

SUBCLASS 482 · TEMPORARY SKILL SHORTAGE

# Labour Market Testing Evidence Report

*Prepared in support of a nomination application*

|                           |                                |
|---------------------------|--------------------------------|
| <b>PREPARED BY</b>        | Oceanview Restaurant Pty Ltd   |
| <b>ABN</b>                | 12 345 678 901                 |
| <b>POSITION NOMINATED</b> | Sous Chef                      |
| <b>VISA SUBCLASS</b>      | 482 — Temporary Skill Shortage |
| <b>DATE OF REPORT</b>     | 14 February 2026               |

## SECTION 1 — COVER LETTER

14 February 2026

Department of Home Affairs  
Canberra, Australian Capital Territory

To Whom It May Concern,

### **Re: Labour Market Testing Evidence Report — Sous Chef — Oceanview Restaurant Pty Ltd**

Oceanview Restaurant Pty Ltd (ABN: 12 345 678 901) submits this Labour Market Testing Evidence Report in support of its nomination application under the Subclass 482 Temporary Skill Shortage visa program for the position of Sous Chef.

In accordance with the requirements of the Migration Act 1958 and the Migration Regulations 1994, Oceanview Restaurant Pty Ltd undertook a genuine and thorough labour market testing process prior to lodging this nomination. The purpose of this process was to determine whether suitably qualified and experienced Australian citizens or Australian permanent residents were available to fill the nominated position before seeking to sponsor an overseas national.

This report confirms that Oceanview Restaurant Pty Ltd advertised the position of Sous Chef for a period of no less than 28 days, as required by the relevant legislative instrument. Specifically, the position was advertised from 15 January 2026 to 12 February 2026, representing a continuous advertising period of 29 days.

The advertisements were published on two recognised online recruitment platforms, being SponsorTalent and CareerOne, and remained publicly accessible and searchable throughout the full 29-day advertising period. The total cost of advertising was \$990.00 (inclusive of GST), paid by Oceanview Restaurant Pty Ltd.

During the advertising period, Oceanview Restaurant Pty Ltd received applications from four (4) individuals in total. Each application was assessed carefully against the genuine skill requirements, qualifications, and experience necessary for the position of Sous Chef within our establishment. Following this assessment, three (3) applicants were determined to be unsuitable, and one (1) applicant, Mr Rajesh Kumar, was assessed as a suitable candidate.

As Mr Rajesh Kumar is not an Australian citizen or Australian permanent resident, and as no suitable Australian citizen or Australian permanent resident was identified through the labour market testing process, Oceanview Restaurant Pty Ltd is satisfied that it has made genuine efforts to recruit locally and that the nomination of an overseas skilled worker is warranted in the circumstances.

This report includes the following supporting documentation and information: a summary of the advertising campaign, including platforms used, dates, costs, and advertisement content; an applicant assessment summary detailing the outcome for each of the four applicants received; and a signed declaration by the authorised representative of Oceanview Restaurant Pty Ltd.

Should the Department require any further information or documentation in relation to this Labour Market Testing report, Oceanview Restaurant Pty Ltd welcomes the opportunity to provide additional clarification.

Yours sincerely,

---

**Margaret Fontaine**

General Manager

Oceanview Restaurant Pty Ltd · ABN 12 345 678 901

42 Marine Parade, Coolangatta QLD 4225

Phone: (07) 5XXX XXXX · Email: [management@oceanviewrestaurant.com.au](mailto:management@oceanviewrestaurant.com.au)

## SECTION 2 — ADVERTISING SUMMARY

### 2.1 Position Details

|                           |  |
|---------------------------|--|
| <b>Position Title</b>     | Sous Chef                              |
| <b>ANZSCO Code</b>        | 351311                                 |
| <b>Classification</b>     | Sous Chef                              |
| <b>Employing Business</b> | Oceanview Restaurant Pty Ltd           |
| <b>ABN</b>                | 12 345 678 901                         |
| <b>Business Address</b>   | 42 Marine Parade, Coolangatta QLD 4225 |
| <b>Industry</b>           | Hospitality and Food Services          |

### 2.2 Advertising Period

|   |   |
|---|---|
| <b>Date advertisement first published</b> | 15 January 2026   |
| <b>Date advertisement last active</b>     | 12 February 2026  |
| <b>Total duration of advertising</b>      | 29 days   |
| <b>Minimum required duration</b>          | 28 days   |
| <b>Compliance with 28-day requirement</b> | <b>Yes — the position was advertised for 29 continuous days, exceeding the minimum requirement.</b> |

