

# APPLICATION GUIDANCE 2025



# Welcome - we are delighted you are interested in applying for the *Jet2FlightPath* Programme!

“

As the Director of Flight Operations, I'm incredibly proud that Jet2 is now able to introduce an ab-initio flying training programme that supports and encourages more people into an aviation career. Our ab-initio programme is designed to attract the many highly talented people who have dreamed of becoming a pilot and fulfil aspirations that once seemed unattainable.

”

**Paul Dobson, Director of Flight Operations**

## Where should I start?

- Explore the information provided on our careers site – [www.jet2careers.com/pilots/jet2flightpath](http://www.jet2careers.com/pilots/jet2flightpath)
- Research the requirements to hold a Class 1 Medical – <https://www.caa.co.uk/commercial-industry/pilot-licences/medical/medical-examination-information/>
- Make sure this is for you:
  - Research the competencies required to be a successful Pilot, and honestly assess how they relate to you and your strengths
  - Speak to anyone you know who works in aviation or has it as a hobby - even if they aren't a pilot
  - Complete our interactive exercise - insight into life as a Pilot – found on the careers site
- Add [flightpath.recruitment@jet2.com](mailto:flightpath.recruitment@jet2.com) to your email 'safe senders' list – this is how we'll communicate with you once you've applied!

Visit our training partner websites:

<https://skyborne.com/uk>

<https://www.ftejerez.com>

<https://leadingedgeaviation.com>

### Candidate honesty statement

Please ensure that you complete the application and assessments yourself without any external assistance. By clicking on the link to complete the assessments, you agree to participate in the assessment process honestly and fairly. Note that misrepresenting yourself or your skills could result in disqualification from the process. Some of the completed online assessments will be validated under supervised conditions at a later stage in the process.

## Key Dates

Here is an overview of the most important dates for the *Jet2FlightPath* assessment journey. You should ensure you are available before applying, as there will be limited flexibility possible.

Please note that all dates are subject to change without notice

Tuesday 13 May – Tuesday 3 June 2025	Application window open	This may close earlier than planned, as we anticipate significant interest in the programme
Wednesday 14 May – Monday 16 June 2025	Online Assessments	You will progress through each stage subject to achieving the required result for each individual assessment.  The Talent Acquisition team will guide you through the process and you will be given sufficient time to complete every stage.
Monday 9 June – Friday 11 July	Motivational assessments and Interviews	
Week commencing 14 July 2025	In-person assessment days - Leeds	You will be required in Leeds for one full day during this week
September 2025	First course starts	You may be allocated a later course date in 2025 or 2026

## Assessment process overview

Your application and the initial assessment process is all completed online. There are several stages of selection – we anticipate a very high level of interest in this programme and have designed the steps to ensure each applicant has the best chance to demonstrate their suitability. Nothing in any stage of the process is designed to catch you out or mislead you. We want you to show us your potential and give us insight into who you are and why you think you would make a great pilot.

### Completing your application

Complete a bespoke and interactive exercise to gain insight into life as a Pilot.

Make sure you meet the eligibility criteria and apply on our careers site

[www.jet2careers.com/pilots/jet2flightpath](http://www.jet2careers.com/pilots/jet2flightpath)

### Cognitive assessment

Task-based assessments to show your potential and provide insight into your natural behaviours.

These are interactive and engaging, showing your true potential and how you'll suit this role and our culture.

### Ability assessment

Online assessments to measure some key attributes needed to become a pilot such as numerical reasoning, verbal reasoning, basic maths & physics, and attention to detail.

### Pilot aptitude and behavioural assessment

Tailored exercises which give insight into your personality and assess your aptitude for the skills you will need to develop to be a pilot.

This includes hand-eye coordination, sense of direction, multitasking ability, reaction speed and more.

### Motivational assessment

Record a short one-way video response to some questions about your motivation to become a pilot, and why you'd like to join our Programme.

This is where you and your personality shine through!

