ABOUT BAMBOO AIRWAYS



The skies in Vietnam just got a little more crowded! Vietnamese start-up airline Bamboo Airways has received an air operator certificate (AOC) from the Civil Aviation Authority of Vietnam (CAAV) and is need of qualified A320 Captains and First Officers.

In November, Bamboo Airways was granted an aviation licence by the CAAV, which allowed the airline to lease its first few airplanes. This new AOC will now enable Bamboo to operate commercial flights and become the fifth passenger airline in Vietnam.

The carrier plans to launch 37 routes in 2019. Apart from domestic flights, Bamboo says it will fly to Japan, Korea and Singapore, with further international destinations coming soon.

Bamboo Airways is owned by Vietnamese property investment and construction company FLC Group. In 2018, the start-up signed order intentions for 24 Airbus A320neo and 20 Boeing 787-9 Dreamliners.[1] The current projection for the fleet is 100 aircraft by 2022.

Bamboo Airways is currently holding New Hire Classes every 2 to 3 Weeks to meet its Pilot Staffing Needs!

Current Bamboo Airlines Fleet (as of 03-11-19)

Planned 2019 A-320/321Fleet 20
Planned 2020 A-320/321Fleet 40
Planned 2020 B787-9 Fleet 20

[1] https://ifn.news/posts/bamboo-airways-secures-aoc-licence/

Paramount Aviation Resources Group, Inc.
800 Corporate Drive, Suite 301
Stafford, Virginia 22554, U.S.A
www.Paramountarg.com

To Apply, Contact Recruiting at:
+1.540.737.4600
Recruiting@paramountarg.com

WHY CHOOSE PARAMOUNT?

At Paramount Aviation Resources Group we understand that in aviation SAFETY is the most important element. That is why it is essential to hire only the most qualified and dedicated professional aviators available. We understand this because Paramount Aviation Resources Group is owned and operated by experienced, professional former and current airline pilots. We have thousands of hours and decades of experience working as line pilots, instructors, and managers at International and Part 121 Air Carriers.

Paramount has had a long presence in Vietnam with various Airline Partners and we are pleased and honored to be chosen to recruit pilots for Bamboo Airways before its Inauguration of Revenue Flights!

Paramount is committed to provide our pilots and their families excellent support from the application process all way through the time that they are flying the line at our client airline:

- ***Paramount employs local personnel on the ground in Asia*** in order to support our pilots! We are always available to address your concerns and needs.
- ***Paramount employs recruiters who have actually live and work in Vietnam***. We can answer your questions and understand the pilot's point of view!
- ***Paramount is committed to you as a long term client***. As part of our commitment to you, we start the recruiting process by offering you these benefits that no other recruiting agency offers:
    - Paramount ***will reimburse the cost of the Interview Visa*** contingent on a pilot interviewee fulfilling all of the requirements listed below:
        - Passes the Bamboo Airways Interview
        - Accepts Employment with Bamboo Airways
        - Begins Employment at Bamboo Airways (Reimbursement will occur with first Paycheck)
- Unlike other recruiting agencies, ***Paramount will not charge you miscellaneous fees*** (i.e. Fedex charges for sending documents during the employment process).

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Bamboo Airways A320 First Officer

MINIMUM REQUIREMENTS:

- 1,500 hours Total Time (Commercial Air Transport Jet Aircraft Operations)
- 500 hours on A-320 (300 hour A-320 Pilots may apply)
- Max Age of 55
- Valid ICAO ATPL License with valid A-320 Type Rating at the time of joining
- Valid A-320 OPC
- Last flight on A-320 must be within 12 months at the date of start of assignment with Bamboo Airways
- ICAO English Level 4 or higher
- No Criminal Record (obtained within past 6 months)
- No History of Accidents / Incidents
- Class 1 Medical Certificate

NOTE: Pilots with less than 500 hours on the A-320 will receive 75% of stated pay in the SALARY AND BENEFITS Section until reaching the Minimum Requirements.

