



Vietnam Airlines A320 Captain, TRI, TRE, LTC



\$2,000 SIGNING BONUS
Commuting Contract | Skype Interviews

About Flight Crew International – Navigate the Skies with Peace of Mind

Flight Crew International is committed to you and your success. We understand the challenges faced when moving jobs, preparing for assessments, and relocating families overseas to a new country. It can sometimes be overwhelming, but when broken down into simple steps coupled with our support, it's actually a very easy (yes, easy!) and manageable process. Our professional, friendly, and 24/7 support will make the transition simple for you and your loved ones.

- ✈ **Learn More About Our Commitment to You:** http://fci.aero/our_commitment_to_you
- ✈ **Discover Why Our Pilots have Excellent Passing Rates:** http://fci.aero/screening_preparation
- ✈ **Find Out Why We Are Different:** <http://fci.aero/testimonials>

About Vietnam Airlines

Vietnam Airlines is striving to become the second largest full-service carrier in Southeast Asia by 2020 and is on track to reach this goal. A SkyTeam member and flag carrier of Vietnam, Vietnam Airlines is a stable and growing airline with major hubs in Ho Chi Minh and Hanoi. The company expects to be operating 170 aircraft in the next five years and has a growing route network including expansion into the USA. Expatriate pilots have been working in Vietnam Airlines for well over two decades and the airline boasts excellent working conditions and opportunities for its expat pilots.

- ✈ **Learn More About Living in Vietnam:** http://fci.aero/discover-new-country_276

Why Vietnam Airlines

- ✈ Choose and develop a commuting roster that best suits your and your family's needs.
- ✈ Long-term, stable assignment with excellent career development opportunities including upgrades and fleet transitions
- ✈ Upgrade to widebody aircraft and/or Captain position in a short time-frame
- ✈ Quality of life in Vietnam is rapidly improving
- ✈ Pilots enjoy a very high savings rate
- ✈ Paid in U.S. Dollars (USD) to any bank account(s) of your choice.
- ✈ Our Expat and Retirement experts will give you highly competitive exchange rates available through the Jersey treasury.
- ✈ Vietnam has gained immense popularity recently amongst expats and tourists due to its beautiful culture, nearby travel opportunities, and vibrant lifestyle.
- ✈ **WHY WAIT! APPLY TODAY!**

SALARY AND BENEFITS

CONTRACT DURATION	5 years, renewable																																
BASE RESIDENCE	Choose base- Hanoi or Ho Chi Minh City (Saigon)																																
RETIREMENT AGE	65 years-old (men) 60 years-old (women) due to Vietnamese labor laws																																
START DATE	It is mandatory to start employment within three (3) months of successfully passing screenings – this is a requirement of the Vietnamese CAAV																																
PAYMENT RATES	<table border="1"> <tr> <td>From start of Ground School until CAAV license is issued or up to a maximum of 28 days</td> <td>Hotel Accommodations and Ground Transportation provided</td> </tr> <tr> <td>Line Training Rate: from start of Line Training until successfully checked to line or up to a maximum of 30 days</td> <td>USD \$243.00 per day</td> </tr> <tr> <td>1st to 3rd Year of Service Rate: After being checked to line till as PIC till the end of your 3rd year</td> <td>USD \$10,800.00 per month</td> </tr> <tr> <td>4th Year Service Rate as PIC</td> <td>USD \$11,016.00 per month</td> </tr> <tr> <td>5th Year Service Rate as PIC</td> <td>USD \$11,236.32 per month</td> </tr> <tr> <td>6th Year Service Rate as PIC</td> <td>USD \$11,461.05 per month</td> </tr> <tr> <td>7th Year Service Rate as PIC</td> <td>USD \$11,632.96 per month</td> </tr> <tr> <td>8th Year Service Rate as PIC</td> <td>USD \$11,808.32 per month</td> </tr> <tr> <td>9th Year Service Rate as PIC</td> <td>USD \$11,987.18 per month</td> </tr> <tr> <td>10th Year Service Rate as PIC</td> <td>USD \$12,169.62 per month</td> </tr> <tr> <td>11th Year+ Service Rate as PIC</td> <td>USD \$12,355.70 per month</td> </tr> <tr> <td>TRE/TRI Pre-endorsement authorization allowance</td> <td>USD \$800.00 per month</td> </tr> <tr> <td>Line Training Captain Allowance</td> <td>USD \$800.00 per month</td> </tr> <tr> <td>TRI Allowance (once endorsement is issued from CAAV)</td> <td>USD \$1,100.00 per month</td> </tr> <tr> <td>TRE Allowance (once CAAV endorsement is issued)</td> <td>USD \$3,486.00 per month</td> </tr> <tr> <td>Overtime</td> <td>USD \$120.00 per hour</td> </tr> </table> <p>The above contract fees are for the standard roster pattern of 6 weeks on duty</p>	From start of Ground School until CAAV license is issued or up to a maximum of 28 days	Hotel Accommodations and Ground Transportation provided	Line Training Rate: from start of Line Training until successfully checked to line or up to a maximum of 30 days	USD \$243.00 per day	1st to 3rd Year of Service Rate: After being checked to line till as PIC till the end of your 3rd year	USD \$10,800.00 per month	4th Year Service Rate as PIC	USD \$11,016.00 per month	5th Year Service Rate as PIC	USD \$11,236.32 per month	6th Year Service Rate as PIC	USD \$11,461.05 per month	7th Year Service Rate as PIC	USD \$11,632.96 per month	8th Year Service Rate as PIC	USD \$11,808.32 per month	9th Year Service Rate as PIC	USD \$11,987.18 per month	10th Year Service Rate as PIC	USD \$12,169.62 per month	11th Year+ Service Rate as PIC	USD \$12,355.70 per month	TRE/TRI Pre-endorsement authorization allowance	USD \$800.00 per month	Line Training Captain Allowance	USD \$800.00 per month	TRI Allowance (once endorsement is issued from CAAV)	USD \$1,100.00 per month	TRE Allowance (once CAAV endorsement is issued)	USD \$3,486.00 per month	Overtime	USD \$120.00 per hour
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followed by 2 weeks off duty.

