

●●● RECRUITMENT SUPPORT TO THE AVIATION INDUSTRY ●●●





## ●●● ZENON AVIATION ●●●

Zenon Recruitment Services is one of Europe's fastest growing specialist suppliers of skilled personnel to the aviation industry.

It's directors and consultants have in excess of 30 years aviation recruitment experience providing support and advice to their clients and candidates worldwide.

Zenon currently supports their clients with a recruitment service satisfying their personnel requirements for vacancies such as post holders and senior executives through to qualified engineers, pilots, sales and operations staff.

Zenon Consultancy Services have an excellent track record in all aspects of AOC, VIP and Corporate Aviation Start-ups.

## ●●● WORKING WITH YOU ●●●

- ✈ VIP & Corporate Jet Operators
- ✈ Airlines
- ✈ MRO's
- ✈ New start-ups







## ●●● EXECUTIVE RECRUITMENT ●●●

Zenon offers a search and selection service.

This involves recruiting senior executive positions for any specification. This can be as senior as a CEO, COO or any nominated Post Holder with the Aviation Authorities or managers with the specific skills, qualifications and leadership experience required to support and drive any business forward.

- ✈ Head-hunting
- ✈ Sourcing candidates to your required specifications
- ✈ Screen CV's
- ✈ Qualifications & reference check
- ✈ Interview

## ●●● TEMPORARY / CONTRACT LABOUR ●●●

Short term personnel, day to day or longer term contract. Whether you need an Interim Manager, Ferry Flight Crew, Cabin Crew, Licensed Engineers or Technicians, Zenon is ideally placed to meet your specialist recruitment needs at a moment's notice.

The benefits are:

- ✈ The transformation of fixed costs to variable costs
- ✈ The guarantee of qualified and vetted personnel
- ✈ The removal of the burden of the recruitment/selection process





### ●●● PERMANENT PLACEMENT ●●●

If you have a permanent position to fill, Zenon can source any individual to match any criteria. This can be at any level from senior executives and middle management through to junior appointments.

Zenon have a unique knowledge of the aviation market and a personnel database to meet your permanent recruitment needs.

Head-hunting, sourcing candidates to any specification, screening CV's, interviews, references and qualifications checks, Zenon will supply a shortlist of selected interviewed candidates.

### ●●● TEMPORARY TO PERMANENT RECRUITMENT ●●●

Zenon can fulfil short term recruitment requirements with no obligation to employ them at the end of the assignment.

Candidates are offered the opportunity to take up full time employment.

The benefit to any short term assignment is that it allows both the candidate and client the time to decide whether a permanent position is the right decision.

### ●●● OUT SOURCING & OUTPLACEMENT ●●●

Companies want to be recognised as having a more caring attitude towards their staff. Unforeseen circumstances sometimes happen leading to redundancy or contract termination. Zenon can minimise any impact in a stressful and uncertain time.

We offer employees advice, support, counselling and employment coaching.

Zenon's consultants are experts in providing your employees with:

- Counselling & coaching to adjust to change
- Support & motivation to help with career progression
- Careers advice and information on the aerospace employment market
- Coaching in self marketing to promote themselves to future employers
- Sourcing new aviation job opportunities
- Advice on career changes
- Interviewing techniques & preparation
- Financial planning

Zenon professionally resettles outgoing employees, which protects the morale and motivation of your remaining staff. Outsourcing to Zenon, a professional aerospace recruitment company, enhances any company's reputation as a fair and sympathetic employer.





## ●●● INTERNATIONAL RECRUITMENT ●●●

Zenon's consultants have years of experience in both sourcing and supplying aerospace personnel worldwide:

### **International Recruitment Campaigns**

Zenon's consultants are experienced at sourcing your personnel requirements overseas through extensive experience of international recruitment campaigns for their clients globally. We use local resources, contacts and a database of international candidates to fulfil all your overseas personnel needs.

