



The Challenges in Pilot and Ab- Initio Recruitment in the Region

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Hiring AB Initio

- *The gap of schooling*
- *The gap between the interest and aptitude of the candidates*
- *The rapid growth of the airline industry vis-à-vis the limited number of qualified applicants*



The Recommended Way Forward



Recommended Steps

- *Providing thorough aptitude assessment*
- *Provide thorough clinical and mental assessment*
- *Providing aviation Physics/Maths and English to bring them up to speed with the Ab initio course*
- *Motivating those candidates to retain them long term*



Challenges of Hiring Captains and First Officer



Challenges



- *Very high demand for First Officer and direct entry Captains given the rapid growth of the industry in the region*
- *Recruitment from all over the world and getting suitable talent*
- *Effective Management and Leadership of diverse manpower*
- *Take the appropriate steps to ensure the ops staff long term retention*



Recommended Steps

- *Thorough psychometric and assessment centers*
- *Thorough technical evaluation / Simulator*
- *Conduct thorough reference check on Candidate*
- *Provide a motivating work environment to ensure long term employment*
- *Assess the considered pilot family ability to adapt and settle down in a new diverse country*



***Traits that an Expat Pilot should have
to settle well in the Region***



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- *Adaptability / Flexibility*
 - *Cross-cultural Understanding*
 - *Highly Effective Communication*
 - *Prejudice Free*
 - *High Tolerance for Diversity*
 - *Emotional Intelligence*



A must Have for Regional Airlines


- To ensure a diverse team of professional in order to manage the diverse group*
- To encourage their staff to come forward with their difficulties*
- To provide a non judgmental environment for those personal problems*
- To contract trained professional that could provide psychological/special/welfare assistance 24/7*



PERSONAL BRIEF



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- *Graduate of Clinical and organizational Psychology - Sorbonne Paris in 1984*
 - *Set up and managed the Group Psychology of Emirates Airlines as VP for 18 yrs.*
 - *Set up the first Employee Assessment Program in the region in year 2000*

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- *Member of the EAAP (The European Aviation Association for Psychologists)*
 - *Certified by Airbus in CRM Training. Was a CRM Trainer for over 8 years*
 - *Qualified and licensed by the Royal Air Force in the UK on the Psychomotor*



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