



# AIR ASTANA PILOTS INFO KIT



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# About us

- ✦ The Air Astana Group is the largest airline group in Central Asia and the Caucasus. Air Astana is 4 Stars SkyTrax Airline ranking 37 in the world, with a fleet of 56 western aircrafts.

Air Astana group includes two airlines:



**air astana**

full-service brand



Launched in 2002, Air Astana is Kazakhstan's leading carrier and largest airline brand by revenue and fleet size.



It provides air travel and cargo on domestic, regional and international routes.



**FlyArystan**

low-cost airline brand



Entering the market in 2019, FlyArystan was one of the first LCCs in Central Asia.



It provides air travel across Kazakhstan and further into the Caucasus, Central Asia, Turkey and the Middle East.



**Mission**

**FROM THE HEART OF EURASIA WE ARE BUILDING  
ONE OF THE FINEST AIRLINES IN THE WORLD**

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# About us



6000+  
employees



56  
aircrafts



5,2 fleet  
average age



61  
routes



20  
countries



Values

I'M A PART OF THE  
HEART

HOSPITABLE  
EFFICIENT  
ACTIVE  
RELIABLE  
TRUSTWORTHY

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## Our Fleet



AIRBUS A320 NEO



AIRBUS A321 CEO



AIRBUS A321 NEO LR



AIRBUS A321 NEO



BOEING 767-300ER



B787  
Dreamliner  
in 2025

# Vacancies



## FIRST OFFICERS

- A320
- Non-type rated

Type Rated	Non-type Rated
<ul style="list-style-type: none"><li>• Current and valid CPL/ ATPL with Type-Rating</li><li>• Min. flight hours 1500</li><li>• Min. 500 hours on type</li><li>• Have flown the type within the last 12 months and have a current LPC</li></ul>	<ul style="list-style-type: none"><li>• Current and valid CPL</li><li>• Min. flight hours 400</li><li>• Min. 200 hours on Multiengine, Multi-Crew aeroplanes</li><li>• Have flown a Multiengine, Multi-Crew aeroplane within the last 12 months</li></ul>



## CAPTAINS

- A320
- Non-type rated

Type Rated	Non-type Rated
<p>Current and valid ATPL with Type-Rating</p> <p>Min. hours as Commander: 1000</p> <p>Min. 500 hours on type as a CP</p> <p>Max. age 62 years</p> <p>Have flown the type within the last 12 months and have a current LPC</p>	<p>Current and valid ICAO ATPL</p> <p>Min. hours as Commander: 1200</p> <p>Max. age 55 years</p> <p>Have flown within the last 12 months</p>

# Benefits



## Medical insurance

- medical aid
- medicines
- dentistry



## Air Travel Discounts

for you and close relatives

- ID90 Air Astana&FlyArystan
- MyIDtravel (+Latam Airlines and Azul Linhas Aereas)



## Corporate discounts

- hotels around the world
- restaurants & cafes
- spa, fitness



## Loss of license

- CP- up to 100 000\$
- FO- up to 75 000\$



## Consultation with psychologist



## Corporate pension plan

# Career perspectives



## • Captain Upgrade

- Total FH- 3500h on multiengine airplanes in a fleet performing international operations
- Min. 1 year of service or 500 hours on type
- Max. age of 54 years and 364 days

## • Ground Instructor

## • Flight Instructor

## • Office positions



# Salary & Bonuses

## FIRST OFFICERS SALARY, NET



## MONTHLY INCOME WITH 65 BLOCK HOURS + BONUSES:

\*if company achieves profit, corporate targets

Total time – 1500 h	Total time – 2500 h	Total time – 3500 h
5 500 EUR	6 100 EUR	6 300 EUR

## CAPTAINS SALARY, NET



## MONTHLY INCOME WITH 65 BLOCK HOURS + BONUSES:

\*if company achieves profit, corporate targets

11 700€



Travel allowance:

- KZ - 18€; International – 55€; Training - 55€



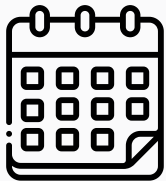
- Salary will be paid in Tenge (KZT) but will be linked to the EURO currency rate.
- Individual's income in Kazakhstan is taxed at a flat rate of 10% for expats.

