

The Etihad Cadet Technician programme 2026



Welcome to Etihad Airways

Dear Trainees,

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 Cadet Technician 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 career in aviation.

As you explore the opportunities this exciting programme can provide, we want to recognise the value you can potentially bring to Etihad. The skills, knowledge, and perspectives you bring will play a crucial role as we continue to innovate and grow. This programme is designed to equip you not only with aviation expertise but also the opportunity to collaborate, innovate and challenge yourself, and develop as a future leader in our industry.

We are committed to supporting you on your career journey and our dedicated mentors and leaders are here to guide you every step of the way as you refine your skills and prepare to take on new challenges. Remember, this is a continuous learning journey, and we encourage you to make the most of every opportunity.

We look forward to seeing how we can take your career Beyond Borders, and we hope you will consider joining us in shaping the future of aviation.

Warm regards,

Captain Majed Al Marzouqi
Chief Operating and Guest Officer



Etihad 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 these ambitious goals in sight, we're looking for young, talented, and driven candidates to help us make it happen.

Through our five-year Cadet Technician programme in Abu Dhabi, we'll provide you with the skills, knowledge and experience needed to excel in this dynamic industry. This will also give you the opportunity to be part of one of the most critical workforces within the aviation industry.



Our purpose, vision, mission and 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

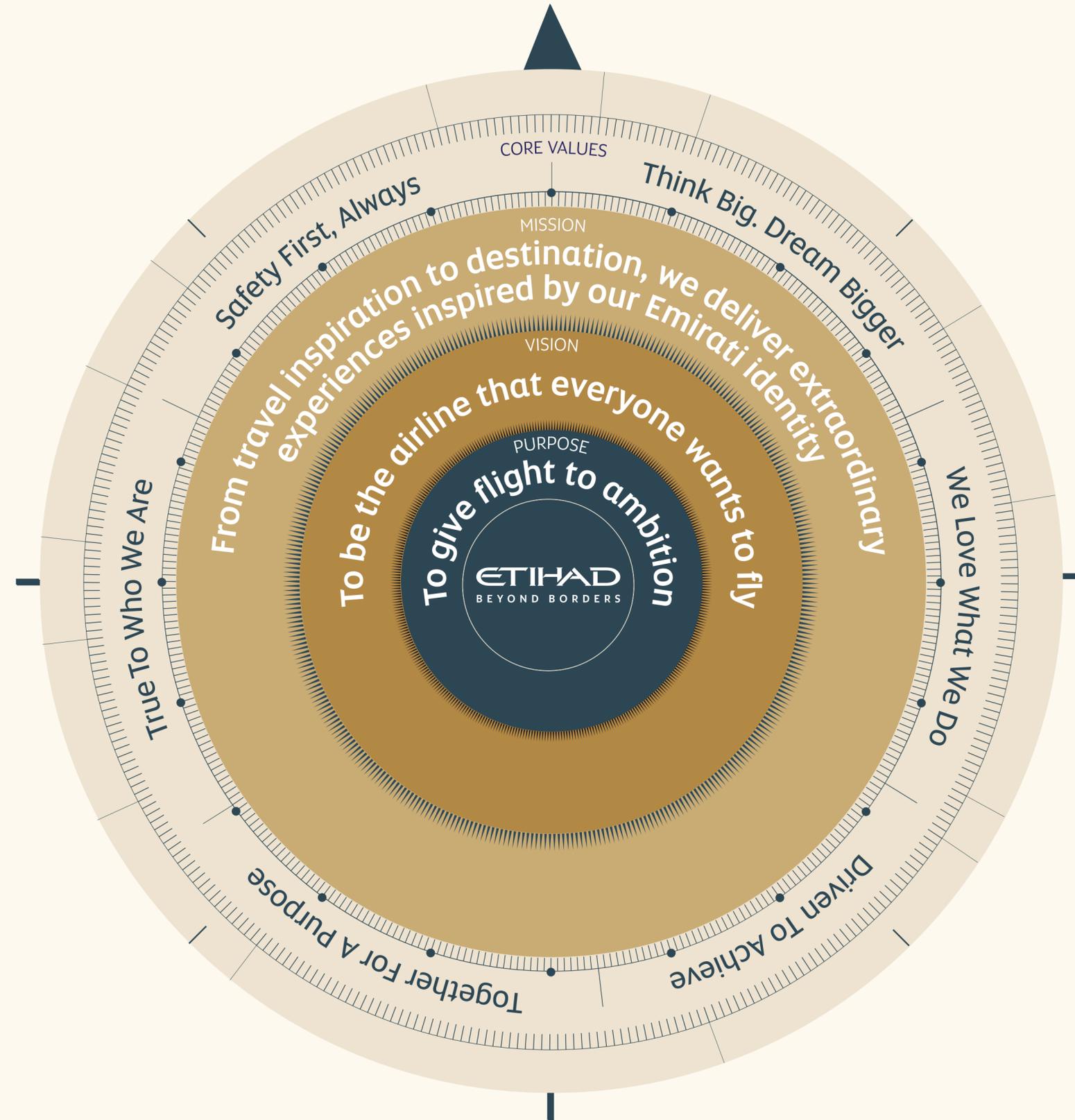
Authentic: True to who we are



The Etihad Compass

The foundations of Etihad's present and future

Our purpose, vision, mission, and values are all captured in our Etihad compass. This serves as our guide for all interactions with our guests, our people, and future candidates.





