IndiGo Airlines Brochure Index

IndiGo Airlines Introduction

IndiGo Airlines is the largest domestic airline of India. It is the only profitable airline of India and has been so since its founding in 2006. According to Airbus, the airline is one of the best A320 operators in Asia.

IndiGo has won the following awards:

- Best low-cost carrier by the Airline Passengers Association of India (2007)
- Best low-cost carrier at the Galileo Express Travel Awards (2008)
- Best low cost airline by CNBC Awaaz (2009, 2013)
- Best low-cost carrier in Asia/ India by SKYTRAX (2012, 2013, 2014, 2015, 2016)
- Best LCC Aviation award for excellence by Centre for Asia Pacific Aviation (2015)

IndiGo is a low-cost airline headquartered at Gurgaon, Haryana, India with its primary hub at Indira Gandhi International Airport, Delhi. It is the largest airline in India by passengers carried and fleet size, with a 39.7% market share as of January 2018. It is also the largest individual Asian low-cost carrier in terms of jet fleet size and passengers carried, and the seventh largest carrier in Asia with over 46 million passengers carried in 2017. The airline operates to 49 destinations both domestic and international.

IndiGo Fleet 03/2018	Airbus A320	Airbus A320neo	ATR 72-600	Total
In Service	124	32	7	**163**
On Order	-	373 (A320neo) 25 (A320neo-LR)	44	**442**

Introduction to India

With over 1.2 billion people, India is the second-most populous country in the world (and the most populous democracy in the world). In 2017, the Indian economy was the world's sixth largest by nominal GDP and third largest by purchasing power parity. Following market-based economic reforms in 1991, India became one of the fastest-growing major economies and is considered a newly industrialized country. With its average annual GDP growth rate of 5.8% over the past two decades, and reaching 6.1% during 2011/12, India is one of the world's fastest-growing economies.

A 2011 Price Waterhouse Coopers report reveals India's GDP at purchasing power parity could overtake that of the United States by 2045. During the next four decades, Indian GDP is expected to grow at an annualized average of 8%, making it potentially the world's fastest-growing major economy until 2050. The report highlights key growth factors: a young and rapidly growing working-age population; growth in the manufacturing sector because of rising education and engineering skill levels; and sustained growth of the consumer market driven by a rapidly growing middle class.

In the Worldwide Cost of Living Report 2017 released by the Economist Intelligence Unit, created by comparing more than 400 individual prices across 160 products and services, four of the cheapest cities worldwide were in India: Bangalore (3rd), Mumbai (5th), Chennai (5th) and New Delhi (8th).

Air India, GoAir, IndiGo, Jet Airways and Spicejet are the major Indian carriers. These airlines connect more than 80 cities across India and operate overseas routes after the liberalization of Indian aviation. Several other foreign airlines connect Indian cities with other major cities across the globe. However, a large section of country's air transport potential remains untapped, even though the Mumbai-Delhi air corridor was ranked 10th by Amadeus in 2012 among the world's busiest routes.

The number of air passengers increased from 14 million in 2000/01 to 135 million today (both domestic and international). That is 16.3% growth annually. During 2015-16, this growth has been 21.6% and 9% in domestic and international passengers respectively. India is the third largest domestic civil aviation market in the world and is projected to become overall third largest aviation market by March 2018. It recorded air traffic of 131 million passengers in 2016, estimated to be 60 million international passengers by 2017.

The market is also estimated to have 800 aircraft by 2020. In 2015, Boeing projected India's demand for aircraft to touch 1,740, valued at $240 billion, over the next 20 years in India. According to Airbus, India will be one of the top three aviation markets globally in the next 20 years. Airbus is expecting an annual growth rate of over 11% for the domestic market in India over the next 10 years, while the combined growth rate for domestic and international routes would also be more than 10%. India is the fastest-growing aviation market according to the International Air Transport Association (IATA).

The Directorate General of Civil Aviation (DGCA) is the governmental body regulating civil aviation in India. Foreign pilots are issued an Indian license validation based on the foreign pilot own national license. The DGCA issues foreign pilots with a Foreign Aircrew Temporary Authorization (FATA) based on their national license.

Medical services in India are top level. While most Indian airlines provide medical insurance coverage, this coverage is tied with employment with the airline. In case of a major medical event, accident or illness, this would lead to the loss of medical and termination of contract/medical coverage. Therefore, it is strongly suggested to maintain independent medical insurance coverage. Expat medical coverage is available at very reasonable rates, currently 180 US$ a month.

