

Barber Job Description

A free job description template for the Hair and Beauty industry

Company Name: _____

Location: _____

Employment Type: _____

Reports To: _____

Date: _____

DISCLAIMER

This barber job description template is designed to reflect Australian workplace standards and hair and beauty industry practices at the time of publication. Confirm the applicable modern award for your business and ensure compliance with all relevant employment laws.

1. Position overview

A barber cuts, clips, styles and grooms hair, with a specialty in men's and all-gender haircuts, fades, beard trims and shaves. The role combines technical cutting skill with strong client consultation and a welcoming chair-side manner that keeps clients coming back.

In Australia, barbers are covered by the Hair and Beauty Industry Award 2020 (MA000005). Barbering is treated as hairdressing under the award, so a barber who holds a Certificate III in Hairdressing (or the barbering equivalent) typically sits at Level 3, while apprentices work toward that qualification at trainee rates.

This template provides a foundation for creating clear, compliant job descriptions that attract skilled candidates while setting appropriate expectations for the role. Once hired, manage your chairs efficiently with rostering software.

2. Key responsibilities

Cutting and styling

Delivering men's and all-gender haircuts, scissor and clipper work, fades, tapers and finished styling to each client's brief.

Beard and shave services

Trimming, shaping and styling beards, and performing cut-throat or razor shaves safely and hygienically.

Client consultation

Discussing preferences, recommending styles suited to hair type and face shape, and managing expectations before starting.

Retail recommendations

Advising on grooming products, upselling styling and beard-care items and supporting shop sales targets.

Station hygiene and sterilisation

Cleaning and sterilising clippers, blades, combs and the workstation between clients to meet health and safety standards.

Compliance

Following infection-control, workplace health and safety and skin-penetration requirements applicable to razor and shaving services.

3. Skills and attributes

- Technical cutting skill: Confident scissor and clipper technique, clean fades and consistent finishes across a range of hair types.

- Communication: Clear consultation, active listening and an easy chair-side manner that builds rapport with clients.
- Customer focus: Genuine interest in delivering a great grooming experience and building a loyal, repeat client base.
- Time management: Keeping to appointment times, managing walk-ins and maintaining flow during busy trading periods.
- Attention to detail: Precision in line-ups, beard shaping and finishing, with high standards for presentation.
- Reliability: Punctuality, consistent attendance, flexibility with shifts and a professional appearance.

4. Qualifications and requirements

The qualifications for barber positions vary depending on the shop and the services offered. Some are mandatory, while others are preferred or desirable.

- Certificate III in Hairdressing (required) — Certificate III in Hairdressing or a barbering equivalent (apprentices work toward this qualification)
- Working rights (required) — Eligibility to work in Australia
- Razor and shave experience — Experience with cut-throat or razor shaves is highly desirable
- Infection-control training — Skin-penetration or infection-control training where razor services are offered
- First aid certificate — Current first aid certification is desirable

5. Working conditions

- Barbershop environment with a mix of booked and walk-in clients
- Standing for extended periods throughout the day
- Shift work including Saturdays and late-night trade
- Fast-paced service during peak trading periods
- Use of personal protective equipment (PPE) for razor and shave work
- Compliance with uniform, grooming and hygiene standards

6. Award information

Hair and beauty industry award 2020

Most barber positions in Australia are covered by the Hair and Beauty Industry Award 2020 (MA000005). This modern award sets minimum pay rates, penalty rates, allowances and conditions for employees in hairdressing, barbering and beauty businesses. View current Hair and Beauty Award pay rates.

Barbering is treated as hairdressing under MA000005. A barber who holds a Certificate III in Hairdressing (or the barbering equivalent) typically sits at Level 3, which is around \$29.45 per hour for a full-time or part-time employee, or \$36.81 per hour for a casual employee once the 25% loading is applied. Rates run from

Level 1 (\$27.81/hr) up to Level 6 (\$32.00/hr). Use award interpretation software to calculate pay accurately.

Penalty rates and overtime

Under the Hair and Beauty Industry Award, weekend and public holiday work attracts penalty rates.

Saturday work is paid at 133% (158% for casuals), Sunday at 200% (225% for casuals) and public holidays at 250%. Overtime is generally paid at 150% for the first hours and 200% thereafter.

Because barbershops trade heavily on Saturdays and late nights, penalty rates have a real impact on wage costs. Estimate them ahead of time with the overtime and penalty rate calculator and the shift cost calculator.

7. Frequently asked questions

About the role

Q: What does a barber do?

