



Pilot Brochure



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# About the Airline

- ✈️ Jetstar Japan is headquartered in Narita Airport Tokyo, with bases at Kansai in Osaka and Chubu in Nagoya. It currently operates a **fleet of 25 A320 aircraft** (as at April 2019).
- ✈️ The airline is a partnership between the Qantas Group, Japan Airlines, Mitsubishi Corporation and Tokyo Century Corporation **launched July 2012** and operating now more than **100 flights per day**.
- ✈️ Current routes are primarily domestic but international destinations include Hong Kong, Shanghai, Taipei and Manila with several other cities due to be announced.
- ✈️ Jetstar Japan has **3 A321LR aircraft on order** with deliveries due to commence in 2020.
- ✈️ Jetstar Japan has codeshare agreements with Japan Airlines, American Airlines and Qantas.



# About the Base

- Nagoya is the fourth largest city in Japan, situated on the Pacific coast. It is one of Japan's major ports and is a big hub for industry.
- The population is quite low with approx. **2.2 million people** living in the city. The word Nagoya translates as "peaceful".
- Nagoya has what's called a "**humid subtropical climate**" meaning hot summers and cool winters – average temperatures are very nice and at the extreme ends can reach highs of 33° Celsius (91F) in August and lows of 1° Celsius (33F) in January.
- Nagoya's main industry is automotive. Toyota is headquartered there. Mitsubishi has a big R&D division there. Mitsubishi Aircraft Corp is headquartered there. Robot tech is fast growing in the region.
- Nagoya is served by **Chubu Centrair International Airport (NGO)** which is built on an artificial island. Nagoya train station is the world's largest by floor area. There is also a very efficient subway service.
- Nagoya is known for its wealth of culture with many temples, museums, shrines, parks, etc. including Nagoya Castle, Maglev Museum, Tokugawa Art Museum, Nagoya City Science Museum (which boasts the world's largest planetarium). There are sports clubs for expats - Nagoya even has professional basketball, hockey and soccer teams. For family fun there is a very good Aquarium, Legoland Japan, Nagashima Spaland (which includes several rollercoaster theme parks, waterparks, etc), Higashiyama Zoo & Botanical Gardens and there are innumerable shopping districts and fantastic places to eat. Nagoya is also the starting point for amazing nature trips in the region and lots of hot springs etc. are nearby.
- There are many direct international flights from NGO including to Frankfurt and Helsinki in Europe, Detroit in the USA, Hanoi and Singapore within Asia, etc. Staff travel benefits are very good with Jetstar Japan however so it is worthwhile making your journey home via Tokyo for example and availing of the ID ticketing.
- Cost of living in Nagoya is extremely reasonable. A top-end 1 bedroom apartment in the city centre costs **USD750 per month**. There are plenty of different options available depending on your size and location needs but all very reasonable.



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Nagoya, Japan



# Pilots for Pilots

- We know how critical it is to make the right decision about where to live and work. We have pilots working already in Japan who give us a clear overview of exactly what is happening in the air and on the ground.
- We get constant feedback about pay, schedules, management of time off, company culture, etc. and we pass this on to you totally unfiltered.



# Package Summary

What's important to YOU?

Earning Potential?

Work-Life Balance?

Why not have both?! Jetstar Japan offers a very rewarding salary for a roster that some would consider almost part time (you can take 142 days off each year!)



# Package Overview

- 3 year fixed term contract with possibility to renew if mutually agreed
- Commuting roster available with 20 days on 10 days off per month\*
- Extensive staff travel benefits (ID90 and Qantas myIDtravel Scheme – this includes immediate family members, tickets are standby but upgradeable to J class on Qantas and Jetstar)
- 20 days paid annual leave per year. “Air Days” either side of your block of time off (totally free of duty where possible so that you can travel).
- \*Spreading the annual leave evenly, coupled with Air Days would give you 16 days on 14 days off almost every month!
- 24 days paid sick leave per year
- Extremely low cost of living in Nagoya
- Very attractive base with western living standards
- Loss of Licence cover provided and paid for by the airline (two thirds of average monthly income over the last three months, paid for up to 18 months, loss of JCAB licence alone will initiate payments)