Initial Training Period: for the first 27 days, including Ground School, you will be provided with hotel accommodations (for 27 nights) and ground transportation to and from training. No other payments are made during this time unless you are issued your CAAV license. In such a case, the Line Training Rate will apply.

Line Training Rate: this rate will apply from the day after you receive your CAAV license and commence line training or from the 28th day from the date you started ground school, whichever is earlier. This will be the official start of your Assignment Period. The Line Training Rate is paid until the completion of line training (i.e. until you are successfully checked to the line) or for a maximum of 30 days from the start of the Assignment Period, whichever is earlier.

1st to 3rd Year of Service Rate: This rate will apply following the completion of the Line Training Rate as described above until the end of your 3rd year of service. Please note that starting from the completion of your line training, FCI is required to make a deduction of 15% of your full monthly fee (pro-rated for any partial monthly payment) for a period of 6 months for the purpose of a security bond. FCI will refund 100% of your security bond upon completion of your Assignment Period. For more information, please go to page 7 under "Security Bond".

4th Year of Service Rate: Upon completion of three years of continuous service, a 2% increase will be applied to your payment rate.

5th Year of Service Rate: Upon completion of four years of continuous service, a 2% increase will be applied to your fourth year of service payment rate.

6th Year of Service Rate to 11th Year of Service Rate: Should you decide to renew your Assignment Period and upon completion of five years of continuous service, a 2% increase will be applied to your fifth year of service payment rate and every year thereafter until your 11th year of service as described below.

Annual Salary Inflation Increase: You will continue to receive a 2% increase until your 11th year of service. On your eleventh year, your net take home pay will be approx. US \$12,355.70 for Captains (not including instructor allowance)

Overtime: for block hours over 160 hours during any two consecutive months

TRI/TRE Pre-endorsement/Authorization Allowance: From the day you receive the full Line Training Rate (noted above), you will also receive an allowance of USD \$800 per month, until the CAAV issues your TRI or TRE endorsement. This allowance will end the day your CAAV endorsement is issued, or after 6 months on contract, whichever is sooner, and from that point your full TRI or TRE allowance will apply.

TRI/TRE Allowance: From the day after the CAAV has approved you to fly as either a TRI or TRE, you will receive a monthly allowance in addition to your full rate as noted above.

All the monthly figures quoted above are net of Vietnamese taxes and include an Accommodation Allowance and Per Diem.

BONUS #1 - ANNUAL BONUS (SERVICE TIME BASED PAYMENT)

An **Annual Bonus Payment** (called Service Time Based Salary) will be paid each February for the previous calendar year. The bonus payment is a function of your service time with VNA, the number of flying hours flown for your chosen working pattern, and disciplinary status (i.e. the longer you fly with VNA, the bigger your bonus payment). For example, if you flew the required hours for your chosen working pattern and had no violations, then your approximate bonus payment each year will be as follows.

