

## READY ENTRY CAPTAINS (M/W/D)

(TYPE-RATED / NON TYPE-RATED)

WINGS PATTERN (100k €<sup>1</sup> SIGN ON BONUS)



### FACT CHECK

#### Location

Flexible (Homebase PRG)

#### Entry Level

5000 hrs on AC → 19,5 to MTOM

#### Employment

Full- / Part-time

#### Roster

Max. 21 days on / 10 days off

#### Accommodation

Provided during Training & Duty

#### Expenses

Covered during Duty

Get your Sign on Bonus of 100k €<sup>1</sup>

## WHY CHOOSE WINGS PATTERN?

### Explore Europe with us

Wings Pattern is a flexible working model aiming at exploring different European markets for Eurowings. A great route variety awaits you while we take care of your accommodation and expenses.

### Great Colleagues and Compensation

92% of our employees would recommend Eurowings as employer.<sup>2</sup> As value-airline of the Lufthansa Group you will become part for Europe's largest airline group. We have an open corporate culture and offer a competitive salary.

### Support and Benefits

You come always first for us. That is also why you receive an employment contract incl. remuneration and accommodation from the first day of training. Onwards, accommodation and expenses are covered by us during your max. 21 day duty. We also want to make sure you have a good work-life-balance by ensuring you 10 consecutive days off.

### NEW: 100k €<sup>1</sup> SIGN ON BONUS

We are proud to offer you a Sign on Bonus of 100 000 €<sup>1</sup> if you apply until 30.06.2024. The payout will be for 4 years.

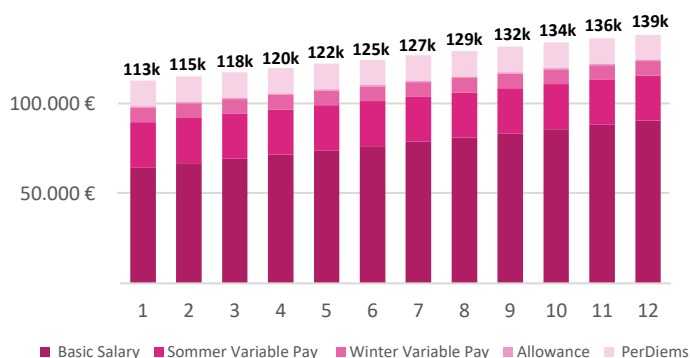


<sup>1</sup> = Payout of the bonus will be in CZK. In case you are leaving the model the bonus must be recompensated proportionally. The complete bonus is assured upon completion of 5 years.

<sup>2</sup> = Source: glassdoor.com (<https://www.glassdoor.com/Reviews/Eurowings-Reviews-E12943.htm>)

### Salary Development (Year 1-12)<sup>3</sup>

-without Bonus-



<sup>3</sup> = Salary Development based on: Year 12 salary, expected duty of 140hrs in Summer (7 months), 90 hrs in Winter (5 months), 12x monthly Allowances, 11x monthly Per Diems, for more information see the following tables



## What's in it for me?

### General

- Employment contract incl. remuneration from the first day of training onwards
- Variety in routes throughout Europe

### Development

- High quality training
- Possibility to become a Cockpit Trainer

### Expenses covered

- Hotel accommodation provided during training
- Expenses and accommodation are covered by employer during duty time
- Uniform is provided free of charge
- Proceeding to and from PRG to the bases you will be operating from during duty is provided

### Benefits

- Loss of License insurance
- Access to Lufthansa employee offers and e.g. reduced flight and vacation offers within the worldwide networks of Eurowings, Lufthansa and partner airlines
- 28 days of vacation based on a 7-day week (after 2 Years 30 days; after 5 years 35 days; after 25 years 42 days)

### Working Conditions:

- Duty roster will be published 10 days before the beginning of the next month
- Absence allowance during flight duties starting on the first hour
- Planning rules according to EASA Ops
- Permanent Czech employment contract



