

# Information sheet Ready Entry Captains/First Officers (m/w/divers) – Stockholm

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. Eurowings Europe Limited is looking forward to cooperating with local trade unions and a contribution to local pension funds is under evaluation.

We are looking forward to your application!

## 1. Who are we looking for?

Captains and First Officers (preferred type rated) in Stockholm in a seasonal 92% part-time model (100% during summer Apr-Oct).

## 2. 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, high school degree, university entrance exam or completed vocational training
- 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. 5.000hrs on AC > 19,5 to. MTOM
- Min. 1.000hrs 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

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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, high school degree, university entrance exam or completed vocational training
- 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

**3. 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.

**4. 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.

## 5. How does salary look like?

### Captain:

- Employment is in 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% |

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

- Basic salary is paid in 12 installments
- Additional variable payment (in peak months, variable pay can be up to 50% of salary)
- For candidates signing after December.2022, a monthly hour guarantee of 70 Hours Duty Time (49 hrs. FDP, 21 hrs. ODT – Part Time Aliquot) is granted until 31.12.2024, any hours beyond will be remunerated according to the regular scheme
- Yearly progression in salary steps
- Recognition of prior experience per 700blh MTOW > 19,5t PIC hours to one table step up to max table steps
- Travel expenses 28,88 SEK per hour off home base
- Salaries are paid in Swedish crowns

### Salary table (gross; 92 % part-time):

| flight experience as PIC AC>19,5t   | paygrade | Basic Pay     | hazard bonus | night work bonus | Sunday/national holiday bonus | basic salary  |
|-------------------------------------|----------|---------------|--------------|------------------|-------------------------------|---------------|
| Up to 699 hours                     | 1        | 35.342,00 SEK | 2.823,00 SEK | 1.767,00 SEK     | 3.534,00 SEK                  | 43.466,00 SEK |
| 700 – 1,399 hours                   | 2        | 36.912,00 SEK | 2.949,00 SEK | 1.846,00 SEK     | 3.691,00 SEK                  | 45.398,00 SEK |
| 1,400 – 2,099 hours                 | 3        | 36.912,00 SEK | 2.949,00 SEK | 1.846,00 SEK     | 3.691,00 SEK                  | 45.398,00 SEK |
| 2,100 – 2,799 hours                 | 4        | 36.912,00 SEK | 2.949,00 SEK | 1.846,00 SEK     | 3.691,00 SEK                  | 45.398,00 SEK |
| 2,800 – 3,499 hours                 | 5        | 43.195,00 SEK | 3.450,00 SEK | 2.160,00 SEK     | 4.319,00 SEK                  | 53.124,00 SEK |
| 3,500 – 4,199 hours                 | 6        | 44.373,00 SEK | 3.544,00 SEK | 2.219,00 SEK     | 4.437,00 SEK                  | 54.573,00 SEK |
| 4,200 – 4,899 hours                 | 7        | 45.551,00 SEK | 3.639,00 SEK | 2.278,00 SEK     | 4.555,00 SEK                  | 56.023,00 SEK |
| 4,900 – 5,599 hours                 | 8        | 46.730,00 SEK | 3.732,00 SEK | 2.337,00 SEK     | 4.673,00 SEK                  | 57.472,00 SEK |
| 5,600 – 6,299 hours                 | 9        | 47.907,00 SEK | 3.826,00 SEK | 2.396,00 SEK     | 4.790,00 SEK                  | 58.919,00 SEK |
| 6,300 – 6,999 hours                 | 10       | 49.086,00 SEK | 3.920,00 SEK | 2.455,00 SEK     | 4.908,00 SEK                  | 60.369,00 SEK |
| for every other 700 hours completed | 11       | 50.263,00 SEK | 4.015,00 SEK | 2.513,00 SEK     | 5.026,00 SEK                  | 61.817,00 SEK |
| for every other 700 hours completed | 12       | 51.442,00 SEK | 4.109,00 SEK | 2.572,00 SEK     | 5.144,00 SEK                  | 63.267,00 SEK |
| for every other 700 hours completed | 13       | 52.619,00 SEK | 4.203,00 SEK | 2.631,00 SEK     | 5.262,00 SEK                  | 64.715,00 SEK |
| for every other 700 hours completed | 14       | 53.798,00 SEK | 4.296,00 SEK | 2.690,00 SEK     | 5.380,00 SEK                  | 66.164,00 SEK |
| for every other 700 hours completed | 15       | 54.976,00 SEK | 4.391,00 SEK | 2.749,00 SEK     | 5.498,00 SEK                  | 67.614,00 SEK |

**Other Salary part:**

| Remuneration per hour flight duty period (month) |                                |                |
|--|--------------------------------|----------------|
| Level 1  | Level 2                        | Level 3        |
| Up to 70 hours                                   | Over 70 hours, up to 110 Hours | Over 110 Hours |
| 263 SEK  | 525 SEK                        | 788 SEK        |

| Remuneration per hour additional duty period (month) |                                |                |
|--|--------------------------------|----------------|
| Level 1  | Level 2                        | Level 3        |
| Up to 70 hours                                       | Over 70 hours, up to 110 Hours | Over 110 Hours |
| 63 SEK   | 126 SEK                        | 189 SEK        |

|     | Average gross annual salary including all payments * |
|-----|--|
| CPT | 1.311.318,41 SEK                                     |