Year of Service:	Bonus:
1 year	\$2,430
2 year	\$3,240
3 year	\$4,050
4 year	\$4,860
5 year	\$5,670
6 year	\$6,480
7 year	\$7,290
>=8 year	\$8,100

If your service time is less than a year, then you will receive a pro-rated bonus. Please contact your recruitment consultant for more details.

TRI/TRE/LTC MONTHLY PAY


As instructors, 80-90% of your duty will be Instructing. The pay for instructors for the standard 6x2 roster is below – payment will be adjusted if you choose an alternative roster pattern:

Type Rating Examiner (TRE)	US \$14,286/month
Type Rating Instructor (TRI)	US \$11,900/month
Line Training Captain (LTC)	US \$11,600/month

<p>UPGRADES – CAREER PROGRESSION OPPORTUNITY</p>	<p>Vietnam Airlines has a formal upgrade and conversion program with many pilots being offered the opportunity to upgrade and convert to another fleet.</p> <p>To date, Vietnam Airlines has approved upgrades/conversions for A320 Captain to A330 Captain and A320 Captain to B787 Captain, and A320 Captain A350 Captain.</p> <p>VNA is also upgrading A320 Captains to TRI, TRE, and LTC.</p> <p>The program is that a Captain can be upgraded after 3 years provided that he/she has shown skill on their aircraft and commitment to fly with the airline for the long-term. However, currently given the number of wide-body aircraft VNA is receiving and many instructor openings on these aircraft, pilots can put in a formal request for an upgrade to either a wide-body or instructor position after only 6 months of flying for VNA.</p>																																			
<p>STANDARD ROSTER</p>	<p>6 weeks ON / 2 weeks OFF</p>																																			
<p>ALTERNATIVE ROSTERS</p>	<p>Vietnam Airlines does consider and accept other roster patterns should you wish to work more or less.</p> <p>VNA is currently approving the following rosters: - 3x1, 4x2, 6x2, 6x3, 9x3, 8x2, 10x2*, 12x4</p> <p>*Please note that currently only LTC, TRI, and TRE candidates can select the 10x2 roster.</p> <p>Other roster options may also be available later on.</p> <p>You can change your roster pattern after you start employment. You can also reduce your roster pattern once you have completed one year of service.</p> <p>VNA considers roster changes twice each year and all roster pattern changes are subject to VNA’s approval.</p>																																			
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<p>EXCESS BAGGAGE ALLOWANCE</p>	<p>An excess baggage allowance of 100kg will be provided by Vietnam Airlines at commencement and termination of contract.</p>																																			

WORLD CLASS MEDICAL INSURANCE	<p>FCI provides Worldwide Medical Insurance. Coverage Includes:</p> <ul style="list-style-type: none"> - Worldwide Coverage including your Home Country, USA and Canada - Emergency Evacuation - Hospitalization - Outpatient Treatment by Doctor/Specialist - Rehabilitation, Oncology and Pre-Existing Conditions - Global Assistance and Global MYCARD Phone App - Maternity and Newborn Coverage - Children under age of 10 covered free of charge – coverage included if child resides in your home country or in Vietnam
LOSS OF LICENSE INSURANCE	<p>Also provided by FCI is Pilot Income Protection. This insurance protects you financially when you have an accident or illness that prevents you from flying. You will receive monthly income benefits if you are temporarily unable to work and a lump sum payment if you are permanently unable to work.</p> <p>Our agency insures 50% of your salary for the temporary disability benefit!</p>
LIFE INSURANCE	<p>Protect your spouse, children and loved ones – FCI offers the most comprehensive Insurance Package to Expat Pilots and their families with Life Insurance to protect you and your loved ones should anything happen to you on or off duty.</p>
UNIFORM AND MANUALS	<p>VNA will provide you with full uniform and will also issue full operating manuals.</p>
EDUCATION ALLOWANCE	<p>Discounts at International Schools in Vietnam!</p> <p>Exclusively through FCI receive 50% to 65% off International Schools in Vietnam for your children!</p>
TRAVEL	<p>Ticket on Vietnam Airlines network at commencement and at the end of contract</p> <p>Economy Class ticket upgradable to Business basis for each off duty period</p> <p>MyIDTravel Benefits - ZED tickets/ID90/ID75 travel benefits to pilots and their family members on Sky Team Alliance airlines.</p> <p>Pilots can also buy ID90, 75 ticket to LAX, SFO and YVR (Vancouver-Canada) transit via TPE by China Airlines code share with VNA.</p> <p>10 (ten) ID90 tickets per year pro-rata on Vietnam Airlines network for you and your family members. Qualifying family members are wife, husband, children, parents and parents-in-law</p> <p>ID75 tickets on Vietnam Airlines network for you and family member during low season.</p>
SICK LEAVE	<p>Paid sick leave up to 7 days in each six month period</p>