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SALARY AND BENEFITS:

Compensation:

BAMBOO AIRWAYS COMPENSATION BREAKDOWN	
Average Yearly Compensation	**$84,600**
Average Monthly Compensation	**$7,050**
Monthly Guarantee Block Hours	70 hours
Base Salary	$5,400
Travel Allowance	$500
Education Allowance	$1,000
Insurance Allowance	$150
Overtime Rate (above 70 hours)	$75 per hour
Per Diem	Per Company Policy
Per Diem	Per Diem is paid to Crew Members when performing off-main base tasks such as flying, training and performing other tasks required by the Airline and will be paid out as follows: • From the 1st day to the 10th day: USD $80 per day • From the 11th day: USD $60 per day. In cases when a Crew Member departs before 12:00 noon or returns to main base after 12:00 noon, it is counted as 01 day. In cases when a Crew Member departs after 12:00 noon or returns to the main base before 12:00 noon, it is counted as half a day.
Sick Days	- 6 Days per 6 Months - No More than 3 Days per Event

Loss of License Insurance: Optional Loss of License Insurance

Medical Insurance: Optional Global Medical / Dental Health Insurance (Individual/Family)

TERMS AND CONDITIONS

Contract Term:	2 or 3 Years Renewable
Domicile:	Hanoi or Ho Chi Minh City and other Future Bamboo Airways Bases
Days Off:	**COMMUTING:** 6 Weeks ON / 2 Weeks OFF - 1 Day OFF Every 7 Day Block - 2 Consecutive Days OFF Every 14 Day Block
Travel Benefits:	Free Travel on Airline Network for Pilot and Immediate Family.
Accommodations:	4 Star or Equivalent while on Layover or away from Base Residence.
Ground Transportation:	Bamboo Airways shall provide transportation for Pilot away from the Base and between airports and hotels in performance of flight operation duties.
Hotel Benefits:	10 FREE Standard Room Nights per Year at FLC Hotels and Resorts on a Space Available Basis.
Meal Benefits:	$100 per Month at FLC Group Restaurants while Crew Member is on Vacation.
Golf Benefits:	FREE Golf Service at FLC Golf Club during Assignment Period
Start of Contract Tickets:	Bamboo Airways will reimburse Captains up to $300 for joining tickets.
End of Contract Tickets:	Bamboo Airways will reimburse Captains up to $300 for repatriation tickets.
Excess Luggage:	The Airline shall provide each Crew Member with an allowance of 50 kg Excess Luggage at the commencement and termination of the contract.
Visa Fees:	Paramount will reimburse the cost of the Interview Visa contingent on a pilot interviewee fulfilling all of the requirements listed below: • Passes the Bamboo Airways Interview • Accepts Employment with Bamboo Airways • Begins Employment at Bamboo Airways (Reimbursement will occur with first Paycheck)

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INTERVIEW AND TRAINING PROCESS

Initial Screening:

Initial Screening will consist of two parts:

- **Online Theory Exam:** This is an online "Open Book" Exam and will entail Aviation Theory Subjects in addition to A-320 questions.
- **Skype Interview:** This Skype Interview will be administered by Bamboo Airways HR and Flight Operations Personnel. Be prepared to answer questions concerning
  - A-320 Drills (Memory Actions)
  - A-320 Limitations
  - A-320 General Systems Knowledge
  - CRM

Training Pay:[2]

Training Pay will consist of the following:

- After arriving in Hanoi, you will begin to accrue 50% Salary.
- After finishing training and passing the OPC, you will receive the withheld 50% salary as a one-time payment in addition to starting to receive regular 100 % pay.
- Pilots will be responsible for accommodations in Hanoi while in Training. Paramount has personnel on the ground in Hanoi who will assist you in securing accommodations in Hanoi.
- Accommodations for Training outside of Hanoi will be provided by Bamboo Airways.

Training Footprint:

Ground and Simulator Training will last from 20 to 34 days and will consist of the following:

- Arrival in Hanoi **3 days** prior to the Medical Check
- Medical Check
- Ground School (during this period the results of the Medical Check will be published. This may take 3 to 5 days.)
- A-320 Recurrent Training is around **11 days**
- OPC takes around **3-5 days** to accomplish
- A down time of **3 to 15 days** for CAAV License Issuance.

Flight / Line Training

- 10 sectors of Initial Operating Experience prior to release to line.

Training Locations

- Ground Training in Hanoi
- Simulator Training in Bangkok
- Wet Drills in Kuala Lumpur

[2] The inability to pass the Medical Exam or the OPC will result in the end of Salary Accrual and will lead to the end of Contract.