# Financial Overview

| A320 FIRST OFFICER                                                     | Note                                                                           | JPY<br>(Japanese Yen) | USD (United<br>States Dollars) |
|------------------------------------------------------------------------|--------------------------------------------------------------------------------|-----------------------|--------------------------------|
| <b>GUARANTEED EARNINGS</b>                                             |                                                                                |                       |                                |
| Annual Basic Salary                                                    | paid monthly (taxable)                                                         | ¥8,520,000            | \$77,532                       |
| Annual Housing Allowance                                               | paid monthly 155,000 per month (taxable)                                       | ¥1,860,000            | \$16,926                       |
| Annual Commuting Allowance                                             | paid monthly 100,000 per month (portion used to commute is tax free)           | ¥1,200,000            | \$10,920                       |
| <b>VARIABLE EARNINGS</b>                                               |                                                                                |                       |                                |
| Annual Productivity Pay                                                | paid monthly 17,000 /hr >60 hours per month, assume 80 hrs /mnth avg (taxable) | ¥2,400,000            | \$21,840                       |
| Annual Layover Allowances                                              | 5,000 in Japan, 4,000 outside Japan, assume 3 per month (average) (tax free)   | ¥180,000              | \$1,638                        |
| <b>GROSS ANNUAL TOTAL EARNINGS ESTIMATE:</b>                           |                                                                                | <b>¥14,160,000</b>    | <b>\$128,856</b>               |
| <b>GROSS MONTHLY TOTAL EARNINGS ESTIMATE:</b>                          |                                                                                | <b>¥1,180,000</b>     | <b>\$10,738</b>                |
| <b>MONTHLY NET TOTAL EARNINGS ESTIMATE: (assume avg. 25% taxation)</b> |                                                                                | <b>¥885,000</b>       | <b>\$8,054</b>                 |
| <b>BONUS PAYMENTS</b>                                                  |                                                                                |                       |                                |
| Annual - Company Bonus                                                 | up to 10% of basic salary depending on company performance                     | ¥852,000              | \$7,753                        |
| One Time - Sign On Bonus                                               | paid in three instalments for all type rated pilots                            | ¥1,000,000            | \$9,100                        |
| One Time – Type Rating Fee                                             | Reimbursement for the cost of procuring your A320 type rating prior to joining | ¥2,000,000            | \$18,200                       |

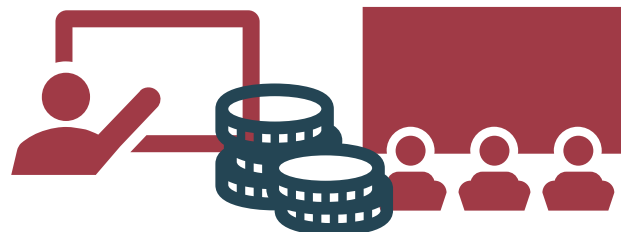


# Financial Notes

- Payroll is run on the 25<sup>th</sup> of each month (or last working day before if it falls on a weekend). You must have work visa and local bank account in place so these are urgent to arrange on arrival. Monthly salary is paid in the month that it is earned (e.g. April payroll covers your April base salary amount), however productivity pay is made one month in arrears, according to your roster (e.g. March productivity pay will be paid in April payroll)
- Jetstar will manage your taxation for you at source so there is no need to arrange an agent locally. Tax is paid in 4 ways: 1) Income tax (progressive scale), 2) Resident Tax (local depending on the prefecture you live within – you will be exempt from this for the first year in Japan), 3) Pension Contribution (half paid by the airline and half paid by the pilot – refundable when you leave Japan), 4) Health Insurance Contribution (approx. 4.9% half paid by the airline and half paid by the pilot)
- Overall tax deductions can amount to anything between 5% and 40% depending on your personal situation (number of dependents etc.) but with certain earnings marked as tax free the average taxation paid is around 25% for Jetstar Japan pilots.
- Sign On Bonus is paid as follows: ¥400,000 in first pay after joining, ¥300,000 after receiving notification of appointment as Captain (3-4 months after joining), ¥300,000 on the 12 month anniversary of receiving notification of appointment as Captain.
- The JPY to USD conversion rate used here is the average over the past 6 month period (i.e. 0.0091) but is subject to change. Salary is paid in JPY.
- Only newly A320 Type Rated Pilots can receive the ¥2,000,000 reimbursement for the cost of the TR course.

