



CAE

CAE Parc Aviation

Global Aviation Resourcing Specialists

We are the experts

At Parc Aviation, we bring together more than 75 years of experience in aviation recruitment with advanced technology to solve your recruiting challenges efficiently and cost-effectively. As part of CAE, the world's leading aviation training company, we support customers across the globe from 12 offices worldwide and place more than 700 aviation professionals every year. In total, we have managed over 10 000 contractors.

Personalized and professional

From pilots to cabin crew, maintenance and technical staff, back-office support, and executive roles, we assure a high-quality journey for you and each candidate. We satisfy both your immediate aviation hiring needs and your long-term goals by providing personalized service via our team of professional aviation recruitment specialists who expertly identify and source the talent you need.

Challenges airlines face in recruiting

Around the world, airlines are continually challenged with recruiting the right candidates for the job.

- ▶ Skills shortage due to aviation personnel having exited the industry
- ▶ Cost and time to hire
- ▶ High attrition rates
- ▶ Increased demand as the industry recovers
- ▶ The need for a flexible and variable cost base

CAE Parc Aviation is the answer

With access to the world's largest network of aviation professionals, you benefit from quality talent that can't be found in traditional recruiting channels. To deliver superior results, we offer multiple search and marketing channels to source and attract the right talent backed by the latest digital recruitment solutions including automation, video, and documentation-gathering technology.



Full assessment process including Interview, Psychometric Testing & Simulator checks



Cost-effective with flexible pricing models



Fully compliant contractor solutions



Pay for only the services you need



Scalable and experienced recruitment team



Comprehensive recruitment services

Our comprehensive aviation recruiting services support airlines during steady state operations, during phases of fleet expansion, or in seasonal peak demand to ensure you work with the very best in aviation personnel.

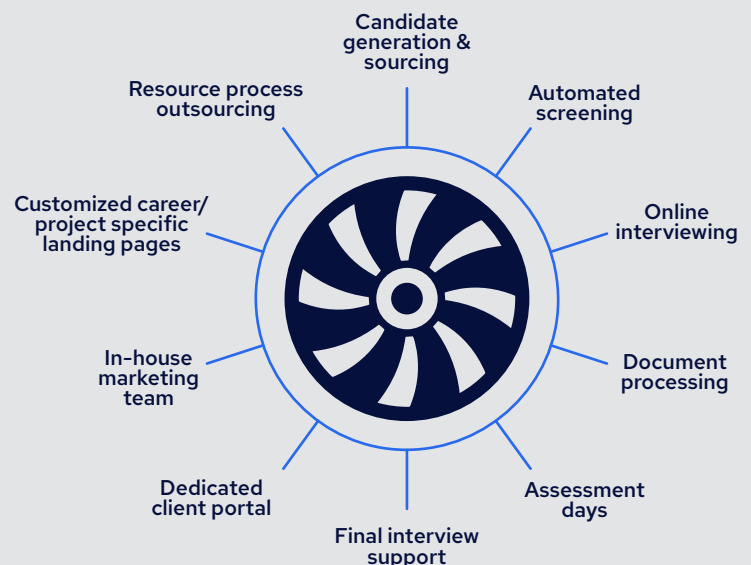
- ▶ Digitally recorded interviews
- ▶ Dedicated Client Portal
- ▶ Technical and Cultural testing
- ▶ Open day facilitation
- ▶ Documentation gathering
- ▶ Hiring events
- ▶ Volume screening/assessments
- ▶ Interview scheduling support
- ▶ Crew insurance
- ▶ 5-Year Background checks
- ▶ Reference checks
- ▶ Online roadshows
- ▶ Hiring surveys
- ▶ Talent pipeline growth

Leveraging best-in-class technology

We leverage the power of technology to ensure recruiting requirements are met quickly, efficiently, and without compromising candidate quality.

- ▶ Advanced Application Tracking System
- ▶ Digital surveys and candidate feedback
- ▶ Digital interview technology
- ▶ Comprehensive Psychometric Testing
- ▶ Access to top talent via our Jobs Platforms
- ▶ Digital interview scheduling tool
- ▶ Contract management tool
- ▶ Contractor and Payroll Reporting tool
- ▶ Recruitment analytics
- ▶ Dedicated Client Portal
- ▶ Digital Recruitment Process Outsourcing (RPO) Platform

A proven process that generates results



We support candidates through the onboarding process to drive high retention.