# Other Conditions



## Contract period

- open-ended



## Roster

1

VACATION  
40 DAYS +  
10 DAYS OFF

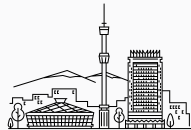
or

2

COMMUTING  
6 WEEKS ON/  
2 WEEKS OFF



## Bases



**Almaty**



**Astana**



**Aktau**

Seasonal:

- Atyrau
- Shymkent



## Additional payment on base:

- Captain- 1000 Euro Net  
~ 500 EURO housing allowance
- First Officer- 750 Euro Net  
~ 350 EURO housing allowance



## Social life

### In every base, there are:

International  
kindergartens,  
schools

Banks  
Shopping malls  
Local markets

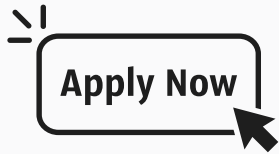
Parks and  
recreational areas  
Outdoor activities

Cafes  
Restaurants

Sport clubs  
Spa, etc.



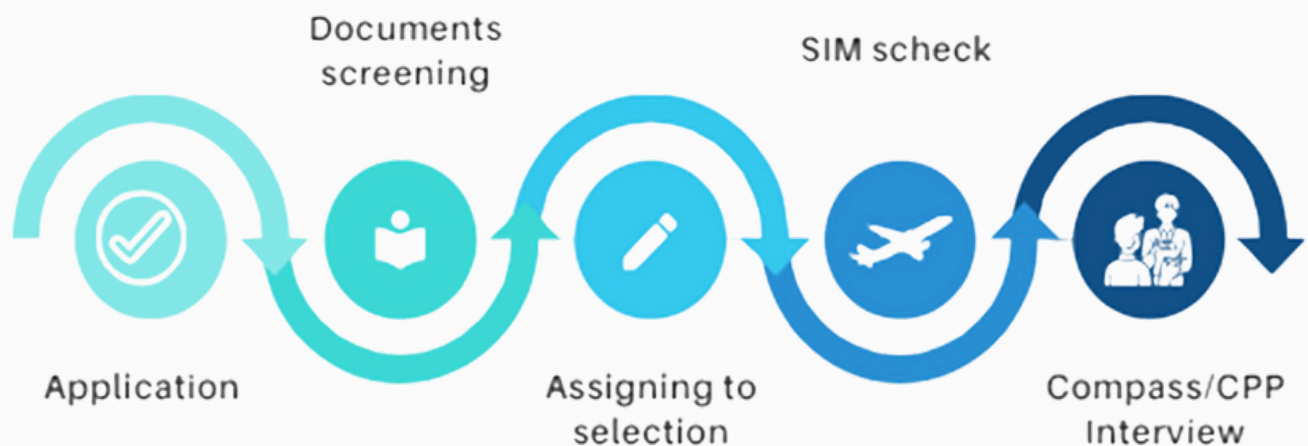
# Recruitment process



Application is accepted via our career website

<https://job.airastana.com/pilots>

(you will be redirected to Survey Monkey portal to fulfill application form)



## Final assessment

### DAY 1

- Technical interview
- Simulator session (scenario of flight will be sent in advance)

### DAY 2

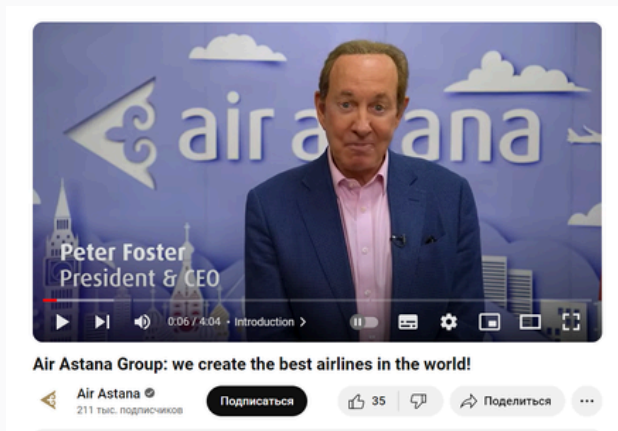
- Compass test + Psychometrical test
- Final interview (with HR and Instructor)




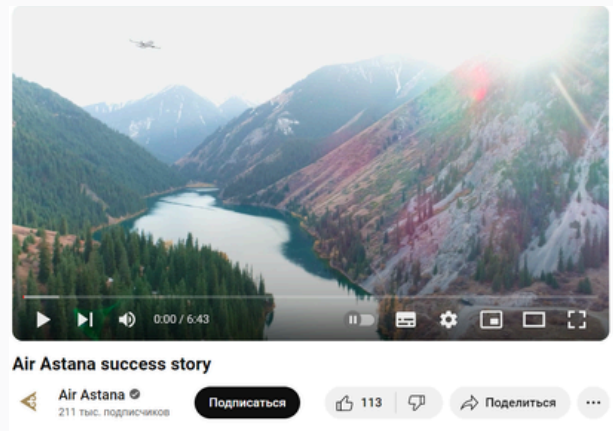
- Assessment results will be released within 2 weeks after finishing screening.
- Cost of SIM assessment will be covered by Air Astana.
- Hotel accommodation is provided by Air Astana for candidates for 3 nights.
- Transportation from hotel to SIM is provided by company.


