

# NETJETS

## FIRST OFFICER APPLICATIONS FAQ

---

**Section 1:** [Application Criteria](#)

**Section 2:** [Applying to become a NetJets First Officer](#)

**Section 3:** [The selection process \(incl. associated costs\)](#)

**Section 4:** [Post-selection / job offer](#)

**Section 5:** [Gateway system](#)

**Section 6:** [Terms and conditions of employment](#)

**Section 7:** [Career progression](#)

---

If you have any further questions regarding your eligibility, application or the overall process, please contact KURA Aviation via [netjets@kuraaviation.com](mailto:netjets@kuraaviation.com) or +44 (0)1789 298 582.

## SECTION 1: APPLICATION CRITERIA

### What are the minimum requirements to apply for the First Officer position with NetJets?

- Valid EASA CPL (A) with evidence of completed ATPL Theory Course.
- Minimum 1500 hours total flight time in an updated logbook, of which 500 hours must be multi-pilot on multi-engine airplanes. (N.B. Military Pilots are exempt from the 500 hour MP/ME requirement).
- ME-IR (A) Instrument Rating on EASA License.
- Valid EU Passport – Unrestricted right to live and work in the EU, including the right to travel to the USA.
- Valid EASA First Class Medical.
- Holder of an ELP (English Language Proficiency) Rating on EASA License - minimum level 5.
- MCC course certificate.
- Height limit between 1.57m (5'2") and 1.88m (6'2") with weight in proportion to height. This restriction is due to the pilot seating positions in the smaller fleets.
- Clear and current criminal background check.
- You have flown within the past 12 months.
- Valid EASA License from one of the following Authorities: AUT (Austria), BEL (Belgium), CHE (Switzerland), DEU (Germany), DNK (Denmark), FIN (Finland), FRA (France), GBR (United Kingdom), IRL (Ireland), NOR (Norway), NLD (The Netherlands), PRT (Portugal), SWE (Sweden).

### Are there any other requirements?

It is desirable, but not essential, for applicants to have:

- Valid EASA ATPL.
- PBN licence endorsement is required prior to contract being signed if offered a position.
- Documented Military or Airline flight training.
- Valid MP rating on EASA licence.
- Previous customer facing role.

### I have 6,500 hours total flying time. Am I too experienced to be considered for this position?

No. Applications from candidates with your level of experience are more than welcome.

### Do I need a full disclosure?

Yes. This is a requirement.

### If successful, do I need a PBN training qualification prior to signing a NetJets contract?

Yes. Due to new legislation, all Pilots need their licences endorsed with 'PBN'. NetJets will pay for the aircraft training as part of the type rating. If offered a position with NetJets this must be completed by the individual prior to signing the contract.

If you have already completed an approved online PBN training programme but do not have the endorsement on your licence, please provide supporting documentation to show you have successfully completed the course.

### Why is there a height limit?

To maintain operational flexibility, all new first officers need to be able to fit into the Phenom 300 which is our smallest aircraft type. NetJets doesn't want to create back/neck health issues for new Pilots who join the fleet.

### My licencing authority is not listed; can I still apply?

NetJets currently have reciprocal agreements with the 13 listed countries which allows the airline to have the licences validated following LST/LPC in a reasonable timeframe. For the other countries, the timeframe is operationally and cost prohibitive. Therefore, for other EU licences, applicants can apply to NetJets but must be prepared to change to another EU member state at the applicant's cost if offered a position. With the outcome of Brexit still unknown, the current preferred member states are the Netherlands and Ireland.

### **I have 6,700 hrs TT but my licence was issued by the CAA Iceland. Can I still apply?**

You can apply but will need to change to one of the named EU authorities on the website.

### **I hold a current RAF med Cat of A1 L1 M1 E1, not an EASA First Class Medical. Can I still apply?**

This RAF medical is the equivalent of the EASA First Class Medical. We would be happy to accept your application on the understanding that you can provide an EASA First Class Medical certificate prior to starting a job with NetJets (if successfully offered a role). When completing the online application form, tick the yes box for the question 'Do you hold a valid EASA First Class Medical?' and scan a copy of your RAF medical certificate as supporting evidence.

[^ Back](#)

---

## **SECTION 2: APPLYING TO BECOME A NETJETS FIRST OFFICER**

### **Applying for this opportunity**

The first step is to see if you match the eligibility criteria requirements detailed on [www.kuraaviation.com/netjets](http://www.kuraaviation.com/netjets). If you believe you fit the profile, you are invited to complete and submit the application form. **Please note that applications can only be submitted via the KURA Aviation website at [www.kuraaviation.com/netjets](http://www.kuraaviation.com/netjets). You cannot apply directly to NetJets.**

### **When must I apply?**

The application window opens on Monday 19<sup>th</sup> November 2018. Your application must be transmitted to KURA Aviation no later than midnight on Friday 30<sup>th</sup> November 2018. During the application window a link to an online application form will be available at [www.kuraaviation.com/netjets](http://www.kuraaviation.com/netjets). Please do not rush your application, there is no advantage in being the first person to complete and return the application.

### **What happens after I submit my application?**

You will receive acknowledgment of your application.

You will be advised no later than 7<sup>th</sup> December 2018 whether or not you have been successful in going forward to the first stage of selection.

[^ Back](#)

---

## **SECTION 3: THE SELECTION PROCESS (INCL. ASSOCIATED COSTS)**

### **What is the timeline for this recruitment process?**

Application Window: 19<sup>th</sup> November – 30<sup>th</sup> November 2018

Stage 1 - Selection: 10<sup>th</sup> December – 21<sup>st</sup> December 2018

Stage 2 - Interview and Sim Check: 14<sup>th</sup> January – 25<sup>th</sup> January 2019

Further dates may be made available.