*: Source: Wikipedia.

New Delhi Introduction

New Delhi, the capital of India located within the city of Delhi, is the seat of all three branches of Government of India. New Delhi is a cosmopolitan city due to the multi-ethnic and multi-cultural presence of the vast Indian bureaucracy and political system. New Delhi has a population of 257,803. Hindi is the most widely spoken language in New Delhi and the lingua franca of the city. English is primarily used as the formal language by business and government institutes.

Although colloquially Delhi and New Delhi are used interchangeably to refer to the National Capital Territory of Delhi (NCT), these are two distinct entities, with New Delhi forming a small part of Delhi. The National Capital Region is a much larger entity comprising the entire NCT along with adjoining districts in neighboring states.

Government and quasi government sector are the primary employers in New Delhi. The city's service sector has expanded due in part to the large skilled English-speaking workforce that has attracted many multinational companies. Key service industries include information technology, telecommunications, hotels, banking, media and tourism.

Indira Gandhi International Airport, situated to the southwest of Delhi, is the main gateway for the city's domestic and international civilian air traffic. In 2012/13, the airport was used by more than 35 million passengers, making it one of the busiest airports in South Asia.

The airport was rated as the Best airport in the world in the 25/40 million passenger's category in 2015 by Airports Council International. Delhi Airport also won awards for The Best Airport in Central Asia/India and Best Airport Staff in Central Asia/India at the Skytrax World Airport Awards 2015.

Source: Wikipedia

AeroPersonnel
The Global Aviation People Resource

Delhi Cost of Living September 2018

Utilities (Monthly)	US$	Restaurants	US$
Basic (Electricity, Heating, Cooling, Water, Garbage) for 85m2 Apartment	56.49 $	Meal, Inexpensive Restaurant	4.13 $
1 min. of Prepaid Mobile Tariff Local (No Discounts or Plans)	0.01 $	Meal for 2 People, Mid-range Restaurant, Three-course	16.53 $
Internet (60 Mbps or More, Unlimited Data, Cable/ADSL)	13.36 $	McMeal at McDonalds (or Equivalent Combo Meal)	2.76 $
Transportation	**US$**	Domestic Beer (0.5 litre draught)	1.65 $
One-way Ticket (Local Transport)	0.34 $	Imported Beer (0.33 litre bottle)	2.76 $
Monthly Pass (Regular Price)	13.73 $	Cappuccino (regular)	1.73 $
Taxi Start (Normal Tariff)	0.69 $	Coke/Pepsi (0.33 litre bottle)	0.47 $
Taxi 1km (Normal Tariff)	0.16 $	Water (0.33 litre bottle)	0.22 $
Taxi 1hour Waiting (Normal Tariff)	0.82 $	**Markets**	**US$**
Gasoline (1 liter)	1.02 $	Milk (regular), (1 litre)	0.67 $
Volkswagen Golf 1.4 90 KW Trendline (Or Equivalent New Car)	10,980.77 $	Loaf of Fresh White Bread (500g)	0.38 $
Toyota Corolla 1.6l 97kW Comfort (Or Equivalent New Car)	21,975.47 $	Rice (white), (1kg)	0.84 $
Salaries and Financing	**US$**	Eggs (regular) (12)	0.91 $
Average Monthly Net Salary (After Tax)	565.75 $	Local Cheese (1kg)	4.08 $
Mortgage Interest Rate in Percentages (%), Yearly, for 20 Years Fixed-Rate	9.38	Chicken Breasts (Boneless, Skinless), (1kg)	3.48 $
Rent Per Month	**US$**	Buffalo Round (1kg) (or Equivalent Back Leg Red Meat)	5.12 $
Apartment (1 bedroom) in City Centre	219.69 $	Apples (1kg)	1.71 $
Apartment (1 bedroom) Outside of Centre	125.04 $	Banana (1kg)	0.76 $
Apartment (3 bedrooms) in City Centre	568.73 $	Oranges (1kg)	0.96 $
Apartment (3 bedrooms) Outside of Centre	306.38 $	Tomato (1kg)	0.52 $
Buy Apartment Price	**US$**	Potato (1kg)	0.30 $
Price per Square Meter to Buy Apartment in City Centre	2,398.95 $	Onion (1kg)	0.41 $
Price per Square Meter to Buy Apartment Outside of Centre	1,106.96	Lettuce (1 head)	0.62 $
Childcare	**US$**	Water (1.5 litre bottle)	0.39 $
Preschool (or Kindergarten), Full Day, Private, Monthly for 1 Child	67.13 $	Bottle of Wine (Mid-Range)	9.99 $
International Primary School, Yearly for 1 Child	1,949.48 $	Domestic Beer (0.5 litre bottle)	1.44 $
Sports and Leisure	**US$**	**Clothing and Shoes**	**US$**
Fitness Club, Monthly Fee for 1 Adult	25.71 $	1 Pair of Jeans (Levi's 501 Or Similar)	35.13 $
Tennis Court Rent (1 Hour on Weekend)	6.88 $	1 Summer Dress in a Chain Store (Zara, H&M)	37.35 $
Cinema, International Release, 1 Seat	4.13 $	1 Pair of Nike Running Shoes (Mid-Range)	54.08 $

