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**To:** "'Info - EPST'" <Info@epst.nl>  
**Cc:** <officesupport@epst.nl>, [redacted]@epst.nl  
**Subject:** FW: easyJet Recruitment Now Open  
**Date:** 15 Apr 2015 15:17:59 CEST

Beste COAA/EPST student,

Goed nieuws: de easyJet selectie voor ab-initio studenten is weer geopend! Iedereen die aan de voorwaarden in onderstaande e-mail voldoet, mag weer solliciteren: dus ook al ben je eerder op selectie bij easyJet geweest:

"Please note that graduates who were unsuccessful at any previous Stage 1 or 2 may re-apply if they meet the below eligibility criteria. Those graduates that applied for easyJet during October 2014 and were unsuccessful at Stage 3 are not eligible to re-apply on this occasion. Those who applied and were unsuccessful at Stage 3 in April-May 2014 or earlier may re-apply so long as they meet all of the eligibility criteria."

Je kunt echter alleen solliciteren als je na 17 april 2013 bent afgestudeerd (of verder relevante werkervaring hebt):

"Must have completed course on or after 17 April 2013. Exceptions will be considered for relevant careers including current Ground or Flight Instructors, Cabin Crew, Dispatchers, Airline Ops or Safety Department personnel, Safety Pilots and those working in General Aviation pilot roles."

Mocht je echter al in een andere selectie zitten, bij Transavia of elders, dan ben je helaas niet gerechtigd om te solliciteren.

Laat a.u.b. gelijk iets van je horen als je gesolliciteerd hebt en uitgenodigd bent voor Stage 2 van de selectie! Je bent contractueel verplicht om mee te werken aan plaatsing en dit houdt in dat we je zoveel mogelijk zullen voorbereiden op aankomende selecties. Mocht je nl. Stage 2 met goed gevolg afleggen, dan wordt je uitgenodigd voor Stage 3 en dan zullen we een interview en team exercise prep voor je organiseren. Jullie deelname hieraan is dus verplicht.

We horen graag van jullie. Geniet verder van het mooie weer.

Groet,  
[redacted]

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**Van:** CAE OAA Graduate Services [<mailto:GraduateServices=CAE.com@mail66.atl11.rsgsv.net>] **Namens** CAE OAA Graduate Services  
**Verzonden:** woensdag 15 april 2015 13:08  
**Aan:** [redacted]  
**Onderwerp:** easyJet Recruitment Now Open



## CAE Oxford Aviation Academy easyJet APP First Officer Plus Programme Now Open

We are delighted to announce that once again we are accepting applications for the easyJet APP First Officer Plus Programme. This programme offers our graduates an invaluable opportunity to fly with one of Europe's most progressive and ambitious airlines. To date over 370 of our graduates have started their airline careers as First Officers with easyJet through the APPFO Plus Programme.

easyJet currently has a number of vacancies for type rating courses commencing from 20th July 2015 with induction dates into easyJet commencing in September 2015.

### Questions?

# easyJet

#### How To Apply:

Send a PDF of your CV and Final Report (FR) along with a completed [easyJet Excel Datasheet](#) and a completed [easyJet Application Form](#) to [fto-oxford.skillsassessment@cae.com](mailto:fto-oxford.skillsassessment@cae.com).

Use email subject line **easyJet APPFO Plus Application van Ee, Joep** and name your application files as per below:

#### File Name Formats:

- ██████████ CV-easyJet.PDF
- ██████████ FR-easyJet.PDF
- ██████████ Datasheet-easyJet.XLSX
- ██████████ easyjet-Application.PDF

Below you will find details of the programme, however should you have any questions before or after submission which are not covered below, please use this link to contact [fto-oxford.skillsassessment@cae.com](mailto:fto-oxford.skillsassessment@cae.com), as it will send your query to the correct inbox with the required subject line.

Replies to this email will not be forwarded or answered, so please send queries to the above address only.

*NB: If you are reading this email on a SmartPhone, please be aware that critical information usually in a sidebar on larger screens will be at the bottom of this email. Graduates are advised to read this email on a tablet or PC with a large screen.*

### Previous Applicants

Please note that graduates who were unsuccessful at any previous Stage 1 or 2 may re-apply if they meet the below eligibility criteria. Those graduates that applied for easyJet during October 2014 and were unsuccessful at Stage 3 are not eligible to re-apply on this occasion. Those who applied and were unsuccessful at Stage 3 in April-May 2014 or earlier may re-apply so long as they meet all of the eligibility criteria.

