

The Cadet Pilot programme

Information brochure 2025



Welcome to Etihad

Thank you for your interest in joining Etihad Airways, the national airline of the United Arab Emirates.

This brochure will provide you with key information about our renowned Cadet Pilot programme, which is part of Etihad's commitment to growing and developing local talent and building aviation leaders of the future. It will help you understand the opportunities ahead, the training involved, and the potential this programme offers to accelerate a rewarding career in aviation.

The programme is designed to equip you with the skills, knowledge, and hands-on experience you need to earn your wings and thrive in this dynamic industry. You won't just learn to fly – you'll help your country soar.

We're here to support you every step of the way, with dedicated mentors and leaders to guide you and help you grow. This is a journey of continuous learning, a unique opportunity to challenge yourself, refine your skills, and play a key role in one of the world's fastest-growing airlines.

We look forward to helping you take your career Beyond Borders and hope you'll consider joining us in shaping the future of aviation.

Best regards,
Captain Majed Al Marzouqi
Interim Chief Operations and Guest Officer



Current past, present, and future

We're proud to be the national airline of the UAE and even prouder of how far we've come since our first flight in 2003. From a regional carrier to a global industry challenger, we've grown to become one of the world's leading airlines.

But we're not stopping there. By 2030, we plan to double our aircraft, triple passenger numbers and expand our network to 125 destinations.

We've got ambitious plans, and we're looking for a crew of young, talented and equally ambitious pilots to fuel them.

Through our two-year Cadet Pilot Programme in Abu Dhabi, we'll equip you with the skills and knowledge you need to excel in this dynamic industry, get your wings and soar.



Our purpose, vision, mission, values

Who we are and what we stand for is anchored in the four pillars of our purpose, vision, mission, and values...

Our purpose

To give flight to ambition.

Our vision

To be the airline that everyone wants to fly.

Our mission

From travel inspiration to destination, we deliver extraordinary experiences inspired by our Emirati identity.