Mumbai Introduction

Mumbai, also known as Bombay (official name until 1995), is the capital city of the Indian state of Maharashtra. It is the most populous city in India with an estimated city population of 18.4 million. Along with the neighboring regions of the Mumbai Metropolitan Region, it is second most populous metropolitan area in India with a population of 21.3 million as of 2016.

Mumbai is the financial, commercial and entertainment capital of India. It is also one of the world's top ten centers of commerce in terms of global financial flow, generating 6.16% of India's GDP and accounting for 25% of industrial output, 70% of maritime trade in India and 70% of capital transactions to India's economy.

The Chhatrapati Shivaji International Airport (BOM) is the second busiest airport in India after Delhi in terms of passenger traffic. It was the 14th busiest airport in Asia and 29th busiest airport in the world by passenger traffic in 2016. The airport has three operating terminals spread over an operational area of 750 hectares (1,850 acres).

It won the 2015 ASQ Best Airport Award in the 25-40 million passengers per annum category by Airports Council International. It has also won the "Best Airport in India and Central Asia" award at the Skytrax 2016 World Airport Awards.
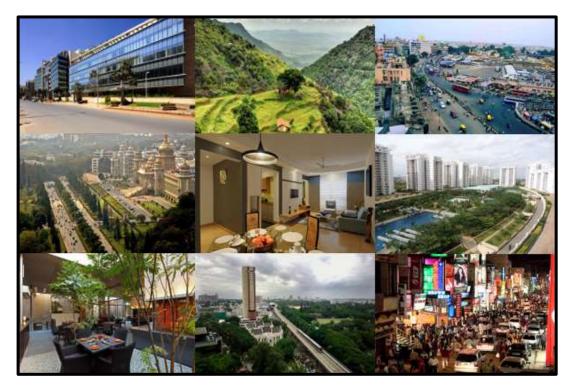
Source: Wikipedia