### Entry Requirements

- CAE OAA Integrated course graduate.
- Minimum of 80% pass mark on 11 of the JAA/EASA ATPL theory exams.
- Maximum of three JAA/EASA exam resits at 80% or above, or three first time pass subjects at 75-79%, or a combination of both for up to three exams. Two failures in the same exam or failing to achieve 80% on a retake is disqualifying.
- MCC and JOC completion required by 17 April 2015.
- JAA or EASA frozen ATPL issued or applied

### Quick Links:

- [Maths Brush-up](#)
- [Team & Interview Prep](#)
- [Change of SOLI](#)
- [EZ Excel Datasheet](#)
- [EZ Application Form](#)

### New Stage 2 Software

CAE OAA is now using Symbiotics' Advanced Adapt instead of Advanced COMPASS for Stage 2 testing. This change provides an opportunity to wipe the slate clean for graduates that may have scored low on their previous attempts at Stage 2.

### FAQs

**Q:** I have already completed the Stage 2 Tests. What happens next for me?

**A:** All graduates have the option to take the new Stage 2 tests, even those who have used their retake and the 12 month wait period for a third attempt has not expired. Graduates who have attended Stage 2 during the previous 12 months should consider the following when deciding whether to take the new tests or not:

1. If you received a feedback email indicating that any of your scores, needed "significant improvement" then it is unlikely that they are competitive enough to get you through to Stage 3 and you may wish to take the new Stage 2 tests. Furthermore, if your feedback email showed multiple areas needing "some improvement", then you may also wish to redo Stage 2.
2. If your feedback email states that your scores are in the

for by 17 April 2015.

- Current and valid MEIR with your commitment to keep it current until commencement of type training. MEP currency not required.
- No full fail in any flight skills test, i.e. 1st time or 1st series pass CPL and IR required.
- Good supporting CAE OAA reports.\*
- Must have completed course on or after 17 April 2013. Exceptions will be considered for relevant careers including current Ground or Flight Instructors, Cabin Crew, Dispatchers, Airline Ops or Safety Department personnel, Safety Pilots and those working in General Aviation pilot roles.
- Must have unrestricted right to live and work in the EU.
- Must have ICAO English Level 5 to apply and achieve Level 6 by start of type rating.
- Must have a UK CAA issued frozen ATPL(A). Successful applicants with a non-UK licence will go into a hold pool and can only be assigned a start date once they complete the Change of State Of Licence Issue process and receive a UK CAA licence.

Graduates are advised that whilst a record of high achievement throughout their ground and flight training is important, easyJet/CAE OAA also assess heavily on personal qualities which will be brought to the airline. This does not mean a poor school record can be overlooked, rather it means a good school record as well as strong performance during Stage 2 and 3 are required.

#### Additional Criteria

- Must be prepared to undertake Type Rating training at any of CAE's Type Rating Training centres.
- Must be prepared to be based at any of easyJet's bases.
- **Must self-fund Type, Base and Line Training including VAT at a cost of £38,400.**
- Successful candidates will be offered a

competitive range and that there is no improvement needed, then you may wish to use your existing scores; however, should you choose to take Advanced Adapt and you perform poorly, the Adapt scores will be kept on file, not the Advanced Compass scores.

3. Graduates who have never taken Stage 2 and those whose last attempt at Stage 2 was more than 12 months ago must take the new Stage 2 tests.

**Q: Are there going to be any changes in the retake policy now that CAE OAA is using Symbiotics' Advanced Adapt instead of Advanced Compass?**

A: The retake policy is guided by the test software licence agreement, wherein the software publishers place frequency limits on testing to prevent 'practicing until perfect'. The software changeover gives everyone a clean slate if they wish to take the new tests because no graduates have taken them before and practice is not an issue at this point. Going forward, the retake policy remains the same. All graduates who take Advanced Adapt will be allowed a single retake after a minimum three month wait, an option they can choose to exercise based on their eventual feedback email, which will go out two weeks after Stage 3 completion. Once the retake opportunity is used, your second set of Advanced Adapt scores will remain on file for one year before a third sitting will be allowed. This matches the retake policy that was in place with Advanced Compass.

**Q: If I am successful, what extra costs do I need to budget for besides the **training fees** and VAT?**

position and to confirm their acceptance of the offer they will be required to pay a 10% deposit (£3,840) towards the Type, Base and Line Training fees within 7 days of the offer. [See remuneration section at bottom.](#)

- Non-UK Licenced graduates must complete the process for a [Change of State of Licence Issue \(SOLI\)](#) before commencing type training.
- Successful applicants that hold ICAO Level 5 English will go into a hold pool and must achieve Level 6 before they can receive a start date.
- A320 rated graduates may apply, but will need to complete easyJet's bespoke A320 course at their own expense if their application is successful.