You will need to pass each stage of the assessment process to progress, and the Talent Acquisition team will keep you updated at every stage

# 1

# Completing your application

## Insight into life as a Pilot

Being an airline pilot is exciting, rewarding and demanding. It requires focus, resilience, and responsibility. In return, you'll enjoy a dynamic and varied lifestyle, incredible views from the flight deck, and the satisfaction of safely taking our customers on their well-earned holidays.

Through the **Jet2FlightPath** Programme, we're delighted to remove financial barriers and create opportunities for aspiring pilots from all walks of life and have created this interactive exercise to help you find out more and decide whether this is right for you.

We'll share insight into the role of a pilot, training to become a pilot, and the lifestyle of a pilot. Each section is followed by a short quiz to help you understand if you might be suited for a career in the flight deck. From a selection of responses, choose which one resonates most with you – you'll be provided with valuable feedback to help with your decision making.

There are no right or wrong answers, and **it isn't part of the assessment**, so you can revisit it at any time and amend your answers if you like.

If you are considering applying for our programme, please ensure you complete this exercise **before** you submit your application. Once completed, you will need to provide the passcode in your application to confirm you have completed the exercise.

If you decide not to continue with an application for **Jet2FlightPath**, we'd love you to explore the other positions we have available at [www.jet2careers.com](http://www.jet2careers.com)

# 1

# Completing your application

## Eligibility

Joining the **Jet2FlightPath** Programme is a significant commitment. To maintain the highest standards of safety and professionalism, applicants must meet the criteria outlined below. Please review these requirements carefully to confirm your eligibility before applying.

### Eligibility Criteria

#### 1. Age

- Must be at least 17 years old at the time of application and turn 18 by 1 August 2025.

#### 2. Education

- Minimum of five GCSEs at grade C/4 or higher, including Mathematics and a Science subject.
- Equivalent qualifications accepted (e.g., Scottish National 5s, International Baccalaureate, and other recognised international qualifications).
- If you do not meet the GCSE requirement but hold higher-level relevant qualifications, select the relevant option on the application form and provide details in the free-text field for review.

#### 3. Height

- Applicants must be between 1.57 m (5'2") and 1.91 m (6'3").
- If you are shorter than 1.57 m, unfortunately we cannot accept your application.
- If you are taller than 1.91 m, you may apply but will undergo a functionality check to ensure you can operate within the Jet2 fleet seating positions.

#### 4. Right to Work

- Full and unrestricted right to work in the UK.

#### 5. Passport

- Current passport with at least 12 months' validity remaining, and the ability to travel to and gain entry into all countries to which we fly on an unrestricted basis.

# 1

# Completing your application

## Eligibility contd.

### 6. English Language Proficiency

- Native English speaker, or equivalent proficiency (minimum IELTS Academic 5.5 or Level 5 per aviation standards).

### 7. Medical

- Must hold, or be eligible for, a Civil Aviation Authority (CAA) Class 1 Medical Certificate.
- Please ensure that you review the CAA pilot medical standards before applying: <https://www.caa.co.uk/commercial-industry/pilot-licences/medical/medical-examination-information/>
- If successful, Jet2 will arrange and fund your initial Class 1 Medical (excluding costs resulting from additional investigations required following an adverse test result) and reimburse all subsequent annual renewals.

### 8. Training Location

- Training may take place in the UK, Spain and/or the USA, depending on your assigned provider.
- Your 18-month course could be entirely in Spain or include up to 6 months in the USA/Spain. Ensure overseas training is feasible for your circumstances.
- We will ask for your preference of training provider, but final allocation will be at the discretion of Jet2.

### 9. ATPL Theory exams

- If you've sat any CAA ATPL exams in the last 19 months, you will be ineligible to join the **Jet2FlightPath** Programme. Once 19 months have elapsed, you would be eligible to apply for any future Programme. Please refer to our FAQ document for guidance relating to EASA ATPL exams.

