

SUBCLASS 482 · TEMPORARY SKILL SHORTAGE

Genuine Position Statement

Prepared in support of a nomination application

NOMINATOR	Oceanview Restaurant Pty Ltd
ABN	12 345 678 901
NOMINEE	Mr Rajesh Kumar
NOMINATED OCCUPATION	Sous Chef (ANZSCO 351311)
POSITION LOCATION	42 Marine Parade, Coolangatta QLD 4225
ANNUAL SALARY	AUD \$76,000 plus superannuation
EMPLOYMENT BASIS	Full-time (38 hours per week), permanent ongoing

Dear Case Officer,

Oceanview Restaurant Pty Ltd submits this Genuine Position Statement in support of the Temporary Skill Shortage (TSS) Visa Subclass 482 nomination for Mr Rajesh Kumar for the position of Sous Chef at its beachfront restaurant located at 42 Marine Parade, Coolangatta QLD 4225. This statement is prepared to demonstrate that the nominated position is genuine, that the duties of the role align with the nominated ANZSCO occupation code 351311 (Cook — Sous Chef), that the business has a legitimate and demonstrable operational need for the position, and that the salary offered meets or exceeds the applicable Temporary Skilled Migration Income Threshold (TSMIT) in effect at the time of nomination.

We respectfully request that the delegate consider the following information in its entirety when assessing the genuineness of this nomination.

SECTION 1 — BUSINESS PROFILE

Oceanview Restaurant Pty Ltd is a beachfront dining establishment situated at 42 Marine Parade, Coolangatta QLD 4225, in the southern Gold Coast region of Queensland. The business was established in 2019 and has operated continuously since that time, developing a strong reputation for contemporary modern Australian cuisine served in a relaxed yet refined coastal setting.

The restaurant occupies a prominent position along the Coolangatta foreshore and benefits from significant foot traffic generated by both domestic and international tourists visiting the Gold Coast region, as well as a loyal base of local patrons. The business trades seven days per week across lunch and dinner services, with extended trading hours during peak tourist seasons including school holidays, public holidays, and summer periods.

The venue is licensed and comprises a fully equipped commercial kitchen, a 60-seat indoor dining room, and a 30-seat outdoor terrace that overlooks the beachfront. The total seating capacity of 90 covers places significant and consistent demand on the kitchen brigade at all service periods. The restaurant's menu is centred on modern Australian cuisine, drawing on locally sourced produce, seasonal ingredients, and contemporary culinary techniques. The menu is updated regularly to reflect seasonal availability and to maintain the standard of dining experience that patrons have come to expect.

Oceanview Restaurant Pty Ltd is registered with the Australian Securities and Investments Commission and holds all relevant business registrations, licences, and approvals required to operate a licensed food and beverage venue in Queensland. The business is compliant with the Queensland Food Act 2006 and all applicable workplace health and safety obligations.

The business currently employs a full complement of front-of-house and kitchen staff and operates under a structured management hierarchy that includes an Executive Chef, a Sous Chef position (the subject of this nomination), and a brigade of line cooks, kitchen hands, and apprentices. The business also employs a restaurant manager, floor supervisors, and wait staff for front-of-house operations.

SECTION 2 — NATURE OF THE POSITION

The Sous Chef position at Oceanview Restaurant Pty Ltd is a critical and integral role within the kitchen operation. The Sous Chef functions as the second-in-command of the kitchen brigade, working directly under the supervision and direction of the Executive Chef and assuming full operational responsibility for the kitchen in the Executive Chef's absence.

This is not a newly created or artificially constructed position. The Sous Chef role has existed as a defined and operational position within the restaurant's kitchen structure since the business commenced trading in 2019. The position has been consistently filled since that time and the business has, at various points, employed qualified individuals in this capacity. The current vacancy arises as a result of the departure of the previous incumbent who resigned to relocate interstate, creating an immediate and genuine operational gap that the business must fill in order to maintain its service standards.

The Sous Chef at Oceanview Restaurant Pty Ltd is responsible for a broad and substantive range of duties that require a high level of culinary skill, technical knowledge, and leadership capability. The position is not limited to cooking tasks alone but extends to menu development, kitchen management, food safety compliance, staff supervision, and stock and cost control responsibilities. The multidimensional nature of the role reflects the demands of a busy 90-seat licensed restaurant operating seven days per week across multiple service periods.

The business requires a Sous Chef who possesses advanced culinary qualifications and demonstrated practical experience in a comparable hospitality environment. The technical complexity of the modern Australian cuisine menu, the volume of covers served across the restaurant's two dining areas, and the management responsibilities attached to the role all require a level of skill and expertise that cannot be obtained at a lesser occupational level.

