

# Driving Success in Pilot Recruitment

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Executive Pilot Recruiters

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# Meeting the goals of the candidate

- Candidate driven
- Quickly build flight time and experience
- Ability to progress to career goal quickly
  - Multiple pathways to various carriers defined and otherwise
- Identify personal growth opportunities

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**FRONTIER**  
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WORLDWIDE



# Pre-Interview Relationship Building

- Effective communication
  - Take the time to listen
  - Transparency
  - Mentorship
  - Trust
- 
- Drive future growth in recruitment through referrals



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# Recruiter Ownership

- Prefer face to face interviews local to the candidate
- Recruiter Duties
  - Single point of contact
  - Screen applicant and book interview
  - Arrange travel and hotel
  - Pick unthreatening location
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  - Empower the candidate
  - Always wear the uniform
  - Tell the truth, set realistic expectations
- Show a level of care and support from day one that mimics the way you want the employee to perform on the line.

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# Rotor Transition Program

- Strong skillset
- Driven and disciplined
- Currently enjoying a 100% success rate with new-hire RTP pilots
  
- Tight network leads to incredibly strong and consistent referrals
  
- Interview success by providing an interview preparation guide
  - Difficulty correlating experience
  - Set expectations

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**\$51,000**

In Fixed-Wing Funding for  
Rotor Pilots



- Fun
- Responsive
- Transparency
- Realistic opportunities
- ➤ Next to last interview



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