



PILOTMOVERS IS DELIGHTED  
TO BE RECRUITING  
B 737 CAPTAINS FOR XIAMEN  
AIRLINES





## XIAMEN AIRLINES



Xiamen Airlines operates 218 domestic routes, and 26 international and regional routes, and offers more than 3,200 weekly flights.

Established on 25th July, 1984 jointly by Civil Aviation Administration of China and Fujian Provincial Government. The shareholders of Xiamen Airlines are China Southern Airlines Co. Ltd., Xiamen C & D Corporation Limited and Jizhong Energy Resources Co., Ltd. with 51%, 34% and 15% shares respectively. The IATA designator of Xiamen Airlines is “MF”, and the corporate logo is “Soaring Egret in the Blue Sky”.

Xiamen Airlines is featuring an all-Boeing fleet including the brand new 787 Dreamliner, operates a fleet of 102 aircraft and an average airplane service age of 5.23 years by 15 Feb, 2014. Xiamen Airlines operates 218 domestic routes, and 26 international and regional routes, and offers more than 3,200 weekly flights. Based in Xiamen, Fuzhou and Hangzhou, Xiamen Airline’s flight network covers major cities in China and extends to Hong Kong, Macao, Taiwan and Southeast Asian countries.

**With total assets of RMB 24.4 billion and net assets of RMB 8.6 billion, Xiamen Airlines is the only Chinese civil airline that has maintained profitability for 27 consecutive years.**





## PILOTMOVERS IN CHINA

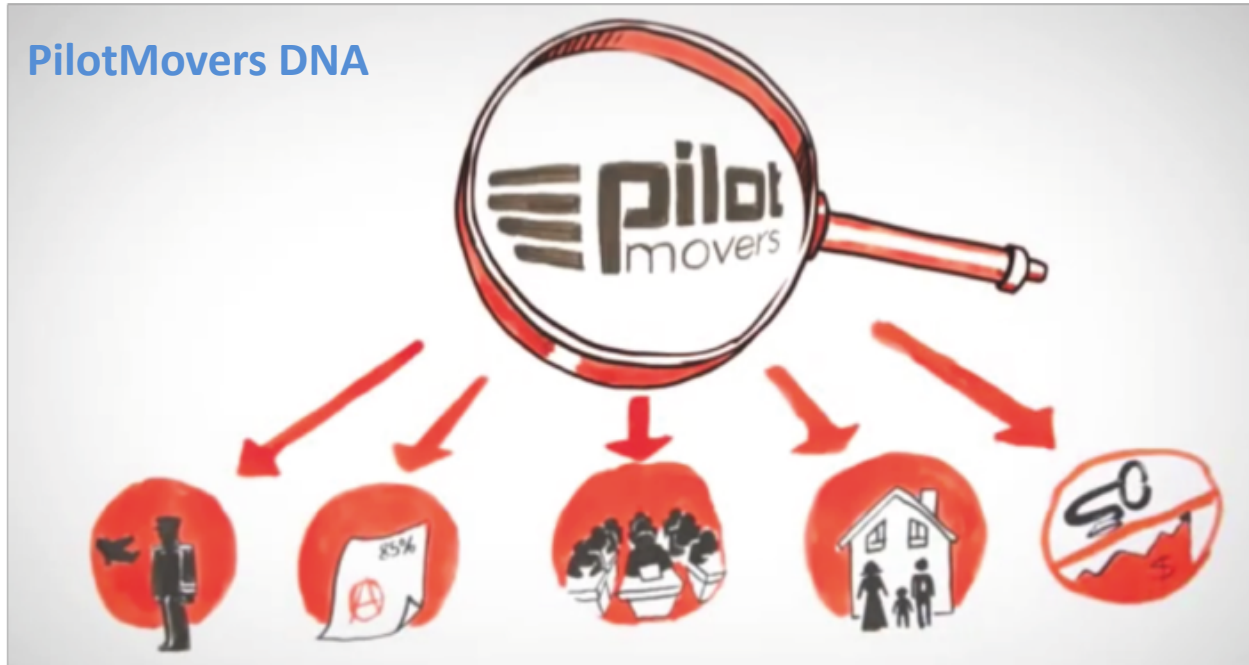


PilotMovers was set up by pilots with over 25 years of experience in the industry. We have inside expertise and we are currently expat pilots in China. That is why we can offer on site and on-line support.

Our pilots receive personalized attention and unique know-how of several Chinese airlines. We know what pilots expect and pilot to pilot communication is one of our main assets. We can provide you with significant increase of your success probabilities in order to achieve your goal: Get one of the top paid pilot jobs in the world.

***Our client Xiamen Airlines has been carefully selected for our pilots as one of the best options for Boeing 737 pilots as it is a well established, very well run and organized Airline in China, recognized as one of the top carriers and its business model is now being studied by its parent company China Southern, as its unbeatable profits performance is an inspiration for the Airline Industry. Also, is the ONLY Airline in China offering Health insurance, Education Allowance for children, Sky Alliance tickets and many more benefits.***

Our pilots receive personalized attention, customized preparation packages and unique know-how of several Chinese airlines





## ABOUT XIAMEN



Xiamen and the surrounding southern Fujian countryside are the ancestral home to large communities of overseas Chinese. The city was a special port in the 19th century and one of the four original Special Economic Zones opened to foreign investment and trade when China began economic reforms in the early 1980s. It is endowed with educational and cultural institutions supported by the overseas Chinese diaspora. In 2006, Xiamen was ranked as China's second "most suitable city for living", as well as China's "most romantic leisure city" in 2011.