We anticipate the application window will be open between Tuesday 13 May and 13:00 BST on Tuesday 3 June 2025, however you are strongly advised to apply as soon as practical – we expect significant interest in the programme and may close for applications sooner.



# 1

# Completing your application

## Motivation question

The final section of the application form is a question about your motivation – you'll have the opportunity to tell us about yourself and why you're applying. Take this opportunity to share what makes you stand out and let your personality shine through! Your answer will be limited to 3,000 characters, which is around 500 words. You can save your progress and return to it if you need to.

Our top tips:

- Be Authentic - speak in your own voice and avoid buzzwords and generic phrases
- Make it personal – focus on yourself, and not what you think we want to hear
- Keep your answer concise - use short paragraphs and clear, active language
- Final checks - proofread for clarity, grammar, and typos. Read your statement aloud - does it sound like you?

## A note on AI

GenAI tools, like ChatGPT, are revolutionising how we approach a whole host of tasks at work. As a future-focussed employer, we believe in embracing, not banning, these tools. However, as with all tech, some ways of using it are better than others. When it comes to job applications, it is essential to make sure you use these tools in ways that help rather than hinder you. A job application is a chance for both parties to get to know whether the role will be a good fit, so we want to make sure we have plenty of opportunities to see the real you.

The right way:

- **Enhance, don't replace** – use AI as a tool to refine and structure your thoughts, not to replace your unique voice and experiences. Don't just copy and paste or even rely on the 'automated personalisation' promised by some new AI tools. If you do, your application will be generic and look the same as everyone else's – that won't help you stand out from the crowd.
- **Be authentic** – your application should reflect who you are. We value your unique personal experiences, perspectives and skills – AI can't replace your individuality or creativity. We want to know the real you.

# 2

# Cognitive assessment

## Task-based assessments – Arctic Shores

We are committed to identifying and nurturing talent in an inclusive, objective manner. That's why we've partnered with Arctic Shores – a pioneer in task-based psychometric assessments – to enable you to demonstrate your capabilities through engaging, interactive exercises. Arctic Shores' mission is to give every individual the opportunity to show their potential, and every employer the means to see it. They do this by pioneering a new way to measure candidates' behaviours and skills - called task-based assessments.

### What is a task-based assessment?

Unlike a question-based psychometric assessment, the Arctic Shores task-based assessment consists of a series of interactive tasks. As you complete each task, thousands of data points are captured that provide insight into your natural behaviours. This gives you the opportunity to show us your true potential whilst enjoying an engaging experience and provides us with a richer picture of how you'll suit our role and culture. It also counters subconscious bias in the selection process, giving each candidate a fair shot to stand out.

Following your application and subject to meeting the eligibility criteria, you'll be invited to complete these by email. You'll invitation will include:

- Estimated time to complete the assessment
- Brief overview of what the assessment involves
- Details about reasonable adjustments
- Link to Candidate FAQ's
- Arctic Shores Support contact details

Remember - this assessment is designed to measure your unique behaviours and give us insight into your potential to succeed in the role – **there are no right or wrong answers.**



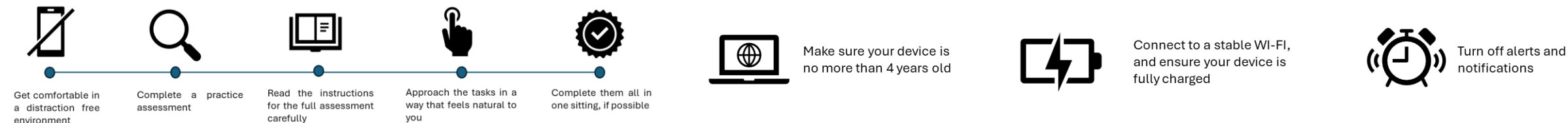
# 2

# Cognitive assessment

## What to expect

The assessment can be completed on desktop, mobile, or tablet – however you are advised to use a desktop or laptop if at all possible. Please make sure you have a strong, stable internet connection and are using the latest version of your chosen internet browser. You can also complete a practice task at <https://demo.una-arcticshores.com> to get an idea of the format.