<p>DUTY TRANSPORTAION</p>	<p>During Ground School, Crewmembers will be provided with ground transportation to/from the Training Center.</p> <p>Ground transportation to and from airports is also provided at outstations and on layovers when on duty.</p> <p>When at base, there are designated pick-up spots arranged for transporting Crewmembers to the airport.</p>
<p>HOTEL ACCOMMODATIONS</p>	<p>Excellent hotel accommodations are provided at outstations/layovers when on duty.</p> <p>As previously mentioned, for the first 27 nights from the date of arrival, you will be provided with hotel accommodations. Thereafter, an accommodation allowance is included in the monthly payments outlined above.</p>
<p>FINDING HOUSING</p>	<p>FCI's Local Representative in Vietnam is readily available to provide you and your family with assistance and guidance on relocating to Vietnam along with finding suitable housing accommodations for you and your family.</p> <p>For more details about living in Vietnam, please visit http://fci.aero/discover-new-country_276 and also www.livinginvietnam.com.</p>
<p>WORK PERMIT/VISAS</p>	<p>We will work closely with you to arrange your initial visa into Vietnam. Vietnam Airlines will arrange and pay for all visas necessary for you to work in Vietnam.</p> <p>FCI and Vietnam Airlines will also help with obtaining visas for your family members if they would like to relocate to Vietnam.</p>
<p>TAX</p>	<p>Vietnam Airlines will pay for your local personal income taxes in Vietnam.</p> <p>Your Vietnamese tax rate is approximately 20-30% which means that your gross pay each month is higher than US\$ 10,800/month and VNA will pay your income taxes on your behalf to the Vietnamese government each month</p> <p>*Important and Good Information* - a Tax Certificate will be provided to you indicating the amount of taxes paid on your behalf in Vietnam. This Tax Certificate can be shown to your local Tax Authorities/Office in your home country to avoid double taxation.</p> <p>All other tax obligations such as in your home country will be the Crewmember's responsibility.</p>
<p>SECURITY BOND</p>	<p>Once you have completed your line check and start to receive the 1st year full rate, FCI is required to make a deduction equivalent to 15% of the full monthly fee payment (pro-rated for part of a month) for a period of 6 months. FCI will hold these funds as a security bond to cover any penalties that may arise for early termination of the contract. The full security bond will be returned to your bank account of choice upon successful completion of the full contract term if no renewal is made.</p>

<p>NOTICE PERIOD</p>	<p>If you terminate your contract before completing the full contract period, then you must give 62 days' notice and pay the following early termination costs:</p> <ul style="list-style-type: none"> (a) 90% of your current monthly fee payment if you leave prior to completing 12 months of service (b) 60% of your current monthly fee payment if you leave prior to completing 24 months of service (c) 30% of your current monthly fee payment if you leave after 24 months of service but before 36 months of service <p>If you leave at any time during your contract term without providing the required 62 days' notice, the early termination penalty is 120% of your current monthly fee payment.</p>
<p>RETIREMENT BENEFITS</p>	<p>FCI will pay and sponsor the annual account fees (up to USD 150.00) for a Simplified Employee Pension Plan (SEP-IRA). This retirement plan allows pilots to make contributions towards their retirement tax free. You can open a SEP-IRA with your own financial institution or we can put you in touch with our financial advisor who can assist you with the process!</p> <p>http://www.asecurelife.com/sep-ira/</p> <p>SEP-IRAs are primarily applicable to those candidates who hold USA citizenship or green card. However, if a SEP-IRA is not applicable to you, then FCI will pay and sponsor the annual account fees up to USD 150.00 for the retirement program in your home country!</p> <p>Pension offering is expected to be available later this year to FCI pilots. Please stay tuned!</p>
<p>RETIREMENT PLANNER</p>	<p>Our Global Expat Retirement Expert will contact you after you start assignment to advise on retirement strategies specific to expatriates and also how you can have access to highly competitive exchanges rates through the Jersey treasury. If you prefer not to receive retirement information, please inform your FCI recruitment consultant.</p>
<p>LOCAL VIETNAMESE REPRESENTATIVE</p> 	<p>Our local representative in Vietnam will welcome you to Hanoi and introduce you to living in Vietnam!</p> <p>Here are a few words from Thuc Anh...</p> <p>“Chào! My name is Thuc Anh, and I will be your contact once you arrive to Vietnam! I was born in Hanoi. I have over 10 years of working experience in the hospitality industry and I used to work as an Accountant Supervisor in a Joint Stock Bank in Vietnam for 4 years.</p> <p>I will help you and your family relocate to Vietnam, guide you in finding housing and opening a bank account as well as educate you about international schools, social activities, and expat life in the city. I am also fully available during your assignment to help and guide you with any matters. I look forward to you joining our Vietnam Airlines family and working with you and your family!”</p>