A barber cuts, clips and styles hair with a focus on men's and all-gender cuts, fades and tapers, and performs beard trims and shaves (including cut-throat or razor work). The role also covers client consultation, recommending grooming products, and keeping the workstation and equipment clean and sterilised between clients.

Q: What award covers barbers in Australia?

Barbers are covered by the Hair and Beauty Industry Award 2020 (MA000005). Barbering is treated as hairdressing under this modern award, which sets minimum pay rates, penalty rates and conditions for hairdressing, barbering and beauty businesses.

Q: What classification level should I use for a barber?

A qualified barber who holds a Certificate III in Hairdressing (or the barbering equivalent) generally sits at Level 3 under the Hair and Beauty Industry Award. Apprentices work toward this qualification on trainee rates, while more senior staff with supervisory duties may sit at a higher level. See our Hair and Beauty Award pay rates guide for current rates at each level.

Q: Do I need to include pay rates in a job description?

It's not legally required, but including indicative pay rates can attract more applicants and set clear expectations. You can reference the applicable award rate or use phrases like 'Award rates plus penalties' or 'Competitive hourly rate based on experience.' Check the current Hair and Beauty Award rates for guidance.

Qualifications

Q: What qualifications does a barber need in Australia?

Most qualified barbers hold a Certificate III in Hairdressing or a barbering equivalent, along with working rights in Australia. Where razor or cut-throat shaves are offered, skin-penetration or infection-control training is often required by local regulations. Apprentices can be hired while they work toward the Certificate III.

Q: Can I hire apprentice barbers?

Yes. Apprentices work toward their Certificate III in Hairdressing while employed, and are paid apprentice rates under the Hair and Beauty Industry Award that increase as they progress. Taking on apprentices is a common way to build a pipeline of qualified barbers for your shop.

Q: What qualifications should I require vs prefer for a barber position?

For qualified roles, mandatory requirements should include a Certificate III in Hairdressing (or barbering equivalent) and working rights in Australia. Preferred qualifications typically include cut-throat or razor shave experience, infection-control training and first aid certification. Avoid over-qualifying junior positions as it limits your candidate pool.

Q: Do barbers need infection-control training for shaves?

Where a barbershop offers cut-throat or razor shaves, many local councils and health regulations require skin-penetration or infection-control training and strict sterilisation of blades and equipment. Requirements vary by state and local government area, so confirm the rules that apply to your location before offering razor services.

Employment

Q: Should I hire casual or permanent barbers?

This depends on your trading pattern. Casual barbers offer flexibility for variable demand but come with a 25% casual loading — a Level 3 casual is around \$36.81 per hour. Permanent part-time staff provide consistency and may improve retention. Many shops use a mix of permanent staff for core shifts and casuals for busy Saturdays.

Q: What penalty rates apply to barbers?

Under the Hair and Beauty Industry Award, Saturday work is paid at 133% (158% for casuals), Sunday at 200% (225% for casuals) and public holidays at 250%. Overtime is generally 150% for the first hours and 200% thereafter. Use award interpretation software to calculate rates accurately.

Q: How much does a barber cost per shift?

A barber's shift cost depends on their level, employment type and whether penalty rates apply. A qualified Level 3 barber earns around \$29.45 per hour full-time, rising with Saturday, Sunday and public holiday penalties. Estimate a specific shift with the shift cost calculator and the overtime and penalty rate calculator.

Q: What should I include in a barber employment contract?

Key elements include the position title and classification level, employment type (casual, part-time or full-time), hourly rate, the applicable award, reporting structure, main duties, work location and required qualifications. For casuals, include the casual loading percentage. Use our digital employment contracts to simplify this process.

Rostering

Q: How far in advance should I provide rosters to barbers?

Under the Hair and Beauty Industry Award, rosters should be provided in advance and changes generally require employee agreement unless due to unforeseen circumstances. Using rostering software helps ensure compliance and gives your team visibility of their upcoming shifts.

Q: How do I roster around Saturday and late-night trade?

Barbershops are busiest on Saturdays and late-night trading days, so plan chairs against expected demand and factor in higher penalty rates. Our roster hairdressing staff guide walks through building cost-effective rosters, and rostering software makes it quick to adjust.

Q: What breaks are barbers entitled to?

Under the Hair and Beauty Industry Award, employees working longer shifts are entitled to meal and rest breaks. Confirm the specific break entitlements that apply to shift length in the award, and use rostering tools to schedule breaks and stay compliant.

Q: How do I manage barber availability for rostering?

Collect availability preferences during onboarding and update them regularly. Use staff availability management tools to track when each barber can work, set clear policies about minimum availability and how to request changes, and follow our guide on how to manage staff availability.