Our values

Safe: Safety first, always

Ambitious: Think big. Dream bigger

Passionate: We love what we do

Results driven: Driven to achieve

United: Together for a purpose

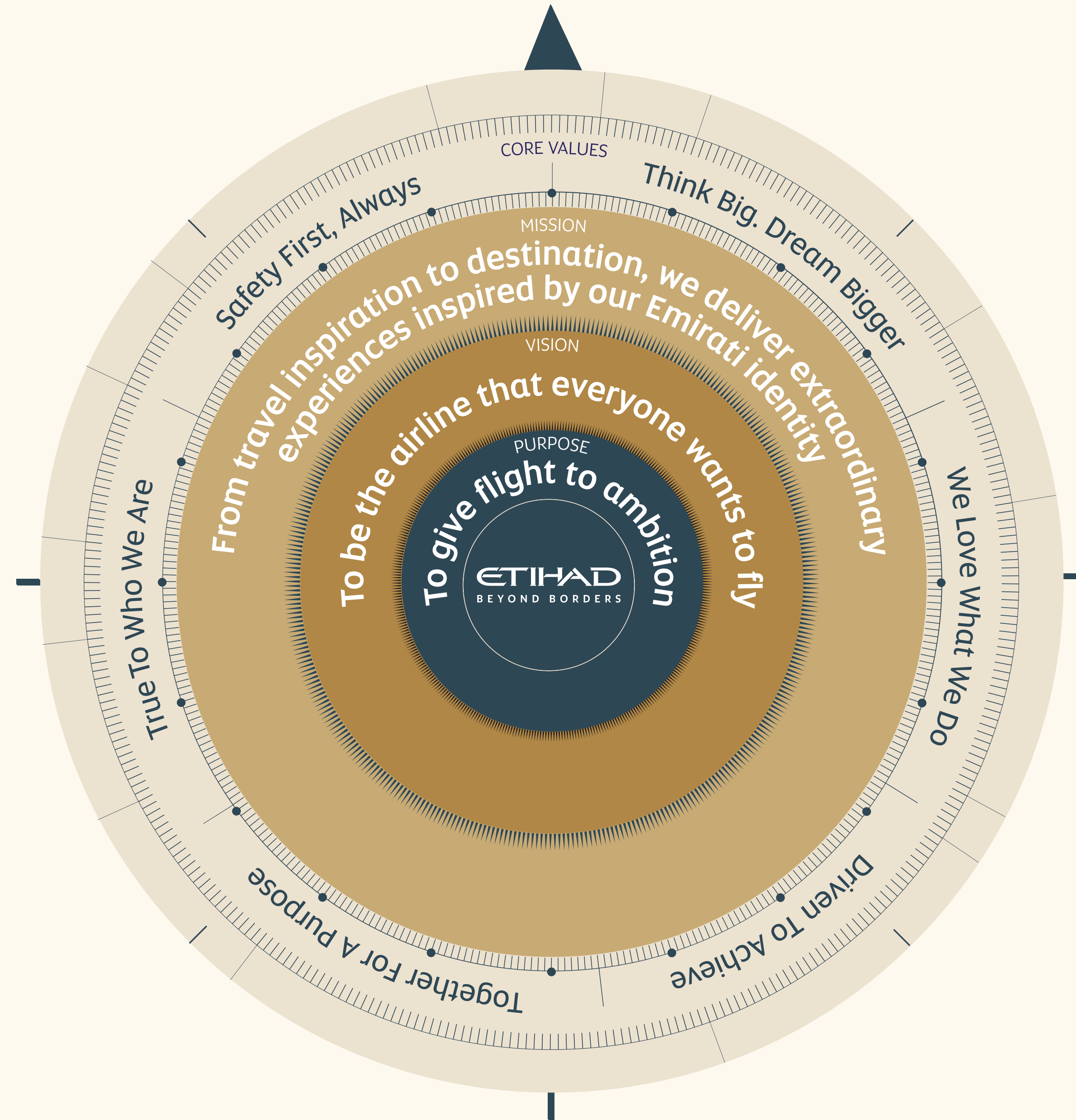
Authentic: True to who we are



The Etihad Compass

The foundations of Etihad's present and future

Our purpose, vision, mission, and values are all captured in our Etihad compass. A great reference for our candidates and recruiters in our day-to-day operations.



Why get your wings with Etihad Airways?

The Etihad Airways National Cadet Pilot Programme underscores Etihad's commitment to investing in the development of Emirati talent, building a skilled workforce in the UAE and driving the aviation sector forward.

And we have a record of achievements since the programme's inception in June 2007. More than 300 Emirati men and women have successfully graduated from the programme and started their flying careers. Of these, 239 are now First Officers, 44 are Second Officers and 60 are Captains.

One of our graduates, Captain Aisha Al Mansoori, became the first female Emirati commercial captain.

Our programme is proven to be one of the best and most advanced in the industry, makes use of state-of-the-art training facilities and covers a comprehensive curriculum. You'll also receive competitive pay during the course of the programme.

Join our renowned Cadet Pilot Programme and you won't just learn to fly - you'll help your country soar.



Our Enrolment Process

Who can apply?

Our mission

UAE National

Aged 18-29

Minimum height of 160cm

Education

High school diploma with an overall minimum grade of 80%, including passing grades in Mathematics and Physics, or Higher education qualification (e.g., Bachelor's or Master's degree)

English Language Proficiency

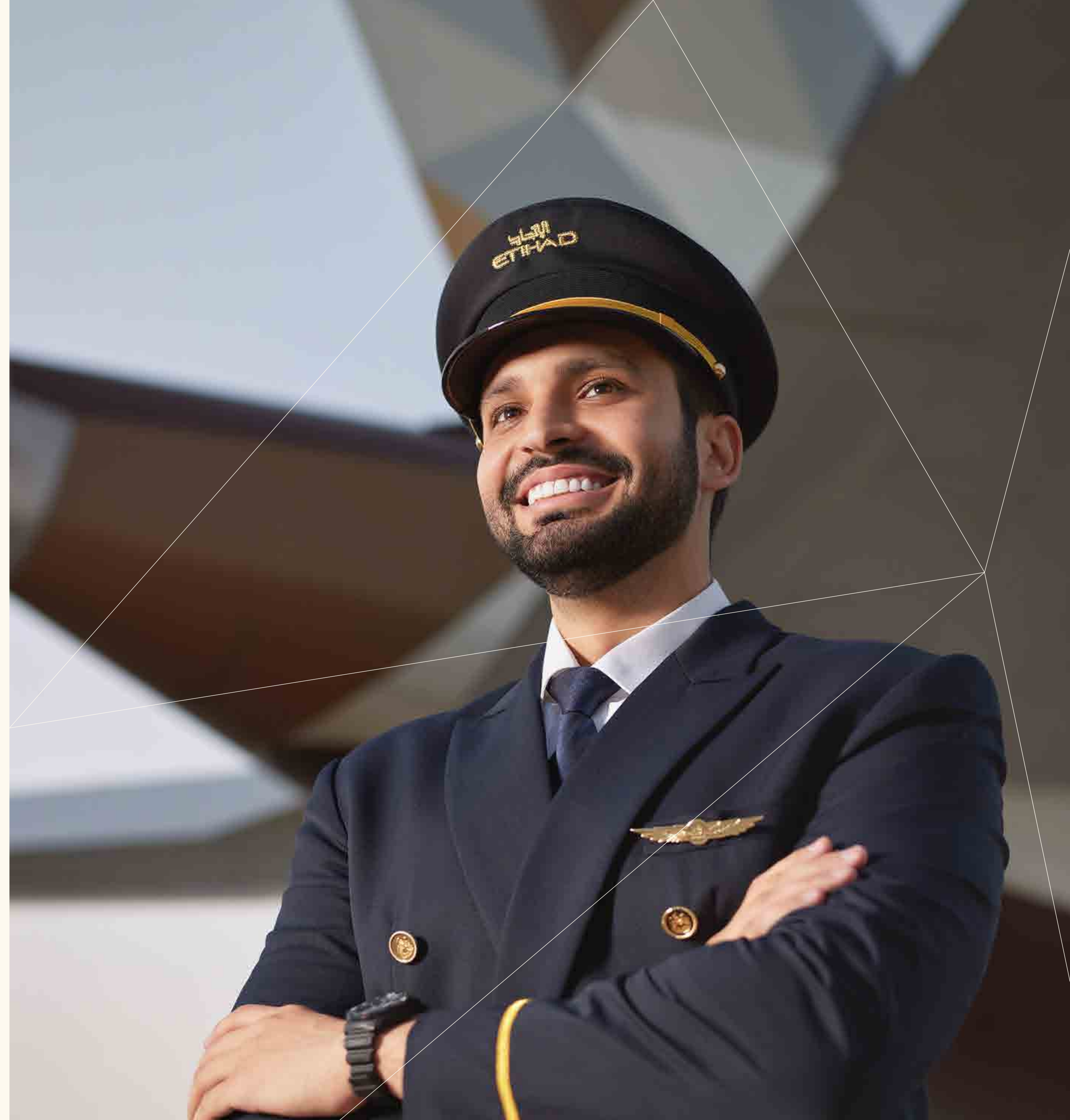
Minimum IELTS score of 5.5, or Minimum EmSAT English score of 1250

