



## KEY THINGS TO PUT IN PLACE PRIOR TO HIRING AN EARLY PILOT CHECKLIST

- APPROVAL FROM INSURER
- ACCURATE TITLE AND JOB DESCRIPTION
- CLEAR DEVELOPMENT PLAN WITH OBJECTIVE MILESTONES
- CULTURE REVIEW TO PREPARE FOR WELCOMING A DIFFERENT GENERATION OF PILOT
- DETAILED ONBOARDING PROGRAM TO WELCOME NEW PILOT
- BUY IN FROM WHOLE TEAM, PART OF KPI'S
- BUY IN FROM ACCOUNTABLE EXECUTIVE AS WELL AS KEY CLIENTS (CEO)
- CLEAR SET OF RESPONSIBILITIES FOR MENTOR PILOTS
- HR PARTNERSHIP
- FOCUS FIRST AND FOREMOST ON AN SIC TYPE RATING
- FAIR AND COMPETITIVE COMPENSATION AT INDUSTRY LEVELS AT EACH MILESTONE MET
- DETAILED PLAN OF HOW TO EVALUATE CANDIDATE THAT IS FOLLOWED CONSISTENTLY FOR EACH CANDIDATE TO INCLUDE:
  - WHO INTERVIEWS AND WHEN IN THE PROCESS AS WELL AS DEBRIEF PLAN FOR ALL INTERVIEWS
  - A CONSISTENT SET OF INTERVIEW QUESTIONS
  - A SIMULATOR CHECK TO EVALUATE DECISION MAKING ABILITY, FLYING SKILLS, EXPOSURE TO CRM, AND CHECKLIST MANAGEMENT TO NAME A FEW, REALIZING THAT A LOWER TIME PILOT MAY NOT HAVE HAD EXPOSURE TO SOME OF THESE BUT DO THEY EMBRACE THEM