Your Vietnam Airlines Support Team!

Global Aviation Recruitment Experts



Hi, I am Lesley Eggleton and I will be your contact and advisor for Vietnam Airlines. I am originally from England and came to Dallas, Texas in 1994. I have 20 years of recruiting experience and enjoy helping others with their professional careers. I am honest, caring, and love to network. I have helped many pilots find great airlines while making good friends along the way. Please reach out to me for further information about Vietnam Airlines and how I can help you.

Lesley Eggleton - Global Pilot Recruitment Specialist



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Global Aviation Recruitment Experts



Hi, I am Paula Cleveland, and I will be your personal support representative! I understand the challenges faced when moving jobs, preparing for assessments, and relocating overseas to a new country. My goal is to provide you with peace of mind in your career search and ensure you are being well taken care of by our agency. I am committed to your success! I deliver professional, friendly, and 24/7 support in order to make your job transition easy and hassle-free. I look forward to working with you!

Paula Cleveland - Global Pilot Support



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How to Apply? Next Steps...

MINIMUM REQUIREMENTS AND HOW TO APPLY:

<p>MINIMUM REQUIREMENTS</p>	<ul style="list-style-type: none"> - 3,500 total flying hours - 1,500 PIC hours - 1,000 PIC hours on type - Date of last A320 PIC flight in the past 12 months - TRIs/TREs – currently working as an A320 TRI/TRE for at least 2 years - Current FAA/ICAO/JAA/EASA ATPL - Current Class 1 Medical - ICAO English Level 4 - 58 years old for men on date of employment and 53 years old for women due to Vietnamese labor laws - No accident/incident record and No criminal record
<p>INTERVIEW / ASSESSMENT</p>	<ul style="list-style-type: none"> - Skype Interview: Scheduling Skype Interviews Every Day!

	<ul style="list-style-type: none"> - Screening Dates: Once you pass the Skype interview, next step is to travel to Vietnam for the Written Exam (30 minutes) and Simulator Check <ul style="list-style-type: none"> ○ Duration: 1 day long ○ Location: Ho Chi Minh City (SGN) ○ Travel: Air tickets will be provided on VNA’s network ○ Screening Preparation: Study materials and briefing material will be provided!
APPLICATION PROCESS	<ul style="list-style-type: none"> - If you are interested in the opportunity , please complete the following two documents which were sent to you and return them to Pilotjobs@fci.aero <ul style="list-style-type: none"> ➤ Flight Crew Summary Sheet ➤ VNA Application Form

PILOT’S PERSPECTIVE – WORKING OVERSEAS WITH FLIGHT CREW INTERNATIONAL

	<p><i>“From the first contact until the end of my assignment with Vietnam Airlines, Flight Crew International (FCI) has been <u>one of my most rewarding experiences, payments, health insurance and benefits always on time, ahead of any other Agency.</u></i></p> <p><i>Most of all, their human approach allowed me to work carefree. If I had to look for new opportunities in my career as an A320 Captain I would certainly call them right away. CONGRATULATIONS FCI on a job well done.”</i></p> <p><i>- Hernan Calero, June 2018, A320 Captain, Vietnam Airlines</i></p>
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QUESTIONS? CONTACT US!

+1-214-585-1255 - [Viber](#)/[WhatsApp](#)/[WeChat](#)/[Line](#) | [Email: Leggleton@fci.aero](mailto:Leggleton@fci.aero) | [Skype: Lesley.fci](#)

Disclaimer: While every effort has been made to ensure that the information in this document is current and accurate, conditions may change. Nothing in this document constitutes an offer by Flight Crew International (FCI) to engage you on the terms set out in this document, and Flight Crew International (FCI) will only be bound by the terms of an agreement executed by both parties.