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

**First Officer:**

- Employment is in 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% |

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

- Basic salary is paid in 12 installments
- Additional variable payment (in peak months, variable pay can be up to 50% of salary)
- For candidates signing after December.2022, a monthly hour guarantee of 70 Hours Duty Time (49 hrs. FDP, 21 hrs. ODT – Part Time Aliquot) is granted until 31.12.2024, any hours beyond will be remunerated according to the regular scheme
- Yearly progression in salary steps
- Recognition of prior experience per 700blh MTOW > 19,5t hours to one table step up to max table steps
- Travel expenses 28,88 SEK per hour off home base
- Salaries are paid in Swedish crowns

**Salary table (gross, 92 % part-time):**

| flight experience<br>AC>19,5t             | paygrade | Basic Pay  | hazard bonus | night work<br>bonus | Sunday/nation<br>al holiday<br>bonus | basic salary |
|---|----------|------------|--------------|---------------------|--------------------------------------|--------------|
| Up to 1,399 hours                         | 1        | 19.634 SEK | 1.569 SEK    | 982 SEK             | 1.963 SEK                            | 24.148 SEK   |
| 1,400 – 2,099<br>hours                    | 2        | 21.205 SEK | 1.694 SEK    | 1.060 SEK           | 2.121 SEK                            | 26.080 SEK   |
| 2,100 – 2,799<br>hours                    | 3        | 21.205 SEK | 1.694 SEK    | 1.060 SEK           | 2.121 SEK                            | 26.080 SEK   |
| 2,800 – 3,499<br>hours                    | 4        | 21.205 SEK | 1.694 SEK    | 1.060 SEK           | 2.121 SEK                            | 26.080 SEK   |
| 3,500 – 4,199<br>hours                    | 5        | 24.346 SEK | 1.945 SEK    | 1.217 SEK           | 2.434 SEK                            | 29.942 SEK   |
| 4,200 – 4,899<br>hours                    | 6        | 25.132 SEK | 2.007 SEK    | 1.257 SEK           | 2.513 SEK                            | 30.909 SEK   |
| 4,900 – 5,599<br>hours                    | 7        | 25.917 SEK | 2.070 SEK    | 1.296 SEK           | 2.592 SEK                            | 31.875 SEK   |
| 5,600 – 6,299<br>hours                    | 8        | 26.702 SEK | 2.133 SEK    | 1.335 SEK           | 2.670 SEK                            | 32.840 SEK   |
| 6,300 – 6,599<br>hours                    | 9        | 27.488 SEK | 2.195 SEK    | 1.374 SEK           | 2.749 SEK                            | 33.806 SEK   |
| 6,600– 7,199<br>hours                     | 10       | 28.273 SEK | 2.259 SEK    | 1.414 SEK           | 2.827 SEK                            | 34.773 SEK   |
| 7,200 - 7,799<br>hours                    | 11       | 28.666 SEK | 2.290 SEK    | 1.433 SEK           | 2.867 SEK                            | 35.256 SEK   |
| over 7,800 hours                          | 12       | 29.058 SEK | 2.321 SEK    | 1.453 SEK           | 2.906 SEK                            | 35.738 SEK   |
| for every other<br>700 hours<br>completed | 13       | 29.451 SEK | 2.352 SEK    | 1.473 SEK           | 2.945 SEK                            | 36.221 SEK   |
| for every other<br>700 hours<br>completed | 14       | 29.844 SEK | 2.384 SEK    | 1.492 SEK           | 2.984 SEK                            | 36.704 SEK   |
| for every other<br>700 hours<br>completed | 15       | 30.237 SEK | 2.415 SEK    | 1.512 SEK           | 3.024 SEK                            | 37.188 SEK   |

**Other Salary part:**

| Remuneration per hour flight duty period (month) |                                   |                   |
|--|-----------------------------------|-------------------|
| Level 1  | Level 2                           | Level 3           |
| Up to 70 hours                                   | Over 70 hours, up to 110<br>Hours | Over 110<br>Hours |
| 168 SEK  | 368 SEK                           | 504 SEK           |

| Remuneration per hour additional duty period (month) |                                   |                   |
|--|-----------------------------------|-------------------|
| Level 1  | Level 2                           | Level 3           |
| Up to 70 hours                                       | Over 70 hours, up to 110<br>Hours | Over 110<br>Hours |
| 32 SEK   | 63 SEK                            | 95 SEK            |

|    | Average gross annual salary including all payments * |
|----|--|
| FO | 772130,19 SEK  |

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

## 6. Contract conditions

We offer you a permanent Swedish employment contract.

## 7. Other Information and benefits

- Planning rules according to EASA Ops, with 96 OFF days
- 5 weeks of vacation
- Duty rosters will be published 10 days before the beginning of the month
- 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.

## 8. 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](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).