

Recruitment Requirements

■ Recruitment Type: Flight Crew (Captain Personnel, First Officer Personnel)

■ Job Description:

After joining the company, you will take a designated training and check. After announcement of qualification, you will operate the aircraft and perform operation related duties of Boeing 787 Flight Crew.

■ Qualifications:

Those who currently have the effective qualifications and experience listed below. (Qualifications must be issued in Japan)

—Captain Personnel—

- (1) Valid Airline Transport Pilot License
- (2) Aviation English Proficiency Certificate (Level 4 or above)
- (3) Valid First Class Aviation Medical Certificate
- (4) Aeronautical Radio Operator
- (5) More than Total flight 1,000 hours of flight experience as an Airline (Air Carrier) Captain (PIC) (Note 1)
- (6) Valid residence card and work visa

(Note 1) Flight experience is to be a Jet Aircraft (turbo fan), and includes experience with the airline of the ICAO party, and etc.. More than Total flight 1,000 hours are required at the point of entry, but you may apply even if your current experience is less than Total flight 1,000 hours (about Total flight 850 hours). The company may decide to recruit as a first officer depending on your experience, even if you meet the flight hour requirements.

—First Officer Personnel—

- (1) Valid Airline Transport Pilot License or Valid Commercial Pilot License (Multi Engine, Instrument Flight Certificate)
- (2) Aviation English Proficiency Certificate (Level 4 or above)
- (3) Valid First Class Aviation Medical Certificate
- (4) Aeronautical Radio Operator
- (5) More than Total flight 1,500 hours of flight experience as an Airline (Air Carrier) (Note 2)
- (6) Valid residence card and work visa

(Note 2) Flight experience is to be Jet Aircraft (turbo fan). For Airline Transport Pilot License holders, experience of airline of the ICAO party and etc. would also be included. For Commercial Pilot License holders, flight hours include experience of Japanese airline companies. More than Total flight 1,500 hours are required at the point

of entry, but you may apply even if your current experience is less than Total flight 1,500 hours (about Total flight 1,350 hours).

※ If you do not have an JCAB Aviation English Proficiency Certificate, please contact us. (zipair-recruitment@jal.com)

■ Working Conditions・Welfare Benefits etc.:

(1) Employment Type

Fixed-term contract employee during training. You will become a full-time employee after announcement of qualifications as a Captain for Captain Personnel and qualifications as a First Officer for First Officer Personnel. The retirement age for full-time employees is 60 years old. From 60 to 65 years old, you will become a contract employee.(Lump-sum contract to 65 years old) (Trial period: 3 months)

(2) Work place

Narita International Airport as a base, the company would assign the place according to the duty. Domestic or overseas training facilities may be used during the training period.

(3) Salary etc.

Paid by company's regulations.

Details would be explained during the job interview for selection.

(4) Work・Holiday・Vacation

Shift work depending on duty flight・ground job etc..(Variable working hours system)

※Work also on Saturdays, Sundays and Holidays. There may also be overtime, holiday and late night work.

Annual paid leave, Congratulatory and condolence leave, and other legal vacation are available.

(5) Others

- ・Various social insurances
- ・Commuting allowance paid.

■ Period of joining the company: To be assigned by the company.

■ How to apply:

Access the URL below and we will send you an email for necessary documents.

<https://forms.gle/mDdoj7QQc4tKzr97A>

Next, access the URL below and fill in the required information and submit the necessary documents.

<https://forms.gle/RNMYrcz9i1zhTqzP8>

① Resume (fill in the FORMS) ・Aviation Resume (fill in the excel)

② Copy of the certificate etc. below (upload to submit)

- ・Pilot Certificate, Ratings and Limitations, Aviation English Language Proficiency
- ・Aeronautical Radio Operator License
- ・First Class Aviation Medical Certificate and Physical Examination Certification Application Form

※Handling of applicant's personal information

The applicant's personal information will be used solely within the range of recruitment activities and human resource management after entering the company. The information will not be provided to third parties unless there is a consent of the applicant himself/herself. Items submitted would not be returned. Thank you for your understanding.

※Application etc. by mail would not be accepted at all.

※Please submit a copy of your residence card and work visa upon interview.

■ Way of selection

First stage: Document selection → Those who passed would be contacted. (approximately within 3 months from applying)

Second stage: Web aptitude test / Physical Exam

Third stage: Interview / Aptitude SIM test (using simulator)

Fourth stage: Final interview (Executive interview at Narita headquarter)

Depending on the resume, the contents of the second stage onward may vary.

※The selection process may take time. Thank you for your understanding.