \$31.71 per hour, with casual loading payable in addition to this base hourly rate.

Comprehensive terms and conditions of appointment will be the subject of a separate employment agreement.

Right to Work in Australia

Kinross Wolaroi School is not in a position to sponsor entry into Australia. In applying for an Australian based position you will be expected to already have a valid Australian work permit (permanent residency or applicable work visa). Information on Australian visas and working entitlements are available from the Department of Immigration.



APPLICATION

To make a confidential enquiry about the position, please contact the Human Resources Department at recruitment@kws.nsw.edu.au

Before submitting your application please ensure that you have:

- Carefully reviewed the position description and ensure that you understand the role you are applying for and that it is suited to your skills, experience and qualifications.
- Your cover letter is the School's first opportunity to assess your suitability for the position. Your letter should provide insight into not only what you have achieved but also who you are.
- Please ensure that you have addressed the Essential Criteria in your Cover letter.
- Ensure that your CV clearly outlines your qualifications (including the institution and the date completed), career history and current contact details.
- You will need to include at least two referees at the end of your CV. Please provide referees names and current positions. Referees will not be contacted without your prior agreement.

Cover letter and CV can be submitted to recruitment@kws.nsw.edu.au

or addressed to

Human Resources Department

Kinross Wolaroi School

Locked bag 4

Orange NSW 2800

Preferred applicants will be screened in accordance with Child Protection legislation.