Mumbai Cost of Living September 2018

Utilities (Monthly)	US$	Restaurants	US$
Basic (Electricity, Heating, Cooling, Water, Garbage) for 85m2 Apartment	43.02 $	Meal, Inexpensive Restaurant	4.13 $
1 min. of Prepaid Mobile Tariff Local (No Discounts or Plans)	0.01 $	Meal for 2 People, Mid-range Restaurant, Three-course	16.53 $
Internet (60 Mbps or More, Unlimited Data, Cable/ADSL)	12.20 $	McMeal at McDonalds (or Equivalent Combo Meal)	3.62 $
Transportation	**US$**	Domestic Beer (0.5 litre draught)	2.07 $
One-way Ticket (Local Transport)	0.28 $	Imported Beer (0.33 litre bottle)	3.44 $
Monthly Pass (Regular Price)	6.20 $	Cappuccino (regular)	1.98 $
Taxi Start (Normal Tariff)	0.30 $	Coke/Pepsi (0.33 litre bottle)	0.44 $
Taxi 1km (Normal Tariff)	0.29 $	Water (0.33 litre bottle)	0.19 $
Taxi 1hour Waiting (Normal Tariff)	1.24 $	**Markets**	**US$**
Gasoline (1 liter)	1.11 $	Milk (regular), (1 litre)	0.73 $
Volkswagen Golf 1.4 90 KW Trendline (Or Equivalent New Car)	11,022.98 $	Loaf of Fresh White Bread (500g)	0.37 $
Toyota Corolla 1.6l 97kW Comfort (Or Equivalent New Car)	22,691.60 $	Rice (white), (1kg)	0.75 $
Salaries and Financing	**US$**	Eggs (regular) (12)	0.86 $
Average Monthly Net Salary (After Tax)	631.79 $	Local Cheese (1kg)	6.12 $
Mortgage Interest Rate in Percentages (%), Yearly, for 20 Years Fixed-Rate	9.13	Chicken Breasts (Boneless, Skinless), (1kg)	3.26 $
Rent Per Month	**US$**	Beef Round (1kg) (or Equivalent Back Leg Red Meat)	4.10 $
Apartment (1 bedroom) in City Centre	508.88 $	Apples (1kg)	2.14 $
Apartment (1 bedroom) Outside of Centre	261.58 $	Banana (1kg)	0.66 $
Apartment (3 bedrooms) in City Centre	1395.67 $	Oranges (1kg)	1.13 $
Apartment (3 bedrooms) Outside of Centre	603.47 $	Tomato (1kg)	0.53 $
Buy Apartment Price	**US$**	Potato (1kg)	0.33 $
Price per Square Meter to Buy Apartment in City Centre	6,342.10 $	Onion (1kg)	0.45 $
Price per Square Meter to Buy Apartment Outside of Centre	2,198.82 $	Lettuce (1 head)	0.69 $
Childcare	**US$**	Water (1.5 litre bottle)	0.38 $
Preschool (or Kindergarten), Full Day, Private, Monthly for 1 Child	79.28 $	Bottle of Wine (Mid-Range)	8.27 $
International Primary School, Yearly for 1 Child	2,693.96 $	Domestic Beer (0.5 litre bottle)	1.85 $
Sports and Leisure	**US$**	**Clothing and Shoes**	**US$**
Fitness Club, Monthly Fee for 1 Adult	25.10 $	1 Pair of Jeans (Levi's 501 Or Similar)	34.50 $
Tennis Court Rent (1 Hour on Weekend)	9.19 $	1 Summer Dress in a Chain Store (Zara, H&M)	35.44 $
Cinema, International Release, 1 Seat	4.13 $	1 Pair of Nike Running Shoes (Mid-Range)	53.25 $

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Bangalore Introduction

Bangalore, also known as Bengaluru (its official name), is the capital city of the Indian state of Karnataka. With an estimated city population of 10 million, it is the third most populous city in India. Along with the urban districts, it is fifth most populous metropolitan area in India. The city is the third largest hub for high-net-worth individuals and is home to over 10,000 millionaires (in dollars) and about 60,000 super-rich people who have an investment surplus of 45 million (US$654,867) and 5 million (US$72,800) respectively.

Bangalore is known as the Silicon Valley of India. because of its role as the nation's leading information technology (IT) exporter. A demographically diverse city, Bangalore is the second fastest-growing major metropolis in India. Numerous state-owned aerospace and defense organizations, such as Bharat Electronics, Hindustan Aeronautics and National Aerospace Laboratories are located there.

The city is famed for its multitude of microbreweries, restaurants, and shopping malls. Known as the "Garden City of India" because of its greenery, broad streets and many public parks. Bangalore is called as the "Pub Capital of India" and "Rock/Metal Capital of India" because of its underground music scene. In May 2012, Lonely Planet ranked Bangalore 3rd among the world's top 10 cities to visit.

Bangalore is served by Kempegowda International Airport (BLR) located at Devanahalli, 40 km (25 miles) from the city center. The airport is third busiest in India after Delhi and Mumbai in terms of passenger traffic and the number of air traffic movements.