## Qualifications and Requirements

### License and Type Rating Requirements:

- EASA ATPL (A) with preference for German or Austrian License
- Willingness to transfer to an Austrian license - transfer will be supported
- Preferably with A320 type rating, if not the applicant must at least have held a multi-engine IR(A) class and/ or Type Rating
- Advanced UPRT Training according EASA FCL 745 (A)

### Educational Qualifications:

- Entrance qualification for an (advanced) technical college, senior high school degree, university entrance exam, or equivalent
- Any certificate permitting access to higher education

### Flight Experience:

- Minimum 5.000 hours on aircraft > 19,5 tons MTOM
- Minimum 1.000 hours Pilot-in-Command (PIC) on aircraft > 19,5 tons MTO
- No accident/incident confirmation

### Language Proficiency:

- Good oral and written command of the English language (min. ICAO-Language Proficiency Level 4)

### Medical and Health Requirements:

- Medical Class I
- Negative drug test
- Valid background check
- Sufficient swimming skills for Wet Drill Training

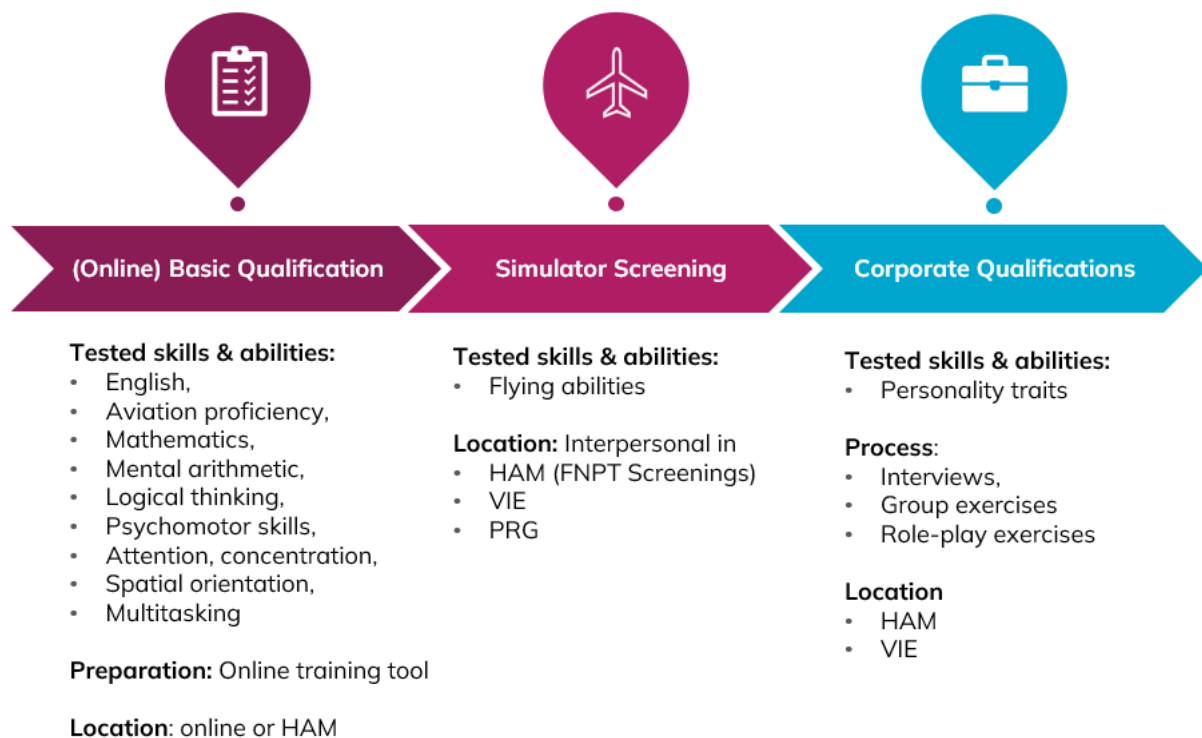
### Citizenship and Work Permit:

- EU citizenship or residence and work permit for Sweden, Spain, or Czech Republic
- Unrestricted validity of passport

### References:

- 2 references holding or having held managerial or training positions within an aviation-related organization
- Ability to obtain Aviation Security Background Check in Malta & Certificate of good conduct
- No accident / incident report from previous employer
- Certificate of Training

## SELECTION PROCESS



## TRAINING PROCESS

Candidates with a valid A320 rating go through an Operator Conversion Course (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.

