

## COMMERCIAL PILOT STUDENT ASSESSMENT

We, AirHub Aviation see the selection procedure as an important step you should approach with a professional ambition – everyone who takes part finds it as a growing experience. You are grasping at a new opportunity and will find out a lot about your strengths and weaknesses.

Psychometric assessment, knowledge and skill examination is a part of every Commercial Pilot carrier. Those who dream of flying should take a part in it now.

We do believe that all applicants should get equal conditions to prepare. We do believe in transparent screening when applicants are the test result owners and can focus on weak skills or ability improvement.

The selection procedure for our pilot training includes core elements:

INTEREST IN PILOT CARRIER

PREPARE AND PRACTICE FOR THE ASSESSMENT

DEMONSTRATE YOUR SKILLS AND APTITUDES IN THE TEST CENTER CONDITIONS

LET US KNOW YOU AS A PERSON

All applicants are taking all assessment stages no matter of assessment results. The final decision is made after all assessment stages.

### **What do we assess?**

Pilot carrier starts from intensive technical and practice-based training. Basic knowledge of math, science and English are essential to be successful during theory and later flight training. Longitude industry researches show that cognitive and psychomotor abilities are core gaining necessary flying and operational skills. We assess numerical and verbal reasoning, Spatial Orientation, Working Memory, Time Sharing to predict your potential before you start your flight training.

Interpersonal skills play a significant role in candidates' ability to keep up with the lifelong, high demands of flying a commercial aircraft and managing air crews. We pay core attention to communication, leadership, teamwork and decision-making skills that could be developed during the lifelong career, but basic necessary level is crucial even before starting your training.

The Aviation Industry in the 21<sup>st</sup> century is a complex socio-technical system composed of numerous interrelating parts, involving human and non-human operations are result of successful interaction between the social and technical factors. Nevertheless, human error continues to be cited as the major factor in aviation accidents. We do care what motivation drives you to start Pilot Carrier in Aviation and what does interest you in this specific Industry. And then before we decide we need to know you better. Stress management; Self Organization; Flexibility; Cooperation and Self – Awareness is key personality traits that Pilots should wear under their uniform. Is it about You? If you feel ready you should start your application and register for the assessment.

## COMMERCIAL PILOT STUDENT ASSESSMENT PROCESS

Your assessment will be completed by Aviation Personnel Assessment company - "Human Power Foundation" in Vilnius. They offer an objective assessment of specific skills, aptitudes and personality traits which are among the most relevant predictors for the job success of professional pilots.

Your assessment will take two days including Mollymawk Psychometric final test, Personality questionnaire and Competence Based Interview. Your assessment report will be presented for the final consideration of AirHub recruitment team. Preparation for the assessment is key importance. Make sure you are complying with minimum requirements, check if you have all required documents and your application is completed only then apply for assessment.

The feedback and acceptance decision you will receive from your AirHub Aviation personnel after all assessment stages will be completed.

### Candidate screening phases:

Step No. 1 - Filling the application. Once the application is approved you are invited to the assessment.

Step No. 2 – Payment for the assessment. Airhub personnel send you the invoice for the assessment. Once the invoice is paid, money received you are registered for the Flight School Assessment.

Step No. 3 - Create an account at Mollymawk Psychometrics. Complete your registration and order test packages using "bonus codes" that Airhub personnel will send to you with detailed Mollymawk psychometrics instructions. Order your test packages minimum one week before your final assessment.

Step No. 4 - Preparation for Mollymawk Psychometrics assessment. Once your final assessment date is approved you should start your preparation for the Mollymawk Psychometrics assessment.

Step No. 5 – Assessment Center. You should demonstrate your best performance and just let us know you better when the assessment day comes.

Assessment center takes two days:

Day 1 – Mollymawk Psychometric test, that takes approx. 3 hours and personality test that takes approx. 1 hour.

Day 2 – Competence based Interview, that takes 1-1,5 hour.

Step No. 6 – Acceptance decision. Once all the assessment stages are completed you will be informed about the final decision.

Step No. 7 – Training program agreement.