Source: Wikipedia

Bangalore Cost of Living September 2018

Utilities (Monthly)	US$	Restaurants	US$
Basic (Electricity, Heating, Cooling, Water, Garbage) for 85m2 Apartment	21.22 $	Meal, Inexpensive Restaurant	2.07 $
1 min. of Prepaid Mobile Tariff Local (No Discounts or Plans)	0.01 $	Meal for 2 People, Mid-range Restaurant, Three-course	13.78 $
Internet (60 Mbps or More, Unlimited Data, Cable/ADSL)	16.64 $	McMeal at McDonalds (or Equivalent Combo Meal)	3.44 $
Transportation	**US$**	Domestic Beer (0.5 litre draught)	1.79 $
One-way Ticket (Local Transport)	0.41 $	Imported Beer (0.33 litre bottle)	3.44 $
Monthly Pass (Regular Price)	18.60 $	Cappuccino (regular)	1.58 $
Taxi Start (Normal Tariff)	0.69 $	Coke/Pepsi (0.33 litre bottle)	0.43 $
Taxi 1km (Normal Tariff)	0.21 $	Water (0.33 litre bottle)	0.20 $
Taxi 1hour Waiting (Normal Tariff)	0.83 $	**Markets**	**US$**
Gasoline (1 liter)	1.05 $	Milk (regular), (1 litre)	0.56 $
Volkswagen Golf 1.4 90 KW Trendline (Or Equivalent New Car)	12,400.85 $	Loaf of Fresh White Bread (500g)	0.48 $
Toyota Corolla 1.6l 97kW Comfort (Or Equivalent New Car)	22,728.71 $	Rice (white), (1kg)	0.78 $
Salaries and Financing	**US$**	Eggs (regular) (12)	0.88 $
Average Monthly Net Salary (After Tax)	699.45 $	Local Cheese (1kg)	5.63 $
Mortgage Interest Rate in Percentages (%), Yearly, for 20 Years Fixed-Rate	9.28	Chicken Breasts (Boneless, Skinless), (1kg)	3.52 $
Rent Per Month	**US$**	Beef Round (1kg) (or Equivalent Back Leg Red Meat)	5.16 $
Apartment (1 bedroom) in City Centre	216.24 $	Apples (1kg)	2.23 $
Apartment (1 bedroom) Outside of Centre	129.33 $	Banana (1kg)	0.77 $
Apartment (3 bedrooms) in City Centre	537.42 $	Oranges (1kg)	1.01 $
Apartment (3 bedrooms) Outside of Centre	331.61 $	Tomato (1kg)	0.40 $
Buy Apartment Price	**US$**	Potato (1kg)	0.39 $
Price per Square Meter to Buy Apartment in City Centre	1,574.76 $	Onion (1kg)	0.46 $
Price per Square Meter to Buy Apartment Outside of Centre	715.70 $	Lettuce (1 head)	0.57 $
Childcare	**US$**	Water (1.5 litre bottle)	0.41 $
Preschool (or Kindergarten), Full Day, Private, Monthly for 1 Child	92.54 $	Bottle of Wine (Mid-Range)	8.27 $
International Primary School, Yearly for 1 Child	2,382.66 $	Domestic Beer (0.5 litre bottle)	1.60 $
Sports and Leisure	**US$**	**Clothing and Shoes**	**US$**
Fitness Club, Monthly Fee for 1 Adult	21.63 $	1 Pair of Jeans (Levi's 501 Or Similar)	33.75 $
Tennis Court Rent (1 Hour on Weekend)	5.41 $	1 Summer Dress in a Chain Store (Zara, H&M)	35.85 $
Cinema, International Release, 1 Seat	4.13 $	1 Pair of Nike Running Shoes (Mid-Range)	49.45 $

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IndiGo Airlines

Financial Package Summary

Important Note:

This section covers a review of the remuneration package offered by IndiGo Airlines. The remuneration is the same notwithstanding the commuting option selected. Before tax remuneration is presented for illustrative purposes only and is intended to make it easier to compare the package on offer with the remuneration currently received in the candidate country of residence. The after tax figures used are the figures provided by the airline. These are the actual amounts paid to candidates in accordance with their service contract.

Before tax remuneration is calculated from the actual after tax remuneration paid by the airline to candidates. It is calculated using an estimated Indian taxation rate (35 %) based on the level of remuneration. Allowances before tax calculations use the appropriate yearly tax rate averaged for the number of years of the contract.

Remuneration, in the case of air transportation, is covered by most international taxation treaties. The Indian tax treaties are available online. The taxation information is in the section related to "Dependent Income". Taxation treaties avoid double taxation, provided that certain conditions are met. In most cases, income tax must be paid by or on behalf of an airline in the country where the airline head office is located.

Taxation issues are complex and may vary considerably depending on individual circumstances. It is strongly suggested to consult expat taxation specialists. It is also very important to ascertain that taxes are fully paid by the airline to the proper taxation authority and to establish where they are paid (this must be in the country of work). Candidates must ensure that they are getting full taxation information, either from their airline or their agency, before even accepting a screening invitation. They also need to be provided with proof of tax payment in the country of work.

