

Information sheet Ready Entry Captains/First Officers (m/w/d) – Wings-pattern

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 (preferred type rated) in Europe in a seasonal 92 % part-time model (100% during summer Apr-Oct) or full-time model (100% Jan-Dec) interested in a “wings-pattern”. This is a model where you are scheduled for max. 20 days of flight duties in a row with then 10 succeeding days off. You start your duty in PRG, operate flights to and from our bases all over Europe during your block of duty days and end your duty in PRG.

What are our requirements?

Captain:

- EASA ATPL (A)
- 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:
 - 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
- Ability to obtain Aviation Security Background Check in Malta 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

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
- Sufficient swimming skills in order to participate in Wet Drill Training

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. Duration is about 3 months. For Type Rating costs, a bonding is contractually agreed for the period of 2 years.

How does salary look like?

Captain:

- Employment is
 - a seasonal 92 % part-time model (100% during summer Apr-Oct)

Monthly service obligation											
JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEZ
80%	80%	80%	100%	100%	100%	100%	100%	100%	100%	80%	80%

- or a full-time model (100% Jan-Dec).

Note: During training until the end of the LIFUS it will be a full-time model/not in Wings Pattern Roster.

Full-time example of duty formation	
Day	
1-20	On-duty
21-30	Off (at home)

Part-time example of duty formation	
Day	
1-17	On-duty
18-30	Off (at home)

Sign-On Bonus: 30.000 €, if application is handed in by 31st December 2023 (hard deadline with time stamp, missing application attachments can be added after deadline)

- 15.000 € is paid with the first salary, additional 15.000 € is paid after 24 months
- if leaving Eurowings Europe Limited, changing the base and/ or the model during the first 2 years, then to be re-compensated proportionally

Salary:

- Yearly progression in salary steps
- Remuneration from the first day of Training
- Employment is either full time or seasonal part time, both options are based on a fixed roster model that will allow you to live in your home country on your string of days off and work out of PRG
- Additional variable payment (in peak months, variable pay can be up to 50% of basic salary)
- Recognition of prior experience per 700blh MTOW > 19,5t to one table step up to max table steps

Salary table Captains (subject to exchange rate, table in EUR, payment will be done in CZK, exchange rate 1 CZK = 0,042€, based on 01.07.2023, further increases 01.07.24: +4 %, 01.07.25: +2 %):

Based on 100 % full-time model

Year	Basic salary (monthly)*	Basic salary (per year)*
1	5.182,80€	62.193,60 €
2	5.371,80 €	64.461,60 €
3	5.560,80 €	66.729,60 €
4	5.749,80 €	68.997,60 €
5	5.938,80 €	71.265,60 €
6	6.127,80 €	73.533,60 €
7	6.316,80 €	75.801,60 €
8	6.505,80 €	78.069,60 €
9	6.694,80 €	80.337,60 €
10	6.883,80 €	82.605,60 €
11	7.072,80 €	84.873,60 €
12	7.261,80 €	87.141,60 €

Based on 92 % part-time model

Year	Basic salary (monthly)	Basic salary (per year)
1	4.768,18 €	57.218,11 €
2	4.942,06 €	59.304,67 €
3	5.115,94 €	61.391,23 €
4	5.289,82 €	63.477,79 €
5	5.463,70 €	65.564,35 €
6	5.637,58 €	67.650,91 €
7	5.811,46 €	69.737,47 €
8	5.985,34 €	71.824,03 €
9	6.159,22 €	73.910,59 €
10	6.333,10 €	75.997,15 €
11	6.506,98 €	78.083,71 €
12	6.680,86 €	80.170,27 €

Variable payment (exchange rate: 0,042€/CZK):

Monthly Variable Pay (per hour), further increases 01.07.24: +6 %, 01.07.25: +4 %):			
Trigger Limits based on overall Duty Time*	0-70h	71-110h	>110h
Flight Duty Period	18,48€	36,96€	55,44€
Additional Duty Time**	3,78€	7,56€	11,34€

*Trigger limit is aliquoted to part-time

**Additional Duty Time = Duty Time EASA – Flight Duty Period

Examples (fixed+variable without per diems):

CP, full-time, Year 7

70 % FDP und 30 % ADT

Winter (90 duty hours)

7.968 €

Summer (140 duty hours)

9.821 €

Other Salary part:

	Month
Monthly Allowance (regular uniform cleaning, uniform adjustments, roaming/telephone abroad, mobility)	67,20 € (subject to exchange rate, payment will be done in CZK, exchange rate 1 CZK = 0,042€)
Per Diems (Travel Expenses)	2,75 € Per Hour Off Homebase
Tax Exemptions	according to Czech Law

First Officer:

- Employment is
 - a seasonal 92 % part-time model (100% during summer Apr-Oct)

Monthly service obligation											
JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEZ
80%	80%	80%	100%	100%	100%	100%	100%	100%	100%	80%	80%

- or a full-time model (100% Jan-Dec).