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## MINIMUM REQUIREMENTS & JOB DESCRIPTION





## MINIMUM REQUIREMENTS

- ICAO ATPL
- B737 EFIS/NG Captains.
- Minimum of 5000 Hours.
- Minimum 2000 Hours Multi-Crew Multi-Engine time.
- Minimum of 500 hours PIC on B737 EFIS/NG aircraft
- Valid Class I Medical. Good for 3 month at the joining date.
- ICAO level 4 or above.
- Last flight as B737 Captain within 12 months.
- No flight incident/accident record; No criminal record.
- Max 52 years old at commencement of contract.

## JOB DESCRIPTION



**Duration of Contract:** 3 years, renewable

**Bases of Operation:** Xiamen

**Flight Routes:** International and Domestic

# JOB DESCRIPTION

## General Income



FINANCIAL OVERVIEW					
Maximum for Non-commuting is 980 hours per year and the income can be up to <b>352,310 USD!!</b>					
Contract Model 合同类型	Option 1/选项一	Option 2/选项二		Option 3/选项三	
	A	A	B	A	B
Scheduling Model 排班模式	Non-commuting 非通勤	22days on+8days off 飞22休8天	44days on+16days off 飞44休16天	19days on+11days off 飞19休11天	38days on+22days off 飞38休22天
Annual Income年薪	<b>\$328.310</b>	<b>\$315.110</b>	<b>\$315.110</b>	<b>\$263.510</b>	<b>\$263.510</b>
Monthly Salary 基本月薪	\$23.200	\$22.100	\$22.100	\$18.300	\$18.300
Housing Allowance (rmb) 住房补贴 (人民币)	¥ 10.000	¥ 10.000	¥ 10.000	¥ 10.000	¥ 10.000
Ticket Allowance 机票补贴	\$6.000	\$6.000	\$6.000	\$6.000	\$6.000
Safety Bouns(per year) 安全奖 (年)	\$24.000	\$24.000	\$24.000	\$18.000	\$18.000
Radio Operator Bonus	\$400	\$400	\$400	\$400	\$400
CAT B Instructor Bonus	\$500	\$500	\$500	\$500	\$500
Overtime Payment 超时小时费	\$300/h>900h.yr	\$280/h>900h.yr	\$280/h>900.yr	\$250/h>780h.yr	\$250/h>780h.yr
<p>Note 1. For Option 2 Model A, each February is an exception (22 days on+6 days off); For Model B, day off for each single month cannot be more than 14 days;</p> <p>Note 2. For Option 3 Model A, each February is an exception (19 days on+9 days off);Model B, day off for each single month cannot be more than 16 days;</p>					

\*Note: Xiamen Airlines allows one change in roster model during the 3 year contract.

# JOB DESCRIPTION

## Bonus Policy



BENEFITS OVERVIEW					
Contract Model	Option	Option		Option 3	
	A	A	B	A	B
Scheduling Model	Non-commuting	22days on+ 8days off	44days on+ 16days off	19days on+ 11days off	38days on+ 22days off
Vacation	42 Days	94 Days	96 Days	130Days	132 Days
Training-phase Salary	70%during Ground School ; 80%during Line Training	70%during Ground School ; 80%during Line Training		70%during Ground School ; 80%during Line Training	
Education Allowance	8000USD/Y/kid (no more than two kids)	8000USD/Y/kid (no more than two kids)		8000USD/Y/kid (no more than two kids)	
Layover Allowance	According to company policy	According to company policy		According to company policy	
Insurance(health/bu siness/ license loss)	2000USD/year	2000USD/year		2000USD/year	
Contract Renewal Bonus	15,000usd after each renewed contract year for the second contract; 20,000usd after each renewed contract year for the third contract;	15,000usd after each renewed contract year for the second contract; 20,000usd after each renewed contract year for the third contract;		15,000usd after each renewed contract year for the second contract; 20,000usd after each renewed contract year for the third contract;	
Financial Performance Bonus	additional bonus paid depending on the yearly financial performance of the Company and the personal performance of the Employee.	additional bonus paid depending on the yearly financial performance of the Company and the personal performance of the Employee.		additional bonus paid depending on the yearly financial performance of the Company and the personal performance of the Employee.	
Tickets	5 free tickets+ 5 ID 75 tickets per year (regional and intemational flights by XMN) for employee and immediate family	5 free tickets+ 5 ID 75 tickets per year (regional and intemational flights by XMN) for employee and immediate family		5 free tickets+ 5 ID 75 tickets per year (regional and intemational flights by XMN) for employee and immediate family	





## JOB DESCRIPTION



### Screening:

First part of the Screening at Xiamen is usually scheduled on the last week of the month  
Screenings is divided into 2 parts:

- 1st Part**      Airline Interview  
                    Medical Check Class 1 Written ATPL  
                    Airline Simulator Evaluation
  
- 2nd Part**      CAAC Simulator Check  
                    (Full session, Chinese ATP sim check)

Xiamen Airlines will provide accommodation during screening. Air Ticket Expenses will be reimbursed to pilots during their Screening, regardless of the results.





## JOB DESCRIPTION



**Application:** COLOR copies of the following documents are required

1. Passport.
2. Current unrestricted ICAO ATPL License without any limitations whatsoever showing B737 command rating and ICAO English at Level 4 or higher.
3. ICAO Medical Class I
4. Last 3 pages of your logbook pages covering your B737 command flying. One of the pages should be signed or stamped by your airline, or by your CAA.
5. Most recent Proficiency Check.
6. Xiamen application form and PilotMovers candidate declaration, completed and returned.

**How to apply:** [www.pilotmovers.com](http://www.pilotmovers.com) or mail to: [pilotsuccess@pilotmovers.com](mailto:pilotsuccess@pilotmovers.com)