# Pay During Training

- The Jetstar Japan training period can last up to 5 months in total (subject to each individual pilot's performance during exams and flight checks etc.) You will not usually have a full commuting roster during the training period so if you have specific time off needs during that period you'll need to notify Flight Ops in advance.
- During training you'll receive the full basic salary and any applicable per diems. You will also be provided with company accommodation for the entire 5 month period (free of charge) until you are released to the line. You will claim your actual commuting costs from the provided accommodation to the training location too.
- Once you have been released to the line your full allowances etc will take effect right away.



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# Command Upgrade

- If you have a minimum of 4,000 hours total flight time you can be considered for command upgrade within Jetstar Japan. To be honest however, it currently takes approximately 3 years to move through the upgrade system.
- Any First Officer joining Jetstar Japan (whether rated or non-type-rated) can therefore be considered for upgrade as all will meet the command selection criteria upon completion of a first 3 year contract period.



## Non Type Rated Candidates

- If you have receive a job offer from Jetstar Japan and do not currently hold an A320 Type Rating you will be required to source your own A320 Type Rating before joining. The Contract stipulates that you must have a valid A320 rating in your ATPL at least 28 days prior to your contracted start date.
- So in practice what happens is that Jetstar Japan will agree a start date with you based on when you can get your type rating SIM booked in and the date that you expect to have it added to your licence.
- You will be issued with a contract before you go out and buy the type rating so it is guaranteed from Jetstar Japan's side. You will also be reimbursed up to a maximum of JPY 2 million (USD18,200 approx.) for your type rating costs.

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# I'm Interested....

But how do I apply?

I heard it's hard work to get hired in Japan?

I don't know where to start...



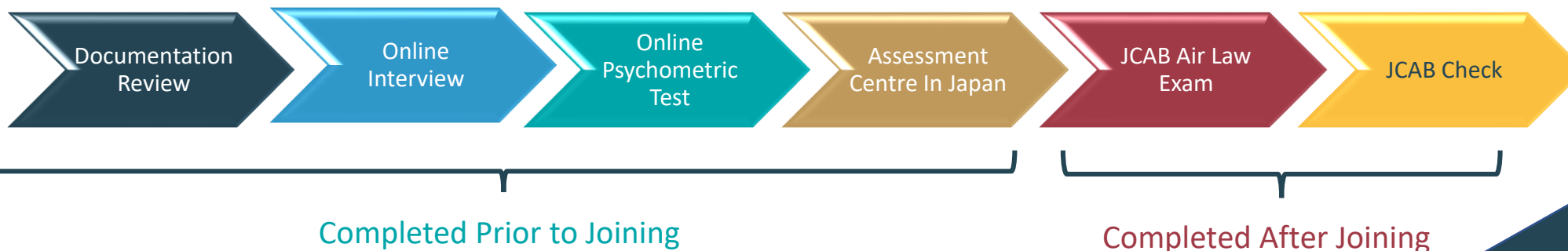
# Minimum Requirements

- A320 FO: Total flying time should be at least 2,000 hours including 1,000 hours on A320 and 250 hours PIC time (*180 PICUS is acceptable*)
- NTR FO: Total flying time should be at least 3,000 hours including 1,000 hours on commercial jets and 250 hours PIC time (*180 PICUS is acceptable*)
- Valid Class 1 Medical
- Valid ATPL with no limitations (*CPL is not acceptable*)
- Date of last flight on qualifying type within 6 months at time of application
- ICAO ELP level 4 or higher
- No history of accidents or incidents
- No criminal record



# Assessment Process

- Applying for a job in Japan does not need to be difficult. The process can take several weeks but only because you want to take the time to prepare properly.
- The influence of Australian management within Jetstar Japan means that the Japanese bureaucracy is not all pervading. Documentation is still very important and you must ensure logbooks etc. are fully up to date (see next slide re doc requirements) but the process itself is actually quite simple and much of it can now be completed online from the comfort of your home.
- Preparing for the Assessment Centre is important – this includes a Face-to-Face Interview, a SIM Check ride and a Medical exam. The Medical is not as tough as China but a good standard of health is required and it is advisable to eat and sleep well and limit red meat and alcohol intake in the month prior to attending.
- One of the best parts about joining Jetstar Japan is that they fully support your study and preparation for the JCAB Air Law exam with guidance and preparation given after you have commenced employment. This means you are not trying to prep alone or while already working with your current employer on a busy roster pattern. You'll also be assessed by the JCAB checkers at the end of your training period.