SECTION 3 — ANZSCO DUTY MAPPING

The nominated occupation is Sous Chef under ANZSCO code 351311. The table below sets out each duty described in the ANZSCO descriptor alongside the corresponding duties performed by the incumbent at Oceanview Restaurant Pty Ltd.

ANZSCO DUTY	HOW PERFORMED AT OCEANVIEW RESTAURANT PTY LTD
<p>1. Planning menus, estimating food and labour costs, and ordering food supplies</p>	<p>The Sous Chef is directly involved in the development and planning of both the à la carte and set menus in collaboration with the Executive Chef. The Sous Chef assists in costing each menu item, reviewing food cost percentages, and ensuring the menu remains financially viable. The Sous Chef also places weekly and ad hoc food and beverage orders with approved suppliers, monitors stock levels, and maintains inventory at appropriate levels to meet anticipated demand.</p>
<p>2. Supervising and coordinating activities of cooks and other kitchen workers</p>	<p>The Sous Chef is the direct supervisor of the kitchen brigade on a day-to-day basis. This includes assigning stations and tasks to line cooks, directing preparation activities during both pre-service mise en place and live service periods, and coordinating communication between kitchen sections to ensure dishes are produced and dispatched in a timely manner. The Sous Chef also briefs kitchen staff on daily specials, dietary requirements, and operational instructions prior to each service.</p>
<p>3. Demonstrating techniques and advising on cooking procedures</p>	<p>As the most senior technically skilled member of the brigade in the Executive Chef's absence, the Sous Chef coaches and mentors junior kitchen staff, including line cooks and apprentices. This includes demonstrating correct preparation techniques, plating standards, and cooking methods, and identifying and correcting errors during service. The Sous Chef plays a fundamental role in maintaining and elevating the technical standard of the kitchen team.</p>
<p>4. Preparing and cooking food</p>	<p>The Sous Chef actively participates in the preparation and cooking of food across all meal services. During service, the Sous Chef typically operates as a working chef on the pass or on a designated section, actively cooking and assembling dishes to menu standard. The hands-on nature of the role is consistent with the operational demands of a 90-cover restaurant and ensures direct oversight of food leaving the kitchen.</p>
<p>5. Explaining and enforcing hygiene regulations</p>	<p>The Sous Chef holds primary responsibility for food safety and hygiene compliance within the kitchen. This includes enforcing compliance with the FSANZ Food Safety Standards, maintaining the restaurant's HACCP-based food safety program, conducting temperature monitoring, ensuring correct labelling and storage, and identifying and rectifying any breaches. The Sous Chef also maintains kitchen cleaning schedules and ensures equipment is maintained in a safe and sanitary condition.</p>
<p>6. Selecting and training staff</p>	<p>In collaboration with the Executive Chef and restaurant management, the Sous Chef participates in the recruitment, selection, and induction of kitchen staff. This includes interviewing candidates, assessing technical skills, and providing structured on-</p>

ANZSCO DUTY	HOW PERFORMED AT OCEANVIEW RESTAURANT PTY LTD
	the-job training. The Sous Chef also contributes to ongoing professional development through coaching, performance feedback, and skills assessment.
7. May freeze and preserve foods	The Sous Chef oversees the proper preservation, chilling, freezing, and storage of food items in accordance with food safety requirements and best practice. This includes managing stock rotation, ensuring correct thawing procedures are followed, and overseeing vacuum sealing and other preservation techniques used in the preparation of components and stocks.

SECTION 4 — EVIDENCE THAT THE POSITION FITS THE BUSINESS

The genuine nature of the Sous Chef position at Oceanview Restaurant Pty Ltd is supported by a range of operational, structural, and commercial considerations.

First, the restaurant's scale of operations unambiguously supports the need for a qualified and experienced Sous Chef. A 90-seat venue trading seven days per week across lunch and dinner services generates a volume of food production that requires a fully structured kitchen brigade with a defined leadership hierarchy. The Sous Chef position sits at the apex of that brigade below the Executive Chef and is indispensable to the smooth operation of the kitchen.

Second, the complexity and standard of the modern Australian cuisine menu requires a level of culinary expertise that can only be provided by a qualified chef with advanced skills and experience. The menu at Oceanview Restaurant incorporates sophisticated preparation techniques, refined presentation standards, and a commitment to seasonal and locally sourced ingredients that demands both technical skill and creative input from the Sous Chef.

Third, the business trades without interruption seven days per week and operates across multiple service periods. This creates a continuous and demanding operational environment in which the absence of a competent second-in-command would directly and materially compromise the kitchen's ability to function. The Sous Chef's role as deputy to the Executive Chef ensures operational continuity and resilience within the kitchen structure.