National Service (Males only)

Must have completed or have a permanent exemption from UAE National Service at the time of application

Personal Attributes

Demonstrates a passion for aviation Committed to continuous learning and development Possesses a strong command of written and spoken English



The process

We follow a structured selection process to ensure we assess each candidate thoroughly and fairly. The phases of selection are designed to help you showcase your motivations, skills and aptitude to become a pilot with Etihad Airways.

Application

Complete your application form by answering all required questions and uploading the necessary documents.

Screening

You'll need to complete a self-recorded video interview and submit a pre-employment medical questionnaire.

Assessment

You will be invited to an initial assessment day, which will include Maths, Physics, and aptitude testing. Candidates who successfully pass this stage will be invited to a second assessment day, featuring cognitive and psychometric evaluations, group exercises, and a competency-based interview.

What is the Etihad Cadet Pilot programme?

Available for UAE nationals aged 18 – 29, the Etihad Cadet Pilot programme aims to equip aspiring pilots with the skills and knowledge they need to excel, setting them on the path to an exciting career.

The programme upholds the highest standards of training, using some of the latest aircraft models and innovative technologies and training methods. Pilots will have the opportunity to operate one of the youngest fleets in the industry and train in some of the world's most advanced facilities.

The two-year programme will be conducted at the award-winning Etihad Training Academy, located in Khalifa City A in Abu Dhabi, with practical flight training conducted at FTE Jerez in Spain – one of Europe's top flying academies.

Courses are compliant with aviation regulations and encompass a blend of theoretical and practical training, including hands-on flight simulator sessions.

1

Theoretical Training

UAE - 8 months

14 subjects and GCAA exams

Outcome: GCAA Theoretical Training Certificate of Completion of 14 Aviation Subjects required for Practical Training.

2

Core

SPAIN - 6 months

Multi-Engine General Handling, Student Pilot In Command (SPIC), introduction Multi-Crew & Instrument Flight Rules (IFR), and Upset Prevention & Recovery Training (UPRT)

Outcome: Simulator and Single Engine aircraft experience required for the next stage.

3

Basic EY

UAE - 2 months

Advanced Multi Crew Operations & Instrument Flight Rule (IFR) on Phenom 100E device

Outcome: Gaining Simulator experience leading to the next stage of training upon successful completion.

4

Intermediate & Advanced

UAE - 6 months

Intro to advanced jet transport aircraft and airline specific procedures Line Oriented Flight Training (LOFT), Line Flying Under Supervision (LFUS) & Base training

B787 & A320 Multi-Crew Pilot License (MPL) Type Rating to qualify you to be trained to fly a commercial (Boeing or Airbus) aircraft

Outcome: Type Rating and Promotion to Second Officer

Pay & Benefits

Successful candidates will receive the following salary and benefits

Cadet (Training)

Pay

- Stipend of AED 5,000 per month for UAE Nationals

Benefits

- Accident, and Life insurance
- Medical insurance

Second officer (Employment)

- AED 16,667 per month
- Includes basic pay, fixed allowances and flying pay

- Accident, Life and Medical insurance
- Staff travel tickets
- Social & child allowance for UAE Nationals

First officer (Employment)

- Starting at AED 24,000 per month
- Step increments for the next four years up to AED 34,000 per month
- Includes basic pay, fixed allowances and flying pay

- Accident, Life and Medical insurance
- Staff travel tickets
- Social & child allowance for UAE Nationals

First officer (Employment)

Pay

- AED 39,853 per month
- Includes basic pay, fixed allowances and flying pay

Benefits

- Accident, and Life insurance
- Medical insurance
- Staff travel tickets
- Social & child allowance for UAE Nationals

Annual leave

Once promoted to a second officer, you are entitled to 42 calendar days annual leave..

CADET PILOT



ETIHAD
BEYOND BORDERS

etihad.com/careers