



TRANSFERABLE SKILLS

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FLIGHT PAD

#AVTALENT #PILOTS

INTRODUCTIONS

- Tiina Conacher, Chartered Psychologist. In aviation since 2007. Specialising in pilot recruitment and assessment and early careers. Experience of working outside of aviation across different types of roles including leadership, volume roles etc.
- Andy Perkins, SFO, B777 TRI and CEO Flight Pad Ltd. Alongside his pilot role, Andy has worked in pilot recruitment for a numbers of years, is the Chairman of the BGA and Specialist Advisor to the Air League Trust.



#AVTALENT #PILOTS

**TRANSFERABLE
SKILLS
WORKSHOP**

Pilots Competencies

Transferable skills

Seeking out new opportunities

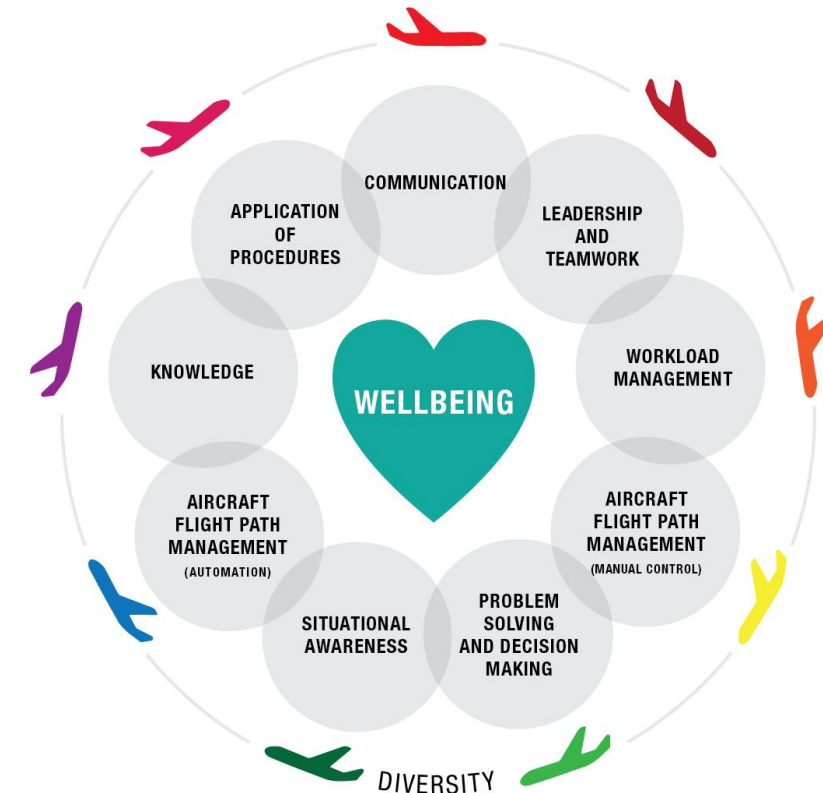
Keeping current and returning to flying

#avtalent

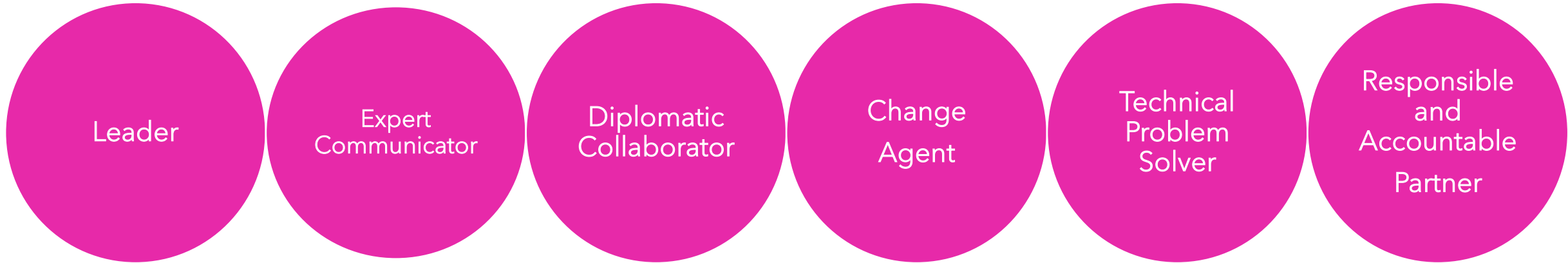
PILOT COMPETENCIES



Non-Tech	Cognitive	Technical
Team working & Leadership	Situational Awareness	Automatic flying controls
	Workload Management	Manual flying controls
Communication	Decision Making	Professional standards and procedures



PILOTS-TRANSFERABLE SKILLS TRANSLATED



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TRANSFERABLE SKILLS TRANSLATED

Leader

A commercially minded, courageous, strategic decision-maker.

A role model who is committed to self-development. Leads from the front and takes ultimate responsibility for their actions and their operation.

Diplomatic Collaborator

Emotionally intelligent. Creates trust and builds rapport with ease. Leads on inclusive practices and values working in a diverse and international environment. Team player, trusted partner who works with a variety of different stakeholders from customers, to suppliers to internal colleagues.

Expert Communicator

An impactful communicator with the ability to challenge appropriately. Discusses and listens to others and encourages input. Doesn't jump to conclusions. Changes their style depending on the needs of the audience and the situation. Clear and easy to understand.