### 2.3 Advertising Platforms

| <b>PLATFORM</b>      | <b>WEBSITE</b>           | <b>DATE PUBLISHED</b> | <b>DATE REMOVED</b> | <b>DURATION</b> |
|----------------------|--------------------------|-----------------------|---------------------|-----------------|
| <b>SponsorTalent</b> | www.sponsortalent.com.au | 15 January 2026       | 12 February 2026    | 29 days         |
| <b>CareerOne</b>     | www.careerone.com.au     | 15 January 2026       | 12 February 2026    | 29 days         |

*SponsorTalent is an online recruitment platform recognised for visa-related employment advertising. CareerOne is a national online employment and recruitment platform.*

## 2.4 Advertising Costs

|  |                              |
|--|------------------------------|
| <b>Total advertising fee paid (inclusive of GST)</b> | \$990.00                     |
| <b>GST component</b>                                 | \$90.00                      |
| <b>Amount excluding GST</b>                          | \$900.00                     |
| <b>Payment made by</b>                               | Oceanview Restaurant Pty Ltd |
| <b>ABN of paying entity</b>                          | 12 345 678 901               |

### RECORDS RETENTION

Receipts, invoices, and payment confirmation records are held by Oceanview Restaurant Pty Ltd and are available for production upon request by the Department of Home Affairs.

## 2.5 Advertisement Content Summary

The advertisements published on both SponsorTalent and CareerOne contained the following information, consistent with requirements under the relevant legislative instrument.

|                                |                              |
|--------------------------------|------------------------------|
| <b>Position Title</b>          | Sous Chef                    |
| <b>Employing Business Name</b> | Oceanview Restaurant Pty Ltd |
| <b>Location of Employment</b>  | Coolangatta QLD, Australia   |

### Summary of Duties and Responsibilities

- Assisting the Head Chef in planning, preparing, and executing all menu items across breakfast, lunch, and dinner service
- Supervising and directing kitchen staff including Cooks, Kitchen Hands, and Apprentices during service periods
- Monitoring food quality, presentation, and consistency to ensure compliance with the restaurant's standards
- Managing stock control, ordering, and inventory in coordination with the Head Chef and management
- Ensuring full compliance with food safety, hygiene, and workplace health and safety regulations at all times
- Contributing to menu development, seasonal changes, and the creation of specials in collaboration with the Head Chef
- Stepping into the Head Chef role as required during periods of leave or absence
- Training and mentoring junior kitchen staff to maintain and improve overall kitchen performance

### Required Qualifications and Experience

- Minimum of three (3) years of experience working in a professional kitchen at a supervisory or senior cook level
- Certificate III in Commercial Cookery (or equivalent qualification) or a demonstrated equivalent level of skill
- Demonstrated ability to work effectively in a high-volume, fast-paced kitchen environment
- Strong knowledge of food safety practices and a current food handler certification or equivalent
- Excellent communication and leadership skills with experience managing a kitchen team

- Ability to work a rotating roster including evenings, weekends, and public holidays

### Salary and Conditions

The advertisement clearly stated that the position offered a salary commensurate with the Temporary Skilled Migration Income Threshold (TSMIT) and applicable modern award conditions. The position was offered on a full-time basis. The advertisements directed interested applicants to submit a current resume and cover letter to the contact email address provided within the advertisement.

### 2.6 Response Summary

|  |                                      |
|--|--------------------------------------|
| <b>Total number of applications received</b>                 | 4                                    |
| <b>Applications from Australian citizens</b>                 | 2                                    |
| <b>Applications from Australian permanent residents</b>      | 1                                    |
| <b>Applications from other visa holders or non-residents</b> | 1                                    |
| <b>Number of applicants assessed as suitable</b>             | 1 (not a citizen/permanent resident) |
| <b>Number of applicants assessed as unsuitable</b>           | <b>3</b>                             |

#### CONCLUSION OF ADVERTISING CAMPAIGN

Despite conducting a genuine and comprehensive labour market testing process over 29 days across two recognised advertising platforms, Oceanview Restaurant Pty Ltd was unable to identify a suitably qualified and experienced Australian citizen or Australian permanent resident capable of filling the position of Sous Chef.

## SECTION 3 — APPLICANT ASSESSMENT SUMMARY

This section provides a detailed record of all four applications received during the advertising period, including the assessment outcome for each applicant and the specific reasons for each determination.

|                                  |                                   |
|----------------------------------|-----------------------------------|
| <b>Date application received</b> | 22 January 2026                   |
| <b>Citizenship / Residency</b>   | Australian Citizen                |
| <b>Application method</b>        | Email via CareerOne advertisement |
| <b>Documents provided</b>        | Resume, Cover Letter              |

### **SUMMARY OF APPLICATION**

Ms Mitchell submitted a resume and cover letter expressing interest in the Sous Chef position at Oceanview Restaurant Pty Ltd. Her cover letter stated a strong passion for cooking and approximately two and a half years of hospitality experience. Her most recent role was as a Cook at a local cafe, a position held for eleven months prior to application.