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

Full-time example of duty formation	
Day	
1-20	On-duty
21-30	Off (at home)

Part-time example of duty formation	
Day	
1-17	On-duty
18-30	Off (at home)

- Yearly progression in salary steps
- Remuneration from the first day of Training
- Employment is either full time or seasonal part time, both options are based on a fixed roster model that will allow you to live in your home country on your string of days off and work out of PRG
- Additional variable payment (in peak months, variable pay can be up to 50% of basic salary)
- Recognition of prior experience per 700blh MTOW > 19,5t to one table step up to max table steps

Salary table First Officers (exchange rate 0,042€/CZK, table in EUR, payment will be done in CZK, exchange rate 1 CZK = 0,042€, based on 01.07.2023, further increases 01.07.24: +4 %, 01.07.25: +2 %):

Based on 100 % full-time model

Year	Basic salary (monthly)	Basic salary (per year)
1	2.906,40 €	34.876,80 €
2	2.952,60 €	35.431,20 €
3	2.998,80 €	35.985,60 €
4	3.045,00 €	36.540,00 €
5	3.091,20 €	37.094,40 €
6	3.137,40 €	37.648,80 €
7	3.183,60 €	38.203,20 €
8	3.229,80 €	38.757,60 €
9	3.276,00 €	39.312,00 €
10	3.322,20 €	39.866,40 €
11	3.368,40 €	40.420,80 €
12	3.414,60 €	40.975,20 €
13	3.460,80 €	41.529,60 €
14	3.507,00 €	42.084,00 €
15	3.553,20 €	42.638,40 €

Based on 92 % part-time model

Year	Basic salary (monthly)	Basic salary (per year)
1	2.673,89 €	32.086,66 €
2	2.716,39 €	32.596,70 €
3	2.758,90 €	33.106,75 €
4	2.801,40 €	33.616,80 €
5	2.843,90 €	34.126,85 €
6	2.886,41 €	34.636,90 €
7	2.928,91 €	35.146,94 €
8	2.971,42 €	35.656,99 €
9	3.013,92 €	36.167,04 €
10	3.056,42 €	36.677,09 €
11	3.098,93 €	37.187,14 €
12	3.141,43 €	37.697,18 €
13	3.183,94 €	38.207,23 €
14	3.226,44 €	38.717,28 €
15	3.268,94 €	39.227,33 €

- Additional variable payment (in peak months, variable pay can be up to 50% of basic salary)

Variable payment (exchange rate 0,042€/CZK):

Monthly Variable Pay (per hour), further increases 01.07.24: +6 %, 01.07.25: +4 %):			
Trigger Limits based on overall Duty Time*	0-70h	71-110h	>110h
Flight Duty Period	10,82€	21,84€	32,76€
Additional Duty Time**	2,14€	4,28€	6,43€

*Trigger limit is aliquoted to part-time

**Additional Duty Time = Duty Time EASA – Flight Duty Period

Examples (fixed+variable without per diems):

FO Year 7

70 % FDP und 30 % ADT

Winter (90 duty hours)

4.149 €

Summer (140 duty hours)

5.241 €

Other Salary part:

	Month
Monthly Allowance (regular uniform cleaning, uniform adjustments, roaming/telephone abroad, mobility)	67,20 € (subject to exchange rate, payment will be done in CZK, exchange rate 1 CZK = 0,042€)
Per Diems (Travel Expenses)	2,75 € Per Hour Off Homebase
Tax Exemptions	according to Czech Law

Contract conditions

We offer you a permanent Czech employment contract, 12 installments.

Other Information and benefits

- Proceeding to and from PRG to the bases you will be operating from during duty is provided.
- Social security and wage tax is paid in the Czech Republic
- Payment is made and guaranteed in Czech crowns.
- Planning rules according to EASA Ops
- 28 days of vacation based on a 7-day week,
after 2 years 30 days, after 5 years 35 and after 25 years 42 days
- Duty rosters will be published 10 days before the beginning of the next month
- Fixed roster, e.g. (max. 20 days on duty followed by min. 10 days off)*
- Hotel is paid for when on-duty off homebase
- There may be an opportunity to become a cockpit trainer.
- Uniform is provided free of charge.
- Loss of License insurance
- Access to reduced flight rates within the Eurowings network after successful completion of the training course
- Additional Lufthansa employee offers for example in retail, travel industry (car rentals, hotels, cruises, etc.) and reduced flight offers within the worldwide networks of 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 +49 (0) 40-484090 or 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.

*This model is currently being finalized and subject to change.