# Documentation Requirements

## ***To Apply:***

- Nobox Application Form (attached)

## ***Before Being Invited to Online Interview:***

- Jetstar Application Form (will be provided)
- Passport
- Licence incl. IR and ELP
- Medical
- Last 60 Hours of Logbook

## ***Before Being Invited to Assessment Centre:***

- Aeronautical Experience Form (will be provided)
- Most Recent Proficiency Check or Skill Test Report
- No Accident / Incident Statement
- Reference from current or past employer

## ***Before Employment Contract Issuance:***

- Licence Verification Letter
- Criminal Record Check
- Fully updated Logbook
- Last 2 Years Medical Records



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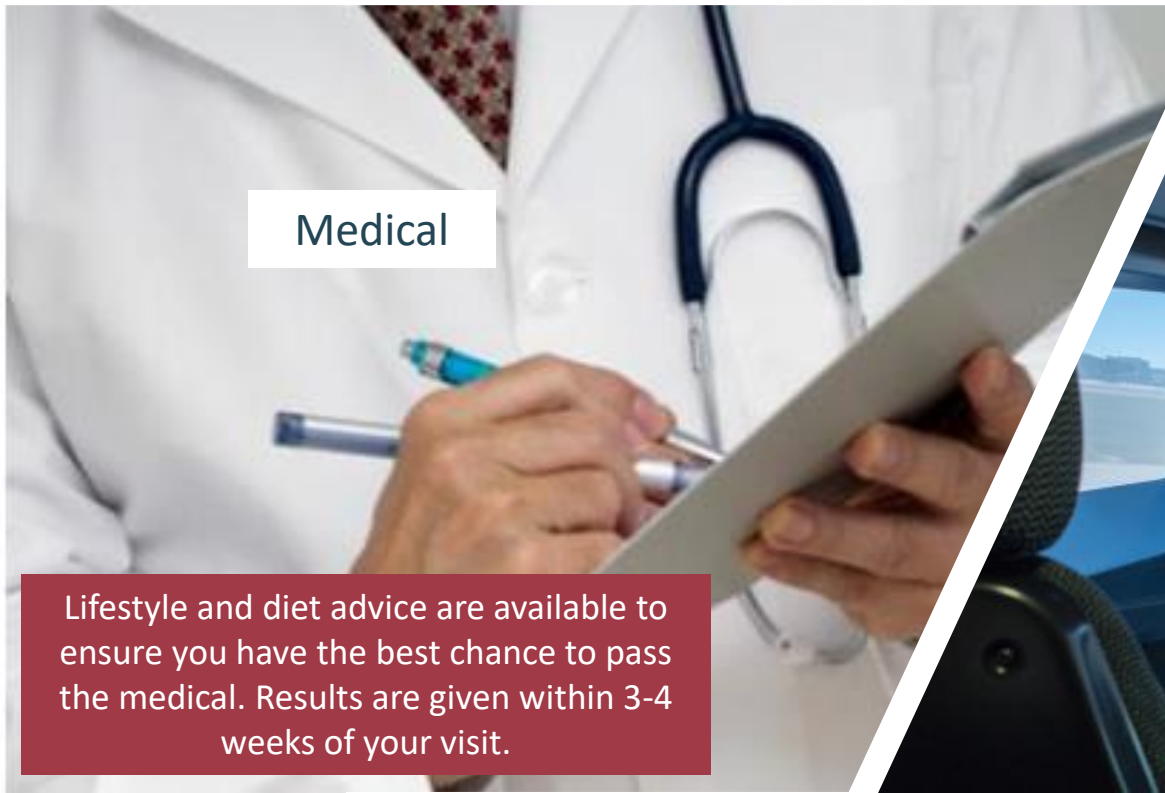
JCAB Air Law Exam

Full support and guidance given to prepare you for this upon joining – exams held every 2 months