IndiGo- A320 PIC Commuting Package - 12 Weeks on/4 Weeks off or 6 Weeks on/2 Weeks off

Contract Option		Salary Adjustments	
Program type	Direct employment	Salary ground training	100 % of monthly
Taxation rate	35%	After line check	100 % of monthly
Contract duration/year	3, renewable	Overtime	150 US$ for 85 to 90 sector hours per month
Base	HYD, CCU, MAA, BLR, COK, JAI, LKO		200 US$ above 90 sector hours per month

Remuneration (After Tax)		After Tax	Note
Monthly base after tax, year 1 to 3		11,000	85 hours per month
Monthly base after tax, year 4 and above		11,435	Salary increased by 10,000 INR for each year previous service at IndiGo
Monthly miscellenous allowances		78	
Monthly deadhead allowance, 3,000 IR (47 US$) per hour		470	Estimated at 5 per month for 2 hrs per deadhead
Monthly layover per diem (2,000 INR * 7/month)		210	Layover transportation, lodging and food provided by airline
Yearly conditional bonus, paid yearly		6,600	Up to 5 % of monthly base remuneration (has always been paid)

Summary - Remuneration Per Year	Before Tax	Tax Rate	After Tax	Note
Year 1	227,225	35.0%	147,696	
Year 2	227,225	35.0%	147,696	
Year 3	227,225	35.0%	147,696	
Year 4	235,255	35.0%	152,916	
Total remunaneration	916,929	35.0%	596,004	
Yearly, average four year period	229,232		149,001	
Monthly, average four year period	19,103		12,417	

Benefits - Per Year	Before Tax		After Tax	Note
Lodging allowance, paid monthly			10,740	895 US$ per month, airline covers security deposit
Medical insurance, airline paid			720	Coverage INR 5 lacs per year (approximatively 7,500 US$)
Life insurance (10,000 INR/month), airline paid			1,740	Coverage INR 50 lacs per year (approximatively 79,000 US$)
Ground transportation (2,000 INR * 34 trips/month)			12,240	Paid by airline, from residence to place of work on duty days
Travel allowance				6W/2W: 4 free economy RT tickets, 12W/4W: 3 free RT tickets
Free ticket, per year				Free positive space on IndiGo network
Paid leave				Not appliccable for commuting rotations
Annual sick leave				12 days per 12 months
Provident fund employer share, per year			720	Provident fund paid to candidate at end of contract
Total allowances	40,246	35.0%	26,160	
Grand total	1,077,914		700,644	

Period	Before Tax	After Tax	Note: The base numbers in bold in the after tax column are supplied by
Yearly average, four year period	269,478	175,161	the airline. All financial calculations assume that income tax is paid in
Monthly average, four year period	22,457	14,597	India on 100% of remuneration.

Indian Foreign Pilot Licensing Process

Foreign pilots flying in Indian are issued by the Directorate General of Civil Aviation of India (DGCA) a Foreign Aircrew Temporary Authorisation (FATA). A FATA is a validation of a foreign pilot license issue by an ICAO participating country. The FATA is renewed on an annual basis. Over the 13 years of presence in India, AeroPersonnel has yet to see a non-renewed FATA for its pilots in India.

Foreign candidates must undergo a DGCA medical exam and a DGCA interview to obtain a FATA. To maintain the validity of the FATA, foreign pilots must maintain the validity of the original license and its associated ratings, i.e. keeping their medical certificate and instrument rating valid. There is no written exam, only a verbal quiz during the DGCA interview.

Candidate screenings consist of a short friendly interview, a company simulator assessment and a pre-medical exam done at a private medical clinic. Screenings are done in Mumbai and IndiGo reimburses travel expenses.

A lot has been said about the Indian medical exams with many misunderstandings. Contrarily to many Western countries where candidates take an aviation and a company medical, in India both medicals are rolled into a single exam conducted by the Indian Air Force Medical Department. The medical examination process has now become more flexible such as requesting, if needed, additional tests to be done in the candidate home country. Prior preparation for the medical helps readjusting minor elements such as blood pressure, blood sugar, etc. The pre-medical exam done during the screening process is an exact mirror copy of the Air Force medical. Candidates who pass the pre-medical will also pass the Air Force medical.