### **ASSESSMENT OF QUALIFICATIONS**

Ms Mitchell did not hold a Certificate III in Commercial Cookery or any other formal cookery qualification at the time of application. Her resume indicated she had attended a short TAFE cooking course of approximately six weeks duration approximately three years prior to application, however this course did not result in a formal qualification recognised under the Australian Qualifications Framework. The advertisement clearly specified that a Certificate III in Commercial Cookery or equivalent qualification, or a demonstrated equivalent level of skill and experience, was required.

### **ASSESSMENT OF EXPERIENCE**

The position requires a minimum of three years of experience working in a professional kitchen at a supervisory or senior cook level. Ms Mitchell's total hospitality experience was approximately two and a half years, falling short of this requirement. None of her previous roles were at a supervisory level. Her most recent role involved primarily breakfast and light lunch preparation for a low-volume operation, which does not demonstrate the experience necessary to manage and direct a kitchen team in a high-volume dinner service environment.

### **ADDITIONAL REASONS FOR UNSUITABILITY**

Ms Mitchell's cover letter indicated she was seeking a role with regular Monday to Friday daytime hours and had limited availability on weekends and public holidays. The Sous Chef position requires availability across a rotating roster including evenings, weekends, and public holidays, as clearly stated in the advertisement.

#### **OUTCOME**

Application declined. Ms Mitchell does not meet the minimum qualifications or experience requirements for the position, and her stated availability is incompatible with the operational requirements of the role. Oceanview Restaurant Pty Ltd did not proceed to interview. Ms Mitchell was notified by email on 28 January 2026.

|                                  |   |
|----------------------------------|---|
| <b>Date application received</b> | 29 January 2026   |
| <b>Citizenship / Residency</b>   | Australian Permanent Resident                                       |
| <b>Application method</b>        | Email via SponsorTalent advertisement                               |
| <b>Documents provided</b>        | Resume, Cover Letter, Copy of Certificate III in Commercial Cookery |

### **SUMMARY OF APPLICATION**

Mr Langhorne submitted a comprehensive application including a resume, cover letter, and a copy of his Certificate III in Commercial Cookery. His cover letter expressed strong interest in the Sous Chef role and noted approximately seven years of experience in professional kitchens. On the face of his application, Mr Langhorne appeared to be a potentially viable candidate, and Oceanview Restaurant Pty Ltd elected to invite him to a formal interview.

### **ASSESSMENT OF QUALIFICATIONS**

Mr Langhorne holds a Certificate III in Commercial Cookery awarded by a registered training organisation, which satisfies the formal qualification requirement stated in the advertisement.

### **ASSESSMENT OF EXPERIENCE**

Mr Langhorne's resume indicated seven years of experience in professional kitchens across three roles. His most recent role, held for the two years prior to application, was as a Senior Cook at a pub bistro. Prior to that, he worked as a Cook for three years at a hotel buffet operation and for two years at a fast food chain. Oceanview Restaurant Pty Ltd invited Mr Langhorne to attend an interview, which took place on 3 February 2026.

### **INTERVIEW OUTCOME AND REASONS FOR UNSUITABILITY**

During the interview, it became evident that Mr Langhorne's kitchen experience, while substantial in duration, was concentrated in high-volume, low-complexity food production environments — specifically pub bistro meals, buffet service, and fast food preparation. Oceanview Restaurant Pty Ltd operates as a contemporary fine dining and seafood restaurant, and the Sous Chef role requires demonstrated proficiency in contemporary cuisine techniques, à la carte fine dining service, complex plating and presentation standards, and the management of a skilled brigade in a fine dining context.

When asked to describe his experience with relevant cooking techniques including sauce work, protein cookery to precise specifications, and the development of tasting menus, Mr Langhorne's responses demonstrated limited familiarity with these areas. When asked about staff management, Mr Langhorne advised that in his most recent role he had occasionally supervised one or two kitchen hands during quieter shifts; he had not held a formal supervisory position and had not been responsible for training staff, managing rosters, or overseeing full service in the absence of a head chef.

The competency level demonstrated during the interview was assessed as insufficient for the demands of the role. The business requires a Sous Chef who can operate with a high degree of independence, assume full kitchen leadership when the Head Chef is absent, and maintain the quality and consistency expected of a fine dining establishment. Mr Langhorne's experience does not demonstrate this capability.

