

# Infosheet Ready Entry Captains/First Officers (m/w/divers) – Palma de Mallorca

Eurowings Europe Limited

Dear applicants,

We are very pleased that you are interested in working for Eurowings Europe Limited. Please read the job advertisement first for all important information. In addition to the job advertisement, you will find information on the recruitment process, training and contractual conditions in this document.

We are looking forward to your application!

## **Who are we looking for?**

Captains and First Officers (type rated and non-type rated) in Palma de Mallorca in part-time.

## **What are our requirements?**

### **Captain:**

- EASA ATPL (A) (a German or Austrian license is desirable)
- If a valid A320 type rating is not held, the applicant must at least hold or have held a multi-engine IR(A) license such as:
  - MEP/IR
  - IR/ME
  - IR-SP-ME
  - Aircraft Type/IR (Type Rating such as B737/IR or G-V/IR or C525/IR)
  - Expired A320/IR
- Advanced UPRT Training according EASA.FCL.745 (A)
- Entrance qualification for an (advanced) technical college, senior high school degree, university entrance exam or any other certificate that permits access to higher education
- Good oral and written command of English language (min. ICAO-Language Proficiency Level 4)
- German language skills are desirable, but not mandatory
- Medical Class I
- Negative drug test
- Valid Reliability Clearance and certificate of good conduct
- EU-citizenship, Non-EU citizens: residence and work permit
- Unrestricted validity of passport
- Successful Eurowings assessment
- Min. 5.000 hrs on AC > 19,5 to. MTOM
- Min. 1.000 hrs PIC on AC > 19,5 to. MTOM
- Certificate of Training
- Further documents required to complete your online application
- No accident/ no incident confirmation
- 2 references that hold/have held a managerial or training position within an aviation related organization
- Sufficient swimming skills in order to participate in Wet Drill Training

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**First Officer:**

- EASA ATPL (A) or CPL(A) with ATPL credit or MPL(A) without operator obligation (a German or Austrian license is desirable)
- If a valid A320 type rating is not held, the applicant must at least hold or have held a multi-engine IR(A) license such as:
  - MEP/IR
  - IR/ME
  - IR-SP-ME
  - Aircraft Type/IR (Type Rating such as B737/IR or G-V/IR or C525/IR)
  - Expired A320/IR
- Advanced UPRT Training according EASA.FCL.745.A
- MCC
- Entrance qualification for an (advanced) technical college, senior high school degree, university entrance exam or any other certificate that permits access to higher education
- Good oral and written command of English language (min. ICAO-Language Proficiency Level 4)
- German language skills are desirable, but not mandatory
- Medical Class I
- Negative drug test
- Valid Reliability Clearance and certificate of good conduct
- EU-citizenship, Non-EU citizens: residence and work permit
- Unrestricted validity of passport
- Successful Eurowings assessment
- Certificate of Training
- Further documents required to complete your online application
- No accident/ no incident confirmation
- 2 references that hold/have held a managerial or training position within an aviation related organization
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**Which selection do you have to pass?**

A three step LH-Group Selection is applied. The Eurowings selection process consists of the Basic Qualification (BQ), the SIM Screening and the Corporate Qualification (CQ). The selection process is conducted in cooperation with the company Interpersonal in Hamburg. The screenings may take place in BER, FRA, ESS, MUC, PRG or VIE.

During the BQ, the following skills and abilities will be tested: English, aviation proficiency, mathematics, mental arithmetic, logical thinking, psychomotor skills, attention, concentration, spatial orientation, multitasking. You can prepare yourself in advance using an online training tool. During the CQ the focus lies on the personality traits of the candidates. The day consists of interviews, group exercises and role-play exercises.

A separate procedure may be applicable if you are presently employed at a LH-Group airline.

**How does training look like?**

Candidates with a valid A320 rating go through an Operator Conversion (OCC). This course lasts about 3 weeks. The costs for the training will be covered by Eurowings Europe Limited. Candidates without a valid A320 rating will receive a Type Rating. The duration is about 3 months. For Type Rating costs, a bonding is contractually agreed for the period of 2 years.

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**How does salary look like?**
**Captain:**

- Employment is in a seasonal part-time model (“Two Off”)
- This is a part-time model within the framework of a collective agreement with a different service obligation every month, according to the table below
- Two OFF-Months are determined in the months NOV-FEB, in the remaining months the monthly service obligation is 100%
- A Preference indication is possible, final determination by employer according to demand

<b>Column a)</b>	Average service obligation in calendar year													
<b>Column b)</b>	Level of remuneration													
<b>Columns JAN- DEC</b>	Monthly service obligation													
	<b>a)</b>	<b>b)</b>	<b>JAN</b>	<b>FEB</b>	<b>MAR</b>	<b>APR</b>	<b>MAY</b>	<b>JUN</b>	<b>JUL</b>	<b>AUG</b>	<b>SEP</b>	<b>OCT</b>	<b>NOV</b>	<b>DEC</b>
<b>Two Off</b>	83,3 %	90 %	xx%	xx%	100%	100%	100%	100%	100%	100%	100%	100%	xx%	xx%

Note: During training until the end of the LIFUS it will be a full-time model.