Project Planning and Consulting

We understand our client's challenges and design bespoke solutions.



Documentation Gathering

We use best-in-class technology to gather and collate required candidate documentation.



Talent Sourcing

With more than 500,000 followers across our social media channels and access to the world's leading job platforms, we attract top talent.



Qualifying Assessment

We use multiple Assessment solutions to meet client requirements during the selection process:

- Face-to-Face or digital interviews
- Technical tests
- Psychometric tests
- Sim assessment coordination
- Group assessments
- Offer & compliance



Screening & Selection

Our comprehensive candidate selection process includes digital screening and interviews to ensure the best match for our clients

Specialists across every sector and every role

As the world's need for aviation continues to grow, more qualified pilots and other aviation professionals will be needed inside and outside the cockpit. As the largest Aviation Recruitment agency in the world, no other agency is better qualified and more trusted to recruit the best talent than CAE Parc Aviation.



Aviation sectors

- ▶ Commercial airlines
- ▶ Business aviation
- ▶ Cargo operators
- ▶ Rotary operators
- ▶ Engineering & maintenance
- ▶ Organizations
- ▶ Leasing companies
- ▶ eVtol
- ▶ Airports
- ▶ Aviation consulting

Roles

- ▶ Pilots/flight crews
- ▶ Cabin crew
- ▶ Instructors/examiners
- ▶ Maintenance & engineers
- ▶ Technical services
- ▶ Quality & competence
- ▶ Airline operations
- ▶ Ground handling
- ▶ Airport operations
- ▶ Postholder/executive
- ▶ Sales & business development

Direct hire solutions

Around the world, Parc Aviation is uniquely positioned to assist airlines and aviation companies in attracting the best talent for their organisations. Whether you choose our Direct hire service or our Modular service, our recruitment teams are driven to find the very best talent for every role.



Our Direct hire process includes:

End-to-end recruitment of candidates

Full-time or fixed-term contracts

Contingency or retainer models

Variable pricing models

Flexible payment plans



Our Modular services provide support only where it's needed:

Complement your in-house team of experts

Ramp up your capacity for ad hoc projects

Build a talent pipeline with our "Sourcing Engine"