## Preparation



## Technical

If you require a reasonable adjustment, please read the additional information in your invitation email and reach out via the support email provided before you begin the assessment, as adjustments cannot be applied retrospectively.

**There are no right or wrong answers**, so we encourage you to approach the tasks in a way that feels most natural to you.

Please expect to set aside up to 50 minutes to complete the assessment. You will be able to take breaks between each task. After completing the assessment, you will receive a personalised feedback report providing you with insights into your unique psychological characteristics and how your responses translate into real-world scenarios. We will be in touch soon after to update you on the status of your application.

**You will be required to complete this stage within 4 days of being sent the link.**

# 3

# Ability assessment

This phase will assess your ability across four areas – Numerical Reasoning, Verbal Reasoning, Attention to detail, and basic Physics.

All assessments are timed and can be completed in multiple sittings.

## Numerical Reasoning Test (NRT)

- Measures your ability to work with numbers, perform calculations, and interpret numerical data
- Often involves tables, graphs, or charts with numerical information, followed by multiple-choice questions. Questions could include interpreting percentages, calculating profit margins, and identifying errors in numerical data.

## Verbal Reasoning Test (VRT)

- Assesses your ability to understand, analyse, and interpret written information.
- Often involves passages of text followed by multiple-choice questions or statements that must be evaluated as true, false, or cannot be determined.

## Attention to detail

- This is comprised of two matching exercises, assessing your ability to quickly and accurately identify matches between visual elements, such as shapes, symbols, images or addresses.

## Physics

- A short, timed exercise comprising a series of multiple-choice questions. These will be at GCSE level, in line with the application criteria.

You will be required to complete this stage within 4 days of being sent the link.

# 4

## Pilot aptitude and behavioural assessment

### Aon Pilot Assessments

These assessments are more specific to the role of a pilot and are created to assess the competencies, abilities and behaviours that are important for pilots to have and develop.

The assessment is split into several modules which are listed below – each will take approximately 5-10 minutes to complete, plus time to read the instructions and complete practice exercises beforehand to ensure you are comfortable when you start.

Whilst the exercises are pilot focussed, they **do not require any specific pilot knowledge or experience**.

Assessments in this section:

- Hand-eye co-ordination
- Sense of direction
- Multitasking ability
- Monitoring ability
- Logical Reasoning
- Working Memory
- English language proficiency
- Reaction speed
- Applied numeracy

Further information and preparation tips from Aon can be found here - <https://www.aon.com/en/capabilities/talent-and-rewards/prepare-for-your-online-assessment>

**You will be required to complete this stage within 4 days of being sent the link**

# 5

# Motivational assessment

## One-way video interview - Hirevue

This stage gives you the opportunity to complete a video-based assessment, providing insight into your motivation to join this programme specifically, and Jet2 as a business.

You'll be presented with some questions – either written or in video form - and will have some time to consider your response before recording it for submission.

This will be completed using the Hirevue platform – further information and support can be found here - [www.hirevue.com/candidates/interview-tips](https://www.hirevue.com/candidates/interview-tips)

Our top tips:

- Give yourself space and time – try to complete the video somewhere quiet and when you have the time to do so
- But don't worry if things don't according to plan – a barking dog or misspoken words are rarely as bad as they feel at the time!
- Expect it to feel strange – delivering a recorded video response when there's no one on the other end can feel odd, but rest assured you're likely to sound much better than you might think!
- Some candidates like to see themselves on screen, others find it better to minimise the window they appear in – take your time before assessment to see which setup works best for you.
- Be yourself – we want to see the real you!
- Your answers will always be reviewed by a human being – there's no AI assessment of your responses

**You will be required to complete this stage within 4 days of being sent the link.**





Ready for Takeoff? Apply now!

**Jet2<sup>®</sup>FlightPath**