



Company Overview

Tianjin Airlines Company Limited (hereinafter referred to as Tianjin Airlines) is based in Tianjin, the economic center of Bohai Rim. Aggressively serving development of regional economic construction and committed to providing easy and convenient air travelling service for passengers, Tianjin Airlines emerges as a new force in

China's civil aviation market.

As an aviation enterprise co-established by Tianjin government and HNA Group, Tianjin Airlines owns a young and deluxe fleet mainly consisting of A320, E190 and E145. Through late years' development, Tianjin Airlines has built up an airline network with Tianjin, Xi'an, Urumqi, Nanning and Guiyang as major hubs, and opened 137 domestic and international routes to more than 80 cities. The annual passenger volume has reached over 5 million person-times.

Tianjin Airlines is engaged in meeting overall needs of passengers and keeps this promise as its service tenet. Holding to service concept of "make travelling convenient, warm and fashionable" and aiming to build a brand image of "all ways with you", Tianjin Airlines is committed to providing humanized air-ground support service and after-sale tracking service. With excellent operating quality and outstanding service quality, Tianjin Airlines was awarded 'Best Domestic Regional Airlines of China' and 'World 4-star Airlines' by SKYTRAX in 2011.

Based on philosophy of "take root in Tianjin, serve the nation", Tianjin Airlines sticks to a regionalized and localized way of operation and endeavors to become an aviation enterprise group serving development of regional economic construction.

To Apply Please Contact:

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A319/A320/A321 Captain Requirements:

- 1) Age below 52
- 2) 500 hours PIC on type A318/319/320/321
- 3) Currency in type within 12 months
- 4) 3,000 total flight hours Minimum
- 5) ICAO ATPL and type rating without limitation
- 6) First Class Medical
- 7) Passport issued from country with diplomatic tie with China
- 8) ICAO Aviation English minimum level 4
- 9) No history of incidents and accidents

E190 Captain Requirements:

- 1) Age below 52
- 2) 500 hours PIC on type E190/195/175/170
- 3) Currency in type within 12 months
- 4) 3,000 total flight hours Minimum
- 5) ICAO ATPL and type rating without limitation
- 6) First Class Medical
- 7) Passport issued from country with diplomatic tie with China
- 8) ICAO Aviation English minimum level 4
- 9) No history of incidents and accidents

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Tianjin Airlines Compensation and Rotation Overview for A320 captains

	Option 1	Option 2
Commuting Rotation	255 days on duty/ 110days off duty	183 days on duty/ one month on and one month off
Base	Tianjin, Xi'an of China.	
Salary	-- \$1,0800USD/month(net)(60% of \$18,000USD)during Ground Training, 60 days maximum. -- \$14,400USD/month (net) (80% of \$18,000USD) during Line Training. -- \$18,000USD /month (net) after successful Line Check.	-- \$7,860USD/month (net)(60% of \$13,100USD) during Ground Training, 60 days maximum. -- \$10,480USD/month (net) (80% of \$13,100USD) during Line Training. -- \$13,100USD /month (net) after successful Line Check.
Overtime pay	US\$210 per hour overtime exceeding 80 hours per calendar month (based on 80 hours of monthly productivity)	Nil
Contract Completion bonus	US\$8,000 after 12 months ,US\$12,000 after 24 months,US\$15,000 after 36 months	
Travel bonus	\$8,000 for travel tickets every year.	
Air ticket benefits	<ul style="list-style-type: none"> ■ Unlimited Jump-seat Confirmed Domestic Tickets on Tianjin Airlines and Hainan Airlines Flights for the Pilots. ■ 30 Unconfirmed 3/4 discount Domestic Tickets on Tianjin Airlines and Hainan Airlines Flights for the Pilot's each immediate relatives Family Members. 	

*consecutive days off include the time spend on travelling, and the rest time before duty.

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Tianjin Airlines Compensation and Rotation Overview for E190 captains

	Option 1	Option 2
Commuting Rotation	255 days on duty/ 110days off duty	183 days on duty/ one month on and one month off
Base	Tianjin, Xi'an, Nanning, China.	
Salary	<ul style="list-style-type: none"> ■ \$10,200USD/month(net)(60% of \$17,000USD) during Ground Training, 60 days max. ■ \$13,600USD/month (net) (80% of \$17,000USD) during Line Training. ■ \$17,000USD /month (net) after successful Line Check. 	<ul style="list-style-type: none"> ■ \$7,800USD/month (net)(60% of \$13,000USD) during Ground Training, 60 days maximum. ■ \$10,400USD/month (net) (80% of \$13,000USD) during Line Training. ■ \$13,000USD /month (net) after successful Line Check.
Overtime pay	US\$200 per hour overtime exceeding 80 hours per calendar month with Option one(based on 80 hours of monthly productivity)	Nil
Contract Completion bonus	US\$8,000 after 12 months, US\$12,000 after 24 months, US\$15,000 after 36 months	
Travel bonus	\$8,000 for travel tickets every year.	
Air ticket benefits	<ul style="list-style-type: none"> ■ Unlimited Jump-seat Confirmed Domestic Tickets on Tianjin Airlines and Hainan Airlines Flights for the Pilots. ■ 30 Unconfirmed 3/4 discount Domestic Tickets on Tianjin Airlines and Hainan Airlines Flights for the Pilot's each immediate relatives Family Members. 	

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Professional Career:

1) A320 Pilots Career Development:

TJ Airlines will provide A320 Captains the transition training for A330 if you are willing to, depending on the circulating needs of TJ Airlines and the performance of pilots who have worked safely in A320 for at least 2 years. However, if you have finished the transition training and obtained the flight qualification of A330, you must serve for another 4 years, or you will compensate all the cost of training.

2) E190 Pilots Career Development:

TJ Airlines will provide you the transition training for A320 if you are willing to, depending on the circulating needs of TJ Airlines and the performance of pilots who have worked safely in EMB190 for at least 2 years. However, if you have finished the transition training and obtained the flight qualification of A320, you must serve TJ Airlines for another 2 years, or you will compensate all the cost of training.

After two years of flying safely on A320, TJ Airlines will provide you the transition training for A330 if you are willing to, depending on the circulating needs of TJ Airlines and the performance of pilots who have worked safely in A320 for at least 4 years. However, if you have finished the transition training and obtained the flight qualification of A330, you must serve for Tianjin Airlines another 4 years, or you will compensate all the cost of training.

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