Fourth, the salary offered for the position — \$76,000 per annum plus superannuation — reflects the seniority and skill level required for the role. This salary exceeds the applicable TSMIT and is consistent with market rates for a Sous Chef position in a comparable dining establishment operating in the Queensland hospitality market. The business is committed to ensuring that the nominee is remunerated at a rate that is equivalent to, or greater than, the rate that would be paid to an Australian citizen or permanent resident performing the same duties in the same role.

SECTION 5 — EVIDENCE OF WORK VOLUME

Oceanview Restaurant Pty Ltd experiences substantial and consistent levels of trade across its operating periods. The restaurant regularly achieves a high volume of covers across both its indoor and outdoor dining areas, with particularly strong demand during the summer tourist season, school holiday periods, and on public holidays.

SERVICE PERIOD	TYPICAL COVERS PER SITTING
Weekend service (peak season)	80 – 90 covers per sitting — close to full venue capacity
Weekday service (off-peak)	40 – 60 covers per sitting
Weekly total	In excess of 700 individual covers

The business maintains point-of-sale records, reservation system data, and financial accounts that evidence this level of trade. Business Activity Statements lodged with the Australian Taxation Office reflect the turnover generated by the business and are consistent with the volume of trade described above. Payroll records confirm the employment of a full kitchen brigade and front-of-house team commensurate with the operational demands of the business.

The level of trade, the number of seats in operation, and the seven-day trading schedule collectively demonstrate that the volume of work is sufficient to justify the full-time employment of a Sous Chef in a substantive and ongoing capacity. The position is not a fabricated or marginal role created for the purpose of facilitating the visa nomination. It is a genuine, full-time, ongoing position that is essential to the operation of the business.

SECTION 6 — LABOUR MARKET TESTING

In accordance with the requirements of the Temporary Skill Shortage Visa Subclass 482 program, Oceanview Restaurant Pty Ltd has conducted labour market testing to demonstrate that it has made genuine and sustained efforts to recruit suitably qualified Australian citizens and permanent residents for the Sous Chef position prior to proceeding with this nomination.

The business advertised the Sous Chef position on two separate occasions on Seek.com.au, which is one of Australia's primary online employment platforms and a widely recognised and appropriate channel for the advertisement of hospitality and culinary positions. The advertisements were live for a period of not less than four weeks each, and the position was described accurately in terms of the duties, qualifications, experience, and salary associated with the role.

The business also advertised the position through its social media channels and made enquiries with a specialist hospitality recruitment agency operating in the Gold Coast and Brisbane markets. Despite these efforts, the business was unable to identify a suitably qualified Australian citizen or permanent resident who met the full requirements of the position. The applications received in response to the advertisements were reviewed against the requirements of the role, and no applicant was found to possess the combination of advanced culinary qualifications, relevant experience in a comparable restaurant environment, and leadership capability required for the Sous Chef position at the standard demanded by the business.

Documentation relating to the labour market testing process, including copies of the advertisements, evidence of the advertisement dates, and records of applicants received and assessed, is attached to this nomination as supporting evidence.

SECTION 7 — CONCLUSION

Oceanview Restaurant Pty Ltd respectfully submits that the nomination of Mr Rajesh Kumar for the position of Sous Chef under ANZSCO code 351311 is a genuine nomination in every respect. The position is real, ongoing, and full-time. It carries substantive duties that align directly and comprehensively with the ANZSCO descriptor for the nominated occupation. The business has a clear, demonstrable, and operationally necessary requirement for the position, which is supported by the scale of the venue, the volume of trade, and the complexity of the culinary operation.

The salary offered is above the applicable TSMIT and is consistent with market rates for a comparable position in the Queensland hospitality industry. The business has conducted genuine labour market testing and has been unable to source a suitably qualified Australian citizen or permanent resident to fill the role.

Mr Rajesh Kumar possesses the qualifications, skills, and experience necessary to perform the duties of the Sous Chef position to the standard required by the business and to contribute meaningfully to the ongoing success of Oceanview Restaurant Pty Ltd.

Oceanview Restaurant Pty Ltd is a compliant and responsible sponsor that is committed to its obligations under the TSS Visa program, including its obligations with respect to equivalent terms and conditions of employment, non-transfer of migration costs, and record keeping.

We respectfully request that the delegate approve this nomination and thank the Department for its consideration of this application.

Yours faithfully,

Authorised Representative

on behalf of Oceanview Restaurant Pty Ltd
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42 Marine Parade, Coolangatta QLD 4225

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