### **Temporary & Permanent Labour Deployment**

Aviation is a global market and as a result Zenon have specialist consultants who understand the different markets and have experience to source and supply skilled aerospace personnel worldwide.

Our consultants have both the understanding and knowledge to ensure any workforce complies fully with any local employment legislation and taxation laws.

## ●●● ZENON CONSULTANCY SERVICES ●●●

### **AOC Start Up**

Zenon Aviation's team of seasoned aviation professionals have extensive worldwide experience in AOC, VIP and Corporate aviation start-ups, both under FAA and JAA/EU requirements.

Zenon Aviation's team not only have extensive experience in the GCC but also, as you would expect, includes professionals who are fluent in Arabic, Russian and many other languages.

Zenon offers consultancy for all aspects of an AOC start-up and our Client Consultancy Services include the following:

- ✈ business plans - aeroplane finance and acquisition
- ✈ crew recruiting including assessment and selection
- ✈ aircrew training from ab-initio, recurrent and type rating conversions
- ✈ all aspects of training for cabin crew - the vital link between the client and the customer
- ✈ the selection of and guidance to the Accountable Manager and Post Holders
- ✈ all documents including Ops Manuals Part A to E, checklists, and cabin safety cards





## ●●● ZENON'S RECRUITMENT SUPPORT ●●●

The highly competitive nature of the aviation industry and its resulting pressures require innovative ways of staying ahead of the competition. Zenon can support any company by offering a bespoke approach based on individual recruitment needs. Finding the highest quality of skilled personnel with any qualification is what Zenon offers.

Our database contains an extensive and varied range of aviation personnel.

If you require an executive or 'Post Holder', flight crew or engineers, Zenon is in the unique position to offer you a one stop solution to meet all your aerospace recruitment needs.

CAA, JAA, FAA, EASA or ICAO

Zenon has the expertise and state-of-the-art database of quality personnel to offer you this support on a global basis.

## ●●● WHO DO YOU REQUIRE? ●●●

### Aircrew/Operations:

- Ferry Crews
- Flight Instructors & Examiners
- Check Airmen Training Captains
- Simulator Instructors
- Captains
- First Officers
- Flight Engineers
- Flight Mechanics
- Pursers
- Senior Cabin Crew
- Stewards & Stewardesses
- Operations Controller
- Crewing/Rostering Officer
- Flight Planning Officer
- Flight Training Sales Manager
- Security Advisor

### Engineers:

- Licensed Engineers
- Planning Engineers
- Quality Engineers
- Technical Authors & Illustrators
- Inspectors
- Tech Record Clerks
- Design Engineers
- NDT Surveyors

- Project Managers & Team Leaders
- Work Shop Technicians
- Airframe/Engine Fitters
- Avionics/Electrical Technicians
- Interior Fitters & Trimmers
- Sheet Metal Workers
- Simulator Technician/Engineer
- Maintenance Training Instructor

### Executives:

- CEO & COO
- Accountable Manager
- Managing Director
- Operations Director
- Technical Director
- Finance Director
- Ground Operations Director
- Flight Training Director
- Cabin Crew Director
- Airport Station Manager
- Training Manager
- Quality Manager
- Flight Safety Manager
- Cabin Crew Manager
- Chief Pilot
- Fleet Captain
- Fleet Technical Pilot

- Finance Manager
- Commercial Manager
- Charter Sales Manager
- Customer Account Manager
- Jet Broking Manager
- Aircraft Sales Manager
- Business Development
- Manager Sales
- Service Delivery Manager
- Business Travel Manager
- Product Manager
- Account Manager
- Security Manager
- HR Manager

### Sales/Commercial & HR:

- Private Jet Charter Broker
- Commercial Aircraft Charter Broker
- Cargo Aircraft Charter Broker
- Commercial Analyst
- Market Analyst
- Revenue Management Analyst
- Network Planning Analyst
- HR Advisor
- HR Generalist
- Ticket Desk Agent
- Financial Controller



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