## WHAT COULD MY SALARY LOOK LIKE?



**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 roster model that will allow you to enjoy 10 consecutive off days - each and every month



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



**Recognition of prior experience** per 700 BLH MTOW > 19,5 tons to one table step up to max. table steps

## PART TIME MODEL POSSIBLE

Employment is possible as

- 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	DEC
80%	80%	80%	100%	100%	100%	100%	100%	100%	100%	80%	80%

- b) 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)

## SALARY TABLE

Subject to exchange rate, table in EUR, payment will be done in CZK, exchange rate 1 CZK = 0,042 €, further increase 01.07.2025: +2 %:

Based on 100 % full-time model:

Year	Basic salary (monthly)	Basic salary (per year)
1	5.390,11 €	64.681,34 €
2	5.586,67 €	67.040,06 €
3	5.783,23 €	69.398,78 €
4	5.979,79 €	71.757,50 €
5	6.176,35 €	74.116,22 €
6	6.372,91 €	76.474,94 €
7	6.569,47 €	78.833,66 €
8	6.766,03 €	81.192,38 €
9	6.962,59 €	83.551,10 €
10	7.159,15 €	85.909,82 €
11	7.355,71 €	88.268,54 €
12	7.552,27 €	90.627,26 €

Based on 92 % part-time model:

Year	Basic salary (monthly)	Basic salary (per year)
1	4.958,91 €	59.506,83 €
2	5.139,74 €	61.676,86 €
3	5.320,58 €	63.846,88 €
4	5.501,41 €	66.016,90 €
5	5.682,25 €	68.186,92 €
6	5.863,08 €	70.356,95 €
7	6.043,92 €	72.526,97 €
8	6.224,75 €	74.696,99 €
9	6.405,59 €	76.867,01 €
10	6.586,42 €	79.037,04 €
11	6.767,26 €	81.207,06 €
12	6.948,09 €	83.377,08 €

**Variable payment (exchange rate: 0,042 € / 24 CZK):**

Monthly Variable Pay (per hour), further increase 01.07.2025: +4 %:			
Trigger Limits based on overall Duty Time <sup>4</sup>	0 - 70 hrs	71 - 110 hrs	> 110 hrs
Flight Duty Period (FDP)	19,59 €	39,18 €	58,77 €
Additional Duty Time (ADT) <sup>5</sup>	4,01 €	8,01 €	12,02 €

<sup>4</sup> = Trigger limit is aliquoted to part-time

<sup>5</sup> = Additional Duty Time = Duty Time EASA – Flight Duty Period

## MONTHLY SALARY EXAMPLE

Full-time, Year 12, 70 % FDP und 30 % ADT, Winter 90 duty hours, Summer 140 duty hours

Salary Components	Winter		Summer	
Basic Salary	7.552,27 €		7.552,27 €	
Variable Salary	FDP	ADT	FDP	ADT
>70 hrs	49 hrs x 19,59 €	21 hrs x 4,01 €	49 hrs x 19,59 €	21 hrs x 4,01 €
>70 <110 hrs	14 hrs x 39,18 €	6 hrs x 8,01 €	28 hrs x 39,18 €	12 hrs x 8,01 €
>110 hrs	-	-	21 hrs x 58,77 €	9 hrs x 12,02 €
Monthly Allowance	67,20 €			
Per-diems	1.287,00 €			
<b>Total Monthly Salary</b>	<b>10.547,17 €</b>		<b>12.486,10 €</b>	

### Other Salary part:

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

## CONTACT



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](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)



We are looking forward to your application on our career website: <https://www.career.aero/eurowings/de/job/show/id/3506>



Bonus only for applications handed in until 30.06.2024