### **What sort of selection process can I expect to go through?**

Stage 1 consists of the 'crew capacity' test, a panel discussion exercise and documents check. This is held at KURA Aviation in Stratford-upon-Avon, UK.

Stage 2 is held at FSI Farnborough, UK. This includes a simulator check and individual interview.

### **How can I best prepare for selection?**

Applicants should learn as much about NetJets as possible by researching the airline and becoming familiar with their ethos, values, fleet and management structure.

### **Do I have to pay for Stage 1 and/or Stage 2?**

No. NetJets covers the cost of selection in both stages 1 and 2.

Travel and accommodation costs:

- Stage 1: any accommodation / travel costs incurred in Stage 1 of the selection process are the responsibility of the applicant. There are many B&B's and hotels in Stratford-upon-Avon and KURA is very happy to offer suggestions. Please let a member of the KURA team know if you require any assistance with arranging accommodation.
- Stage 2: NetJets will contribute to your travel and one-night accommodation in a hotel during stage 2 if you need it.

### **Are there any other costs associated with this opportunity?**

There are no other costs. If offered a position, NetJets will pay for all of your indoctrination and initial type rating.

[^ Back](#)

---

## **SECTION 4: POST-SELECTION / JOB OFFER**

### **If successful at all stages, will I be offered a job immediately or will I be offered a hold pool position?**

You will be offered a job with a start date (based on your availability) and an indoctrination / initial course date.

### **I have a 'X' month notice period with my current job. Will this be an issue?**

If offered a position, NetJets will work with you to enable you to see out your notice period.

[^ Back](#)

---

## **SECTION 5: GATEWAY SYSTEM**

### **How does the gateway system work?**

Unlike conventional airlines, NetJets Pilots can live within one hour of any of the 28 current 'gateway' airports throughout Europe. You also have the opportunity to change gateways or even use temporary gateways if you wish to spend a limited time in a particular country. This will be explained in more detail during the selection process.

### **What are the current gateway airports?**

EDDF, EDDH, EDDK, EDDL, EDDM, EDDS, EDDT, EGBB, EGCC, EGGW, EGKK, EGLL, EGPD, EGPF, EGPH, EGSS, EHAM, EIDW, EKCH, EPWA, LEBL, LEMD, LEMG, LFSB, LOWW, LPPT, LSGG(TBC), LSZH(TBC)

### **Are there currently any gateways in Sweden?**

No, due to the current tax laws in Sweden, we don't have any gateway airports there.

### **Is there any chance to live in Angers, close to Nantes?**

No. Due to the high rate of employment tax in France, we currently do not offer gateway airports in France for new joiners.

### **I know current NetJets pilots with other gateways. Can I apply for one of those?**

Some current pilots have grandfather rights to other gateways which are no longer on the approved list.

[^ Back](#)

---

## SECTION 6: TERMS AND CONDITIONS OF EMPLOYMENT

### **Please can you provided details on pay and terms & conditions?**

Successful applicants will be offered a full-time contract with the following benefits:

- Starting salary of €56,500 per annum rising to €66,300 per annum after 2 years
- €70 per diems whilst on duty
- Stable 6 on / 5 off roster published 2 months in advance on the 15th of each month
- Maximum 200 duty-days
- Extensive training package (2 RCT, 1 GRT) included in 200 duty-days
- One year advanced vacation booking
- Special Days Off (maximum 6 per year)
- Entry Fleet: Citation XLS and Phenom 300
- Life and AD&D insurance provided
- LOL and LTD insurance provided
- BUPA GOLD health insurance for employee plus family, including dental
- Company pension plan: NetJets pay a 50% contribution to employee contributions up to a maximum employer contribution of €6,500
- European Gateways System – you choose where you want to live
- 24/7 OPS and Personnel support

### **Is the Phenom the only fleet you are recruiting Pilots for or is there a choice?**

All new pilots will join the airline on the Phenom 300 or the Citation XLS.

### **How does the positioning from base to airport / airport to base work in terms of start and finish of duty? On your days off or on?**

You report to your gateway airport on day one of your tour and NetJets pays for your travel to the aircraft. On your last day of tour NetJets pays for you to travel back to your gateway. All of this is counted as duty time during duty days.

### **How many vacation days are there per year?**

The annual holiday entitlement is 22 days.

[^ Back](#)

## SECTION 7: CAREER PROGRESSION

### **How long do you anticipate it will be before a command opportunity arises?**

It is very difficult to be specific and NetJets is keen to avoid setting expectation which may not be met.

### **I have been a Commander for 5 years now; do you offer a fast track route to command?**

No. We are unable to offer a fast track route to command. All applicants, irrespective of experience level, will be offered a First Officer position on either the Phenom 300 or XLS Citation. There are no exceptions in this respect.

### **I am a Captain flying the Phenom 100 under NCC regulations and rated on the Phenom 300. What are the career opportunities to become a Captain on the Phenom 300 or a FO on the Falcon 2000LX, Cessna Latitude or Global Express? What are the requirements?**

Fleet change and upgrade opportunities are seniority based. We upgrade FOs to Captain onto the Phenom and Citation XLS fleets in order to create movement within the fleets and give our pilots a better chance fleet changing from the smaller to larger fleets. We haven't seen much movement in recent years due to the dramatic downturn we experienced in 2009.

[^ Back](#)