**Salary table\*:**

flight experience as PIC AC>19,5t	paygrade	basic salary
Up to 699 hours	1	7.479 €
700 – 1,399 hours	2	7.723 €
1,400 – 2,099 hours	3	7.967 €
2,100 – 2,799 hours	4	8.211 €
2,800 – 3,499 hours	5	8.455 €
3,500 – 4,199 hours	6	8.699 €
4,200 – 4,899 hours	7	8.943 €
4,900 – 5,599 hours	8	9.188 €
5,600 – 6,299 hours	9	9.432 €
6,300 – 6,999 hours	10	9.676 €
for every other 700 hours completed	11	9.920 €
for every other 700 hours completed	12	10.164 €
for every other 700 hours completed	13	10.408 €
for every other 700 hours completed	14	10.652 €
for every other 700 hours completed	15	10.896 €

\* 100% full time model (gross)

Conditions according to collective labour agreement Eurowings Europe Limited Spain.

	<b>Average gross annual salary including all payments *</b>
<b>CPT</b>	<b>130.057,07 €</b>

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\* figures given are for full-time CPTs on average across all salary levels

**Other Salary part:**

**Table for flight duty period**

Remuneration per hour as percentage of basic month salary			
Usage Group	Level 1 Up to 70 hours	Level 2 Over 70 hours up to 110 hours	Level 3 Over 110 hours
Captain & First Officer	0,2	0,4	0,6

**Table for additional duty time**

Remuneration per hour as percentage of basic month salary			
Usage Group	Level 1 Up to 70 hours	Level 2 Over 70 hours up to 110 hours	Level 3 Over 110 hours
Captain & First Officer	0,1	0,2	0,3

**First Officer:**

- Employment is in a seasonal part-time model (“Two Off”)
- This is a part-time model within the framework of a collective agreement with a different service obligation every month, according to the table below
- Two OFF-Months are determined in the months NOV-FEB, in the remaining months the monthly service obligation is 100%
- A Preference indication is possible, final determination by employer according to demand

<b>Column a)</b>	Average service obligation in calender year													
<b>Column b)</b>	Level of remuneration													
<b>Columns JAN- DEC</b>	Monthly service obligation													
	<b>a)</b>	<b>b)</b>	<b>JAN</b>	<b>FEB</b>	<b>MAR</b>	<b>APR</b>	<b>MAY</b>	<b>JUN</b>	<b>JUL</b>	<b>AUG</b>	<b>SEP</b>	<b>OCT</b>	<b>NOV</b>	<b>DEC</b>
<b>Two Off</b>	83,3 %	90 %	xx%	xx%	100%	100%	100%	100%	100%	100%	100%	100%	xx%	xx%

Note: During training until the end of the LIFUS it will be a full-time model.

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**Salary table\*:**

Flight experience A/C > 19.5 tons MTOM	paygrade	basic salary
Up to 1,399 hours	1	4.002 €
1,400 – 2,099 hours	2	4.106 €
2,100 – 2,799 hours	3	4.210 €
2,800 – 3,499 hours	4	4.314 €
3,500 – 4,199 hours	5	4.418 €
4,200 – 4,899 hours	6	4.522 €
4,900 – 5,599 hours	7	4.626 €
5,600 – 6,299 hours	8	4.730 €
6,300 – 6,999 hours	9	4.834 €
7,000 – 7,699 hours	10	4.938 €
7,700 – or more hours	11	5.042 €

\* 100% full time model (gross)

Conditions according to collective labour agreement Eurowings Europe Limited Spain.

	Average gross annual salary including all payments *
FO	58.816,70 €

\* figures given are for full-time FOs on average across all salary levels

**Other Salary part:**
**Table for flight duty period**

Remuneration per hour as percentage of basic month salary			
Usage Group	Level 1 Up to 70 hours	Level 2 Over 70 hours up to 110 hours	Level 3 Over 110 hours
Captain & First Officer	0,2	0,4	0,6

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**Table for additional duty time**

Remuneration per hour as percentage of basic month salary			
Usage Group	Level 1 Up to 70 hours	Level 2 Over 70 hours up to 110 hours	Level 3 Over 110 hours
Captain & First Officer	0,1	0,2	0,3

**Contract conditions**

We offer you a permanent Spanish employment contract with 30 days of holiday per year.

**Other Information and benefits**

Duty rosters will be published 10 days before the beginning of the month, whereby 4 off days can be requested.

Uniform is provided free of charge.

Loss of License insurance.

Access to Lufthansa employee offers and thus reduced flight and vacation offers within the worldwide networks of Eurowings, Lufthansa and partner airlines will be included after six months.

**What else should you know?**

Eurowings Europe Limited has relocated its headquarters to Malta. The conditions mentioned above remain unchanged.

For questions about your application, the status of your application and schedule of the selection or interview dates, please contact our recruiting service provider Interpersonal under 040-484090 or [eurowings@interpersonal.de](mailto:eurowings@interpersonal.de).

Regarding any questions about the recruitment process, job vacancies or start of employment, please contact the Crew Recruiting Team of Eurowings Aviation GmbH on [cockpit.recruiting@eurowings.com](mailto:cockpit.recruiting@eurowings.com).