

*No chain is stronger than its
weakest link...*

Pilot Selection
A Scientific Approach



ALBERT CONSULTING
OF SCANDINAVIA

Expertise and Experience

Reliability and safe operations is not only a major competitive advantage, but an investment in the good-will of an airline. Today – more than ever – every crew is expected to make decisions of vital importance under demanding conditions.

Albert Consulting Ltd has more than 20 years of broad experience from aviation business and from close cooperation with major airlines. We offer highly professional and cost-effective selection processes of new crew members. Our ambition is to ensure that each selected crew member will meet highest performance standards and will be able to adopt to a changing business environment as well.

Our experience comes from airlines in different parts of the world operating in different cultures. We have helped our customers to reduce the training and pilot failure rate significantly, resulting in a high pay back on a reasonable investment. We have created selection concepts for C/A and we have trained Cabin Managers to lead for one of the most recognized service-oriented airlines. We have in addition developed successful assessment centres for airline executive management candidates as well.



Services

Complete pilot selection

For the airline focusing their core business, Albert Consulting offers a complete pilot selection process including aptitude tests, team work exercises, one-to-one interviews and computer based tests. The outcome is subject to a clinical examination of both skills and personality of the candidate. An unique dynamic profile for each ab initio/pilot is presented to the airline.



Pilot Test Suite–PTS

For the airline with ambitions to keep the pilot selection in-house, we offer a cost-effective supportive tool for the selection staff. It is a Windows based test suite measuring 10 vital aptitudes. The results are accessible for analysis either by the airline's own experts or sent for an evaluation to Albert Consulting. PTS measures the following:

Mechanical Comprehension

Estimation Ability

Speed and Accuracy of Perception

Spatial Ability

Logical Reasoning

Memory Functions

Operational Speed and Accuracy under Stress

Divided Attention

Command of English

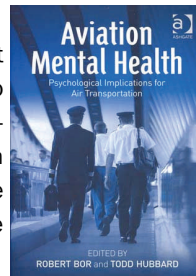
Personality Profile

Services

Training and Certification in Selection

Albert Consulting Ltd, has a training concept, taking the in-house selection staff beyond the basics. By using real-life cases we generate a quick learning of the essentials in interviewing and assessing air-line staff candidates. Since we are well-acquainted of the industry, we focus crew specific issues. Our clients have given us the best feedback possible for supporting them to find the “right stuff”

Read also about our approach to C/A selection in the recently published: Aviation Mental Health. (Ashgate 2006) The author of the chapter is Ferenc Albert.



For further information, visit our homepage:

www.albertconsulting.se

If you think selection expertise is expensive, try ignorance....

ALBERT CONSULTING

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PILOT SELECTION SERVICES

Albert Consulting Ltd offers 3 level of services:

- Complete selection: We take care of the whole process incl. aptitude tests, interviews, computer based tests and personality assessments.
- Pilot Test Suite: Airline administrated Computer Based Aptitude Test: An easy way to keep the selection in-house with a customized tool.
- Training and Certification in Pilot Selection Methods: For the in-house oriented airline, we offer training to make your selection even more efficient.

We also offer systems and Training for Cabin selection and Airline Management selection as well.

AIRLINE CLIENT LIST

Blue Chip Jet
China Airlines
Norwegian Aviation College
Scanair
Scandinavian Airlines
Shanghai Airlines
Swedish Aviation College
Thai Airways International
Transwede



- **Ph.D.** and former **Ass. Professor** at University of Stockholm
- **Clinical Psychotherapist** trained at the Institute for Psychotherapy.
- Authorized **Senior Psychologist** by the Swedish National Board of Health and Welfare
- Authorized **Aviation Psychologist** by the Swedish Board of Civil Aviation
- Member of **EAAP**, European Association for Aviation Psychology.



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