## Joint CAE OAA/easyJet Selection Process

The selection procedure will comprise the following 3 stages:

### Stage 1: Application & Initial Screening

Applicants should send their application via email to [fto-oxford.skillsassessment@cae.com](mailto:fto-oxford.skillsassessment@cae.com) with a copy of their CV, completed easyJet Excel Datasheet, completed easyJet Application Form and Flight School Final Report. The subject line of the email should read 'easyJet APPFO Plus Application [REDACTED]'.

Applications will be thoroughly screened by a review board with successful applicants being invited to attend Stage 2.

\*An Interim FTO Report including narrative comments up to MCC/JOC is acceptable for Stage 1; however, the Final Report must be submitted no later than the day of attending Stage 3.

A: You will need to fund your travel, meals and accommodation during all phases of training except Induction, where you need to fund lunch and dinner only, unless easyJet bases you in Luton, in which case you will need to fund your accommodation and breakfast as well. You will also need to pay the CAA fee for having the A320 rating endorsed onto your licence.

**Q: How do I establish a UK Limited Company?**

A: CAE Parc Aviation will put successful applicants in touch with Contracting Plus who can add you to an established LC. The process is quick and easy. UK Limited Companies are not VAT exempt under UK tax rules; however, training fees might qualify as a business expense.

**Q: Where will I be based and can I request a base or express a preference?**

A: Base assignments will be given a few weeks before Type Training commences and are allocated in accordance with the needs of the airline on a random basis. You may not request a base or indicate a preference; however, once bases are assigned, you may swap with others on your easyJet induction date if mutually agreeable.

### Critical Dates

**Course and Licence Application Complete by:**  
17 April 2015

## Stage 2: Assessment at CAE Oxford Aviation Academy

Successful applicants will be invited to attend an assessment day at the Airline Careers and Assessment Centre at CAE OAA, Oxford. During Stage 2 Candidates will be required to undertake Advanced Adapt and a 25 question Numerical Reasoning Test (see below for further information).

A fee of £100 is chargeable for the Stage 2 Assessment and this fee is non-refundable should it be discovered any applicant does not meet all of the entry requirements and subsequently does not continue through the assessment process.

### Advanced ADAPT

A computer based testing system which includes the following elements:

**Advanced Cognitive Test** - This is a more advanced version of the cognitive test, aimed at higher level candidates. It assess a wide range of aptitudes including Working memory, Perceptual Speed & Accuracy and Spatial Relationship Reasoning.

**FAST** - A multi tasking and learning assessment made up of physical, cognitive and situational elements. The aim for the candidates is to prioritise and manage multiple activities and learn from previous experience to improve future performance.

**Aviation Knowledge Test** - This is an assessment to test candidates on more specific aviation topics such as Air Law, General Navigation, Meteorology and Principles of Flight.

**Coordination Assessment** - This assessment is designed to test a candidate's hand eye co-

**Stage 1 Closes:**

17:00 on 27 April

**Stage 2**

**Commences:**

21 April 2015

**Stage 2 Ends:**

30 April 2015

**Stage 3 Dates:**

29 April 2015

05 May 2015

**Type Training Dates:**

Commencing from 20

July 2015

**easyJet Induction:**

14 September 2015

and beyond



ordination and dexterity. Using a joystick the candidate must aim to hold a ball in the centre of a target circle whilst it tries to move away from the centre.

**Advanced PQ** - After completion of Stage 2, candidates will be sent a web link to the Advanced Personality Questionnaire. This is a questionnaire designed to learn more about a candidate as an individual. The answers aim to gain an insight into a person's values, motivation, attitude and behaviour. It also focuses on aviation critical aspects such as Safety values and Authority Gradient. Advanced PQ must be completed before you will be considered for invitation to Stage 3.

### **CAE OAA Numerical Reasoning Test**

A numerical reasoning test comprising of 25 questions in 15 minutes. Oxford Interactive has created a website to help you [brush up your mathematical skills](#).