#### **OUTCOME**

Application declined following interview. While Mr Langhorne meets the formal qualification requirement, he does not possess the level of skill, technical proficiency, or leadership experience required for the specific

demands of the Sous Chef position at Oceanview Restaurant Pty Ltd. Mr Langhorne was notified by email on 5 February 2026.

|                           |                                   |
|---------------------------|-----------------------------------|
| Date application received | 4 February 2026                   |
| Citizenship / Residency   | Australian Citizen                |
| Application method        | Email via CareerOne advertisement |
| Documents provided        | Resume and Cover Letter only      |

### SUMMARY OF APPLICATION

Ms Tran submitted a resume and cover letter via the CareerOne advertisement. Her resume indicated she had completed a Certificate IV in Commercial Cookery and had worked in professional kitchens for approximately nine years, including four years in a role described on her resume as Sous Chef at a Vietnamese restaurant in Melbourne. On initial review, Ms Tran appeared to be a strong candidate, and Oceanview Restaurant Pty Ltd invited her to an interview, which was scheduled for 9 February 2026.

### ASSESSMENT OF QUALIFICATIONS

Ms Tran's resume stated that she holds a Certificate IV in Commercial Cookery. This would meet and exceed the formal qualification requirement specified in the advertisement.

### ASSESSMENT OF EXPERIENCE

Ms Tran's nine years of experience in commercial kitchens and her four years in a self-described Sous Chef role appeared, at application stage, to meet the experience requirements of the position. However, during the pre-interview reference check and the interview itself, several significant concerns arose regarding the accuracy of the information presented in her application.

### INTERVIEW OUTCOME AND REASONS FOR UNSUITABILITY

During the interview on 9 February 2026, Oceanview Restaurant Pty Ltd sought to verify the nature of Ms Tran's stated Sous Chef experience. Ms Tran clarified that the restaurant in which she had held the Sous Chef title was a small, family-operated Vietnamese restaurant with a fixed menu and a kitchen team of three people including herself and two family members. While Oceanview Restaurant Pty Ltd acknowledges that all professional kitchen experience has value, the scope and complexity of that role was substantially below what is required for the Sous Chef position at Oceanview Restaurant Pty Ltd.

The following specific concerns were identified during the interview process:

- **First**, Ms Tran confirmed that in her previous Sous Chef role she had not been responsible for staff training, performance management, or roster management — these functions were handled by the restaurant owner.
- **Second**, when asked about her experience with procurement, stock control, and supplier management, Ms Tran indicated that ordering was managed entirely by the owner and that she had no direct involvement in this area.
- **Third**, during discussion of menu development, Ms Tran indicated that the menu at her previous workplace had not changed in several years and that she had not participated in the development of new dishes or seasonal menu updates.
- **Fourth**, Ms Tran was unable to provide the contact details of a referee who could verify her employment history and job title, stating that the restaurant had since closed and she was no longer in contact with the owner.

Additionally, Oceanview Restaurant Pty Ltd contacted the registered training organisation listed on Ms Tran's resume in relation to her Certificate IV in Commercial Cookery. The organisation confirmed that a student by that name had enrolled in the course but had not completed all required units and that no certificate had been issued.

Ms Tran was asked to provide her original certificate or a statement of attainment as a condition of further consideration. Ms Tran advised by email on 10 February 2026 that she was unable to locate the documentation at this time.

**OUTCOME**

Application declined. The scope of Ms Tran's prior experience does not meet the operational and leadership requirements of the role, and the formal qualification she stated could not be verified as completed.

**Applicant 4 — Rajesh Kumar**

**Suitable**

**Citizenship / Residency** Overseas national (not an Australian citizen or permanent resident)

**Outcome** Assessed as the sole suitable candidate

Mr Rajesh Kumar was assessed as meeting the full qualification, experience, and operational requirements for the Sous Chef position at Oceanview Restaurant Pty Ltd. As Mr Kumar is not an Australian citizen or permanent resident, and as no suitable Australian citizen or permanent resident was identified through the advertising campaign, Oceanview Restaurant Pty Ltd is satisfied that the nomination of an overseas skilled worker is warranted.

**OUTCOME**

Proceed to Subclass 482 nomination. Full suitability assessment retained on file and available on request.

**SECTION 4 — DECLARATION**

I declare that the information contained in this Labour Market Testing Evidence Report is true and correct to the best of my knowledge and belief. The advertising, applicant assessment, and record-keeping described in this report were conducted in good faith and in accordance with the requirements of the Migration Act 1958, the Migration Regulations 1994, and the relevant legislative instrument governing labour market testing for Subclass 482 nominations.

**Margaret Fontaine**

General Manager

Oceanview Restaurant Pty Ltd · ABN 12 345 678 901

Date: 14 February 2026

**WIDEN MIGRATION EXPERTS**

Dynamic Consultancy Pty Ltd · MARN 1576536  
widen.com.au

**CONFIDENTIAL**

Prepared for Oceanview Restaurant Pty Ltd  
Document 3 of 3 · Labour Market Testing Report