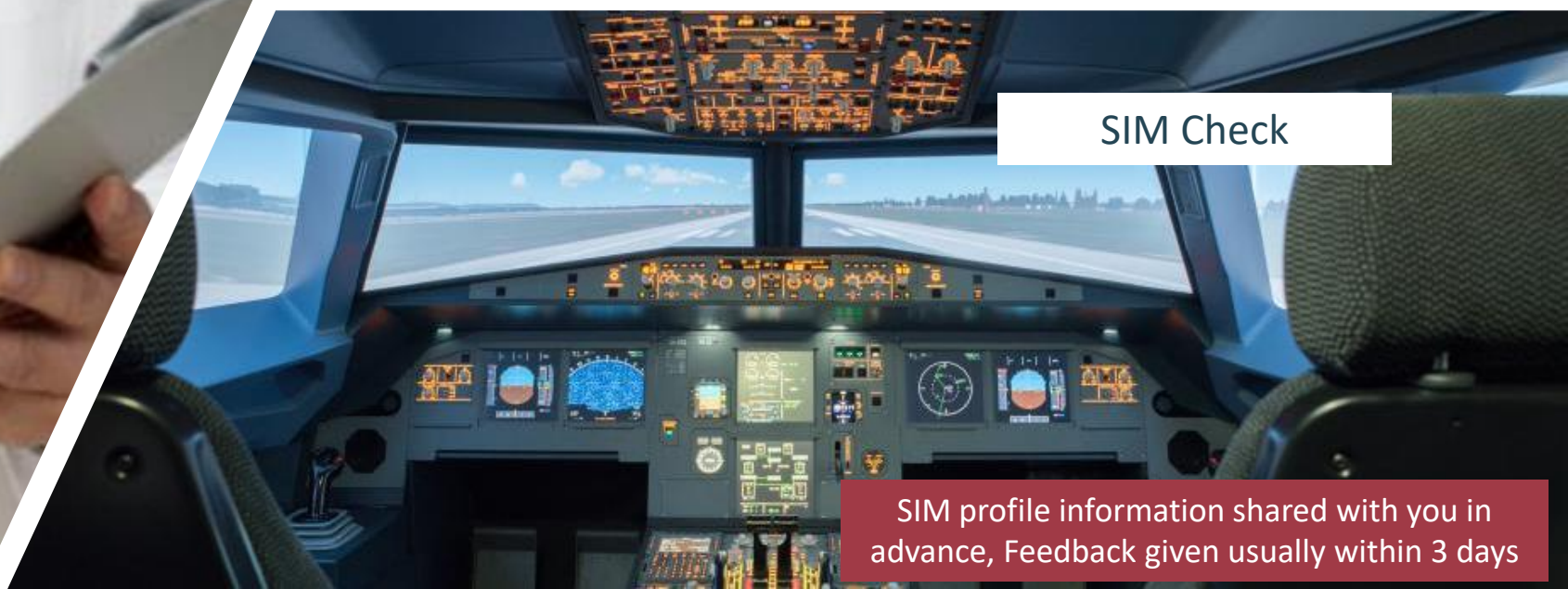
Online & Face to Face Interviews

Mock interview sessions available with Nobox staff to prepare for both, Feedback given usually within 3 days of attending in person



Medical

Lifestyle and diet advice are available to ensure you have the best chance to pass the medical. Results are given within 3-4 weeks of your visit.






SIM Check

SIM profile information shared with you in advance, Feedback given usually within 3 days



# Assessment Centre

Assessment Centre takes on average 3-5 days total and provides an excellent opportunity for you to see Japan and meet the management team at Jetstar. Please note the following:

- ✈️ You are provided with hotel accommodation while at assessment. 
- ✈️ In addition you will have flights provided by the airline to attend assessment. 
- ✈️ You must commit fully to attending assessment prior to the purchase of your flight tickets, booking of your medical appointment and SIM slot, etc. Non-attendance will require you to reimburse Nobox the cost of the tickets (you will be required to sign an agreement regarding this prior to ticket issuance). 

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# Next Steps

- Complete and return the Nobox Pilot Application Form
- If approved, we will ask you to fill out the Jetstar Japan Application Form and submit your Licence, Medical, Passport and last 60 hours of your Logbook.
- If the airline accepts you as a candidate, then we will coordinate a time and date for your Online Interview and proceed for there.
- From the date you apply to Nobox until the date you have a job offer from Jetstar the whole process takes about 6 weeks in total (depending on your own availability).
- If you have questions not covered here, please refer to the Jetstar FAQ Document received with this Job Spec, or contact us to discuss!



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**IMPORTANT NOTE:**

The airline sets out the same exact Ts&Cs for all agencies.  
Be wary of any agency offering “better” terms!

To apply for this role or have a confidential discussion  
about your next career move contact +35318952068 or  
[flightcrew@nobox.ie](mailto:flightcrew@nobox.ie) today!