



Pilot Recruitment of Air Guilin

Air Guilin is a Chinese airline based at Guilin Liangjiang International Airport in Guangxi. A joint venture between the Guilin Municipal Government and HNA Group, the airline began operations in June 2016 using Airbus A319 aircraft. It intends to boost the tourism industry in Guilin with an all A319/320 Fleet. By the end of 2019, the fleet will develop to 30 aircraft. Around 200 experienced captains will be needed in next five years. Its base Guilin, is a beautiful tourist city with diverse cultural located in the south of China, Guangzhou.

i. Job A320

Term: Terms: 3 years renewable in 1-year increments
Base: Guilin or Guangzhou

i. Qualifications Required

- ✓ A320 Type Rating
- ✓ 5000 hours Total Time
- ✓ 600 hours PIC time on type with a total of 3000 hours.
- ✓ Current on type within 12 months
- ✓ Valid ATP license, valid passport, Class A Medical
- ✓ Must be from a country with diplomatic ties to China (ICAO member country)
- ✓ No incidents or accidents
- ✓ Must provide a notarized and authenticated proof of no criminal history

T/C		 桂林航空 Air Gullin		A320 CAPTAIN		 AVIONCO		
Work Patterns		90 days annual leave 6 weeks on 2 weeks off	110 days annual leave 9 days off/month	120 days annual leave 10 days off per month 6 weeks on 3 weeks off	130 days annual leave 11 days off per month	4 days on 4 days off 2 weeks on 2 weeks off 3 weeks on 3 weeks off 4 weeks on 4 weeks off		
Yearly Income		Guilin Base: 326,000 USD Guangzhou Base: 320,000 USD	Guilin Base: 296,000 USD Guangzhou Base: 290,000 USD	Guilin Base: 284,000 USD Guangzhou Base: 278,000 USD	Guilin Base: 266,000 USD Guangzhou Base: 260,000 USD	Guilin Base: 226,000 USD Guangzhou Base: 220,000 USD		
Monthly Income		Guilin Base: 24,150 USD/M Guangzhou Base: 23,650 USD/M	Guilin Base: 21,650 USD/M Guangzhou Base: 21,150 USD/M	Guilin Base: 20,650 USD/M Guangzhou Base: 20,150 USD/M	Guilin Base: 19,150 USD/M Guangzhou Base: 18,650 USD/M	Guilin Base: 15,860 USD/M Guangzhou Base: 15,360 USD/M		
Sick Leave		8 Days					5 Days	
Monthly Basic Salary		21,000 USD/M	18,500 USD/M	17,500 USD/M	16,000 USD/M	13,500 USD/M		
Bonus	Year-end	24,000 USD/year						
	Contract Renewal	30,000 USD and upon expiration of the first three-year service period, each pilot may enjoy the loyalty rewards, and such award shall be granted when the foreign pilots sign the next three-year contract.						
Allowance	Lodging	1,500 USD/M				1,000 USD/M		
	Meal	5,000 RMB (Approximately 720 USD/M)				3,000 RMB (Approx. 430 USD/M)		
	Travel	12,000 USD/Y						
	Base	Selecting Guilin as permanent site may enjoy 500 USD/M as permanent site subsidies						
	Ground Transportation	3,000 RMB (Approx. 430 USD/M)+HSR ticket cost between Guilin and Guangzhou						
	Children Education	Children of foreign pilots shall attend Guangzhou XXX International School, and Party A shall bear 30% of total tuition of their children (up to two). Where foreign pilots select the remaining education institution beyond Guangzhou (only limited to Mainland China), provide each pilot with the monthly subsidies of USD 1,000. Only the foreign pilots who select Package I, Package II, Package III, and Package IV can enjoy such Allowance.						
Block Hours		800hours/year	780hours/year	750hours/year	730hours/year	650hours/year		
Overtime Pay		X≤650, No overtime fee; 650<X≤750, USD 150/ Hour; 750<X≤800, USD 200/ Hour; 800<X≤850, USD 250/ Hour; 850<X≤900, USD 280/ Hour; X>900, USD 300/ Hour						
Insurance	Health	The cumulative maximum compensation on this policy amounted is RMB 12.8 million Yuan, including full amount of general outpatient fee, single room conditions on Mainland China, full amount of general out-patient fee, outpatient psychiatric treatment, dental, physical examination, vision screening, covering the worldwide scope except the United States (emergency medical excluded). Pilots and their spouses, children maybe insured (64 years old or below), and the premium of families shall be deducted from the pilots' salary.						
	Loss-Of-License	Begin to make a claim if temporary flight stoppage lasts for 3 days or more, compensation shall be made by RMB 800 Yuan / day, and in the case of permanently flight stoppage, compensation shall be made in the lump-sum basis with RMB 1.3 million Yuan (for pilots aged at 45 years or below), or RMB 1.5 million Yuan (for pilots aged more than 45 years).						
	Employer liability	Refer to Airline's benefit policy						

<p>Training Pay</p>	<p>As from the reporting date by foreign pilots and to the time of beginning flight in the flight fleet, salary shall be granted by 60% of the standard for monthly salary, unless this period is extended due to the foreign pilot's own fault in which case the 60% salary policy remains effective.</p> <p>From day 61 till the day before the pilot is assigned as a solo captain, salary shall be granted by 80% of the standard for monthly salary, and from the date the pilot is assigned as a solo captain, salary shall be granted by 100% of the standard for monthly salary.</p>
<p>Leave indemnification standard</p>	<p>Leave indemnification standard for A320 type rating: \$ 850 / day</p>
<p>Employee benefit air ticket</p>	<p>As for a quarter of discount tickets not booked in domestic route flew by Party A and Hainan Airlines route network, foreign pilots and their immediate family members in the Party A's personnel system may enjoy a quarter of discounted air tickets of Party A not booked in China.</p>

Basic overview of pay and benefits provided to Captains by Air Guilin.