### **Stage 3: easyJet/CAE Oxford Aviation Academy Assessment Day at Oxford**

Successful applicants will be invited to attend a joint easyJet and CAE Oxford Aviation Academy assessment day at the Airline Careers and Assessment Centre at Oxford. Candidates will be required to undertake a Team Exercise and Motivational and Competency based Interview (see below for further information). **A fee of £150 is chargeable for this Stage of the assessment process, this fee is non-refundable.**

**NOTE:** If you are offered a Stage 3 date and you are unable to attend, this does not automatically entitle you to an alternate date. Stage 3 slots are

## Team Exercise

This exercise is designed to help assess your behavior in a group and how effective you might be when working with others. Previous research has shown that exercises of this type can be valid predictors of some aspects of professional performance.

## Competency Based Interview

Competency Based Interview - A full airline interview conducted within the Assessment Centre at Oxford. The interview will last approximately one hour and is designed to assess your motivation and drive towards a career with easyJet.

[Please read this document](#) for links to websites that may be helpful for improving your Team Exercise and Interview Skills.

Successful candidates will be offered a position and to confirm their acceptance of the offer they will be required to pay a 10% deposit (£3,840) towards the Type, Base and Line Training fees within 7 days of the offer, including any graduates placed in a hold pool while working to obtain ICAO Level 6 English or a UK issued licence.

## Type Rating, Base & Line Training

Successful candidates will complete their Type Rating training at one of CAE's Training Centres. The training is expected to last five weeks, during which time any living expenses will be self-funded. On completion of the Type Rating training candidates will undertake company induction and Safety & Emergency Procedures Training at



easyJet Academy, followed by Base Training and 75 hours (around 46 sectors) of Line Training with easyJet. On completion of a Line Proficiency Check, candidates will then fly with easyJet through a bespoke arrangement with our sister company CAE Parc Aviation.

Base Assignments will not be known until a few weeks before the type training starts, but recent graduates have been assigned to Bristol, Luton and Gatwick, UK, Lisbon and Oporto, Portugal, Naples, Italy, Paris and Toulouse, France and Berlin Schonefeld and Hamburg Germany. Graduates are not allowed to specify a preference and those who have contacts within easyJet are advised not to try using those contacts to get preferential assignment.

## Basing, Contracts and Remuneration

easyJet currently uses three crew sourcing models depending on the assigned base:

1. UK based pilots will establish a UK Limited Company. CAE Parc Aviation will contract the pilot's LC for pilot services and lease the pilot to easyJet under the Flexicrew programme.
2. A few of easyJet's Continental bases are in countries that do not allow the Limited Company contract pilot model. CAE Parc Aviation has established payroll facilities in some of these countries and more will be added to this category in the future. Pilots based in these countries will become employees of CAE Parc Aviation and Parc will lease them to easyJet as Flexicrew pilots.
3. Some of easyJet's bases are in Continental countries that do not allow the Limited Company contract pilot model and CAE Parc Aviation has not yet established a payroll facility in these countries. Graduates assigned to these bases will be easyJet employees from day one. Remuneration for permanent employees is not given below, as

it varies from one country to the next. These details will be provided once base assignments are given; however, the remuneration is usually better than for contract pilots.

Base assignments are typically made a few weeks before type training starts, therefore, if you apply for these vacancies, you must be prepared to fund £32,000 for the training fees plus £6,400 for VAT.

The Flexicrew programme aims to utilise pilots a minimum of 750 hours per annum. First Officers operating on CAE Parc Aviation Academy contracts with easyJet are remunerated at the rates shown below.

The Flexicrew contract also includes a Winter Hours Protection Scheme, wherein Flexicrew pilots are paid for 200 hours during the six winter months even if they fly less than this.

### **UK Based Flexicrew Contract Remuneration\***

#### **Hourly Rates**

Up to 500 hrs	£50 / €50 hr
501 - 1,500 hrs	£55 / €55 hr
1501+ hrs	£67 / €67 hr

#### **Standby Duty Daily Rate**

Up to 500 hrs	£184.10 / €184.10
501 - 1,500 hrs	£201.60 / €201.60
1501+ hrs	£243.60 / €243.60

### **Berlin (SXF) and Hamburg Based Flexicrew Contracts\***

#### **Hourly Rates**

Up to 500 hours	€48.06 hour
501 - 1,500 hours	€52.87 hour

1501+ hours €64.40 hour

### **Standby Duty Daily Rate**

Up to 500 hours €184.10

501 - 1,500 hours €226.54

1501+ hours €273.73

Standby duty rates are paid at the rates quoted above. If called from standby only the duty time is paid with a min 3.5 hrs paid, if not called from standby to fly the above rates apply.

**\*Remuneration is subject to change.**

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You are receiving this email because you graduated from a CAE OAA Integrated ATPL course and are believed to be seeking airline employment.

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