Simulator evaluations are another area where prior preparation is very valuable. These are demanding, with a strong emphasis on manual flying and equipment failure handling.

AeroPersonnel supplies candidates invited for screenings guidelines for both the pre-medical and the sim assessment, including sim evaluation profiles.

IndiGo Airlines Qualifications and Experience Requirements

General Requirements

- ICAO ATPL and a Class 1 medical certificate with a command type rating on the A320 aircraft
- 5000+ hours total time
- 2000+ hours PIC multi engine time
- 500+ hours PIC on an aircraft in the A320 family
- Flown as PIC an aircraft of the A320 family within the last 30 months
- Less age 62 at start of employment

Candidates who have not flown the A320 within the last 30 months are also acceptable on a case-by-case basis under the following conditions:

- Meet the above requirements with the exception of the A320 currency requirement
- Have recently flown turbine aircraft
- Successfully complete a pre-medical and simulator assessment
- Sign a conditional employment contract with IndiGo subject to obtaining the necessary qualifications to fly in India
- Complete A320 recurrent training at candidate expense
- Recurrent training will be reimbursed by airline after candidates join, subject to a training bond

The above technical requirements represent minimal parameters; preference is given to the most experienced candidates at the moment of selection.

The airline reimburses travel expenses (air and hotel) to all invited candidates.

IndiGo Airlines Recruitment/Selection Process

Step 1.   Initial Application

Candidates can apply by visiting www.aeropersonnel.com (see links below) or by emailing their resume and the documents listed below to a320.acg@aeropersonnel.com. Resumes must indicate PIC time on type, date of last flight and date of birth information. Initial response is received approximately one week after application transmittal to airline.

Additionally, scans of the following documents need to be emailed to the above email address.

Stage 1 Documents

- Up to date CV indicating PIC time on type, date of last flight on A320 family and date of birth information
- Filled IndiGo screening application form
- Photo page of passport, including the signature page

Stage 2 Documents

The following documents are required once candidates have been invited for a screening.

- All pages of ATPL certificate
- Valid Class 1 medical certificate
- Last three pages of logbook showing A320 flight time as well as more recent time on a different turbine aircraft
- Copy of last Proficiency Check Report (if current)
- Filled Security Clearance Form (Appendix A)
- Filled Indigo Candidate E-Sahaj Form
- A320 Template Form

Step 2.   Screening Process

For screenings in India, IndiGo conducts on demand (on dates matching candidate scheduling availability) screenings. Candidates need only to select an off duty period that will give them enough time off to travel to India to complete their screening. Current and non-current A320 captains are invited.

Screenings consist in a friendly interview, a simulator evaluation and a pre-medical medical exam. The pre-medical exams and the simulator evaluations are done in New Delhi. The screening takes two days excluding travel. Travel expenses are reimbursed after the screening before candidates leave India.

Screenings are also scheduled at select locations outside of India from time to time. Candidates will be advised ahead of time on these occasions.

A320 refresher training is strongly suggested for out of currency candidates (more than six months away from the A320) to help them prepare for their sim assessments. The refresher program is completed on A320 fixed base simulators. The course syllabus is available to all candidates invited for a screening. It counts from 6 to 14 hours depending on currency status.

Candidates require a Tourist Visa to enter India. Visa applications can be done online by visiting: www.indianonlinevisas.org. The application process is quick and easy.

Step 3.   Visa Issuance Process

Once the security clearance has been issued, candidates are issued with their employment contract. The employment contract is issued subject the issuance of a FATA authorizing them to fly commercially in India. Copies of the IndiGo employment contract are available on request from registered candidates.

Upon contract signature, candidates are issued with the necessary documentation for their Indian work visa application (Invitation Letter, Letter of Undertaking, Employment Agreement for visa purpose, Certificate of Company Registration and copy of Security Clearance).

The duration of the recruitment process varies depending on candidate availability to travel to India for their screening and the time needed for the Security Clearance issuance. From application to induction, this can vary between six to ten weeks depending on candidate availability.

There is no training pay. Full remuneration starts on the day candidates join the Airline.

For more information and to apply contact:

Online: A320 Online Application or Email: a320.acg@aeropersonnel.com

Download the Screening Application Form

Download the AeroPersonnel Brochure

Note: Brochures are large PDF files, they might take a few moments to start and download.

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