# Additional resources

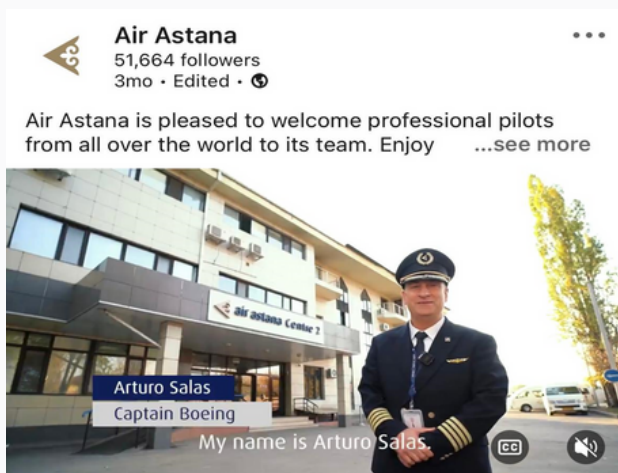
## Videos:




 <https://clck.ru/3DiDfX>

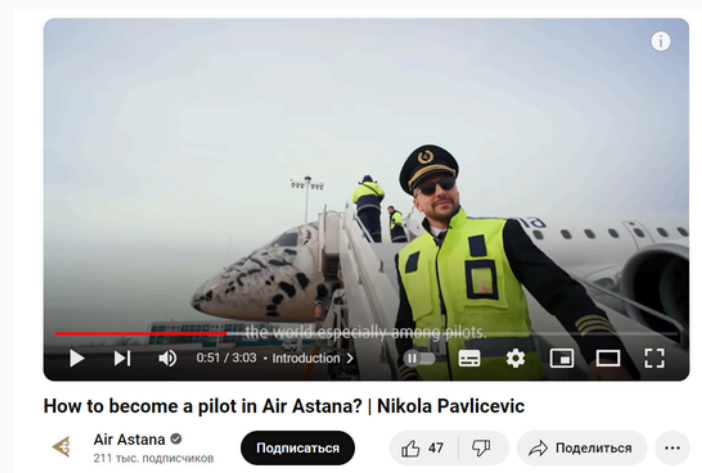


 <https://clck.ru/3DiE2E>



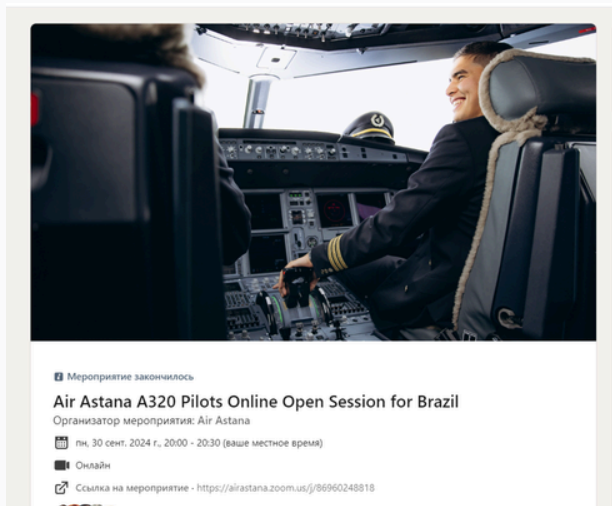
 <https://rb.gy/rbcrd3>

 <https://clck.ru/3DiDT6>




 <https://clck.ru/3DiDWZ>

## Online Open Sessions:



We regularly conduct Online Open Sessions for pilots, where we share available positions and all details about the application process, assessments, training, and the rewarding benefits of being part of our team.

**Follow us on LinkedIn and join our sessions to get more information!**

 LinkedIn: [@Air Astana](https://www.linkedin.com/company/air-astana)

# Contacts



For any questions, contact us:  
[pilot.recruitment@airastana.com](mailto:pilot.recruitment@airastana.com)



Career website:  
[job.airastana.com/pilots](http://job.airastana.com/pilots)



Instagram:  
[@airastana](https://www.instagram.com/airastana)



Linkedin:  
[@Air Astana](https://www.linkedin.com/company/Air_Astana)



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