Cost-effective solutions



Contracting solutions

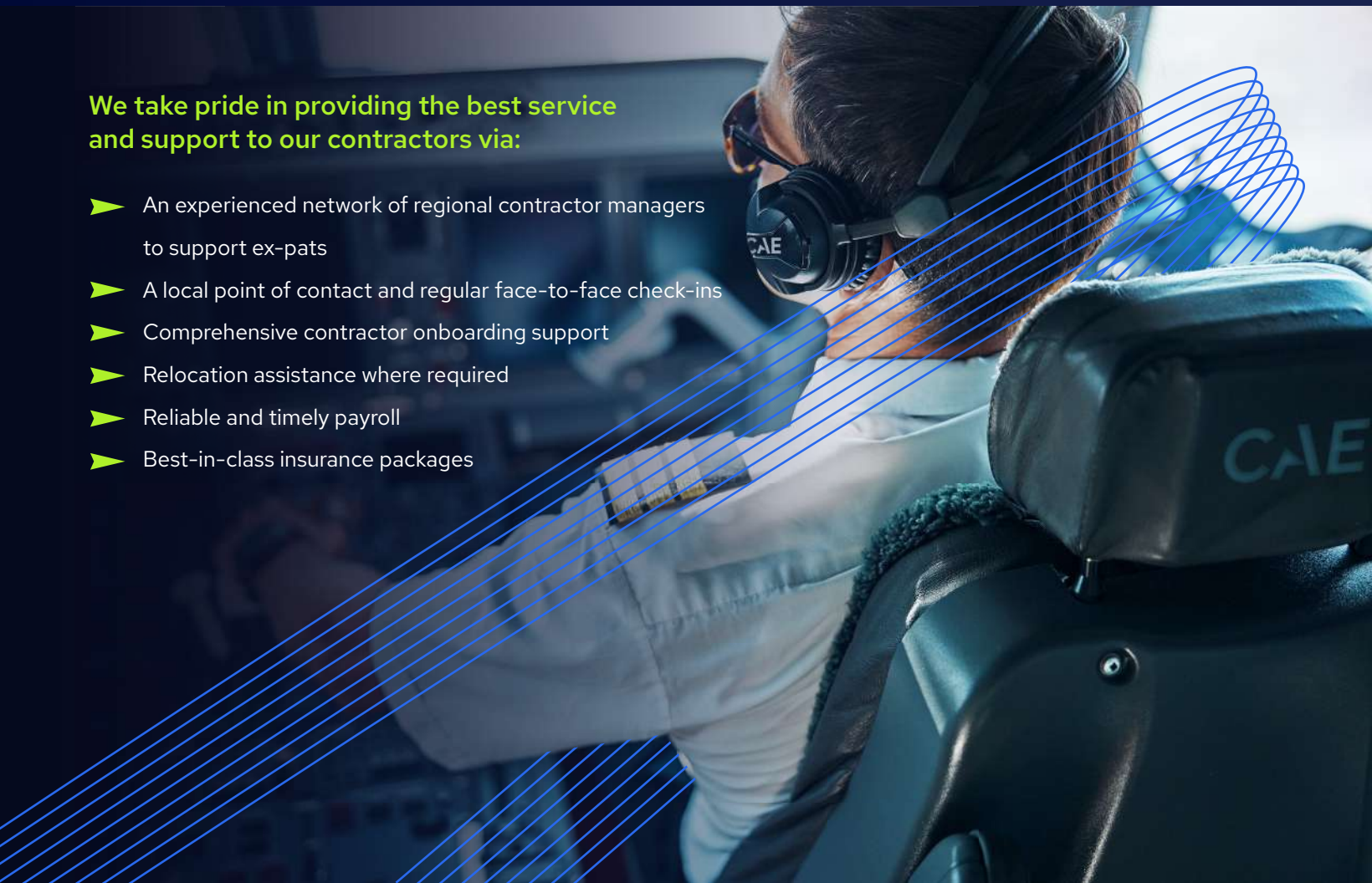
At Parc Aviation, we specialise in tailored contract solutions and have recruited and managed over 10 000 contractors around the globe. To meet your operational and financial needs, our team of in-house experts design and create compliant and cost-effective solutions. And to ensure continuous improvement, we provide regular recruitment, operational, and performance reviews with a clear focus on transparent communication, feedback, and reporting.

From initial contact to the end of the assignment, you can focus on your business while we handle the day-to-day complexities regarding managing people and processes, including:

- ▶ Contract management
- ▶ Monthly payrolls, allowances, and expense submissions & reporting.
- ▶ Pay & benefits queries
- ▶ Jurisdictional tax and labour law compliance,
- ▶ HR-related matters
- ▶ Local contractor support
- ▶ Travel logistics
- ▶ Regular communication and reporting
- ▶ Multi-cultural and language expertise

We take pride in providing the best service and support to our contractors via:

- ▶ An experienced network of regional contractor managers to support ex-pats
- ▶ A local point of contact and regular face-to-face check-ins
- ▶ Comprehensive contractor onboarding support
- ▶ Relocation assistance where required
- ▶ Reliable and timely payroll
- ▶ Best-in-class insurance packages



Customized services built around your needs

We develop and deliver customised services unique to our client's resourcing requirements. No matter the challenge, our operating models ensure you benefit from industry expertise, efficiency, and value.

At CAE Parc we provide candidates that are

Certified

Licensed

Type rated

Screened

and ready to add value to your organisation from day one.

What is your specific recruiting challenge?



A period of growth or a rapid start-up



Opening a new base or launching a new service or aircraft



In-house expertise gap



A lack of systems or technology



Knowledge of new markets



Seasonal resourcing demands

CAE Parc offers you a world of advantages



The numbers

75+

years of aviation
resourcing expertise

12

resourcing offices covering
5 continents

10 000+

contractors managed

700

placements per year

350 000

active aviation professionals

CAE | Parc Aviation

For more information on how CAE Parc Aviation can support your resourcing needs please contact:

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