Technical Problem Solver

A skilled and quick problem-solver with the ability to work with complex concepts, systems, information and data. An agile and data-driven decision maker who breaks down with the ability to breakdown complex information using structured methodologies. Digitally and technologically minded.

Change Agent

Resilient, flexible and calm approach. Able to deal with ambiguity and apply structure to chaos and think on their feet. Changes their approach depending on the needs of others

Responsible and Accountable Partner

Takes responsibility, shares best practice with others and expects high standards. Always puts the safety first and mitigates risk. Adheres to guidelines, rules and operating processes.

NON-FLYING OPPORTUNITIES

Roles that could suit pilots include:

- Operational roles in any industry
- Health and Safety
- Emergency Services/ Health Care
- Consultancies (look at the 'big 4')
- Engineering companies
- Telecoms, digital opportunities

EXAMPLE ROLE PROFILE - OPERATIONS MANAGER FOR AN ENGINEERING COMPANY

The successful candidate will assist in the management of the Service Delivery Team across varying shift patterns within the site management structure, to ensure all targets are met without loss in performance to the business.

Additionally, they will play a vital role in the management of operational facilities, resource management and equipment maintenance.

- **Duties and Responsibilities**
- Motivating staff to engage and develop the company culture, it's brand, vision and values
- Instilling a strong work ethic in our staff and promoting customer excellence in everything we do
- Overseeing and organising shift operations, including fleet, facilities and resource management
- Managing employees in-line with company policies and procedures
- Ensuring employees are fully competent and up to date in all aspects of their training
- Assisting in the management and day-to-day implementation of the Health and Safety policy
- Scheduling and overseeing preventative maintenance and managing breakdowns of mechanical and electrical equipment
- Ensuring site facilities, vehicles and others assets are maintained in line with company policies and legislative requirements
- **Skills and Qualifications:**
- Be safety conscious and familiar in the planning and execution of all H&S aspects
- Be willing to take responsibility for staff and have experience of working without close supervision
- Be physically fit and willing to work on-site as and when required, supervising/auditing the teams
- Have a clean driving licence, valid passport and be prepared to work away from home
- Have good Microsoft Office experience (Outlook, Word, Excel, PowerPoint, Calendars)

EXAMPLE ROLE PROFILE - GENERAL MANAGER FOR A MAINTENANCE COMPANY

You will ensure a high level of service and support whilst operating to company and site Quality, Environmental health and safety guidelines and standards. In addition to this, you will support in trouble shooting and providing solutions; identify areas of improvement to the project and highlighting any financial risks upholding financial control and profitability. Other key responsibilities include:

Duties & Responsibilities:

- Management of field activities commencing with site surveys where required and so ensuring that site is ready to accept delivery and meet specifications.
- Responsible for the quality of all projects from point of order through to when the project is handed over to the client and in service.
- Project trouble shooting and project management responsibilities including report writing
- Liaison with customers regarding logistic and technical issues that may arise on the contract
- Arrangement of delivery of equipment from suppliers and transport companies to suit site, customer and requirements
- Assist with the Maintenance of Health and Safety Records and ensure all Company Personnel and sub-contractors carry out their duties in accordance with the Company Health and Safety Policy.
- Responsible for co-ordinating and maintaining a 'customer care' approach to all customers

Skills & Qualifications:

- Aptitude for problem solving and be a self-starter and self-responsible as this is a customer centric role.
- Educated to 'A' level Standard – ideally with an engineering or technical qualification.
- Technical and troubleshooting experience.
- Good written communication skills.
- Strong Organisational and Planning Skills.
- Methodical with attention to detail and accuracy.
- Excellent man management skills.

NON-FLYING OPPORTUNITIES



Consider your previous experience and training



What are you passionate about?



Your personal circumstances



2nd Career/ role?
Time to upskill?

'I am a pilot and
_____'

APPLYING FOR ROLES

- **CV and Cover letters:**
 - Ensure you break down what you do as a pilot using non-technical language and acronyms. Assume no previous knowledge of what you do!
 - Reflect on the transferable skills you have and explain how you have demonstrated these in the past. Give real world, accessible examples.
 - Tailor your CV / cover letter to the role you are applying for so you can demonstrate you meet the essential (and desirable) criteria. Read the job description carefully
 - List all of the useful courses and training you've completed as a pilot.
 - Express your motivation for the role and embrace the fact you will learn new skills.
 - Appearance – font, structure, grammar and spelling.
- **LinkedIn:** ensure it reflects your CV, interests. Connect with people, organisations. Ask for recommendations and switch on #opentowork

KEEPING YOURSELF CURRENT WHILST NOT FLYING

- Manual Handling Skills
- Scan flows / Manoeuvres
- Scan Rates / Simulators or in the Car
- Scenario training
- Accident reports
- Explore all aviation avenues – tug pilots, FI, ops roles, volunteering.



GETTING BACK TO FLYING

How you are
feeling?

Familiar but not
comfortable

How is your
colleague?

Skills – Ensuring
you know what is
in the ECL / QRH

Fatigue and
managing a
normal day

Motivation /
Professional
Standards

PREPARING FOR THE FUTURE

Short-term goals

Re-arranging / securing finances
Looking after your wellbeing.
Flexibility/ Global opportunities
Keeping current
Employment for now?



Longer-term planning

Second career
Returning to a flying role
Further education and courses

A Recruiter's Dream

#AVTALENT
#PILOTS
#ENGINEERS
#CABINCREW
#OPS



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