Cadet Technician

Since our launch in 2003, Etihad Airways has soared to become one of the world's leading airlines.

From our vibrant hub in Abu Dhabi, we connect guests and cargo to destinations across the Middle East, Africa, Europe, Asia, Australia, and North America, serving 91 airports in 52 countries.

Part of our success is driven by the skill and dedication of our extraordinary Technicians.

As vital members of our team, Technicians provide support to all shift members when needed, assisting licensed Aircraft Engineers and performing essential maintenance on Etihad's aircraft. From inspections and repairs to upgrades and modifications of aircraft systems, they ensure that every aircraft remains in safe, working condition.

Our Technicians adhere to national and international aviation regulations, alongside company procedures, to uphold the highest standards of safety and efficiency in every operation.

What is the Etihad Cadet Technician programme?

The Etihad Cadet Technician programme is a dynamic and rewarding two-year training development programme, designed to launch your aviation career and prepare you for progression to a licensed Aircraft Technician. The combination of theoretical knowledge and on the job training will provide you with practical experience in the field and prepare you for taking on responsibilities in all areas of aircraft maintenance across different aircraft types.

Career Pathway:

The programme offers an exciting career pathway to become a licensed Aircraft Technician and thereafter to qualify as an Aircraft Engineer

- Enrol in an approved Aviation Maintenance training programme approved by the GCAA
- Gain practical on the job experience under supervision
- Obtain the CAT A license from GCAA
- Start working as a Technician and gain the necessary experience to qualify for Aircraft Type Authorisation.
- Graduate with a Category A Aircraft Maintenance License, qualifying the Authorised Aircraft Technician.

Cadet Technician Journey

Entry level pathway to becoming a Authorised Aircraft Technician

Graduate Trainee - 20 months

Gaining GCAA CAT A1 License

Aircraft Technician

Obtaining GCAA CAT "A" Basic License

Licensed Aircraft Technician

Completing CAT A (L2) and additional AC types training

CAT B1/B2: L1 | 3X AC Type (Certify- 2 yrs)

With the right attitude and a commitment to self-investment, individuals have the opportunity to define their own career path and grow as Engineers within Etihad, aligned to our career ladder.



Cadet Technician stages and timeline

Theoretical training 3 months

- Classroom Training via GCAA approved training center
- GCAA Basic theory modules

Practical Training 5 months

- Complete Practical training
- Monthly Competence Assessment Checks

On the job experience 12 months

- Complete all mandatory training such as Human Factors, EWIS, Fuel Tank Safety, CRS
- Build Practical Maintenance experience (PME)
- Complete Aircraft TYPE Training level 2
- Build On the job experience (OJE) on the Aircraft TYPE
- Rostered as part of Productive TE1 technicians

Assessment & qualification

Programme Completion

Technical roles
Aircraft Licensed Technician
GCAA basic licence
CAT A authorisation on 1 type

Technical roles
Senior Technician

Delivered by GCAA Approved training center

GCAA Approved training center

Etihad Technical Operations

Etihad Technical Operations

Productivity In training

In training

Productive

Productive

Contract Type Training

Training

Employment

Employment

Salary Type Stipend

Stipend

Stipend

Salary

Why join the Cadet Technician programme?

By joining the programme, you will:

- **Develop a rewarding career as a Licensed Aircraft Technician**, gaining exposure to an exciting role that will shape the future of aviation.
- **Gain hands-on experience in the fast-paced operational environment**, working alongside industry experts, learning best practices, and leading teams.
- **Receive training from highly skilled professionals**, learning the latest techniques and industry standards to excel in the aviation sector.
- **Develop essential skills** in personal leadership, problem-solving, communication, and technical aviation expertise, preparing you to work in any global airport and ensuring a stable, long-term career path.
- **Build a strong foundation for leadership** and professional growth in a dynamic, thriving industry, setting the stage for continued success in the world of aviation.
- **Gain hands-on experience with a diverse range of aircraft types and operational areas**, utilising cutting-edge technology at the state-of-the-art Zayed International Airport and world-class hangar facilities.





Technical operations career progression

Role	Requirements	Min. Years in Role
Supervisor	Leads team of Technicians & Engineers	-
Senior Aircraft Engineer	CAT B1/B2 License; minimum of 3 (Level 3) aircraft type courses; must certify for at least 3 years	3
Aircraft Engineer	CAT B1/B2 License; minimum of 2 (Level 3) aircraft type courses; must certify for at least 2 years	2
Licensed Aircraft Technician	CAT A: minimum of 3 (Level 2) aircraft type courses ***If holding CAT B1 or B2 License: Level 3 aircraft type course (Airbus or Boeing)	2
Aircraft Technician	GCAA Basic License CAT A: trained on 1 (Level 2) aircraft type course & gain CAT A QA Approval	3
Aircraft Mechanic	Experience in role minimum 2 years	2
Cabin Mechanic	Deployed on AC Cabin B1 OJE Logbook	2



Who can apply for the Cadet Technician programme?

The following are the criteria that our candidates need to meet:

- UAE nationals with a valid family book
- Between 18 and 29 years old
- High school graduates or equivalent, with good background in maths, physics, and science
- Have a strong command of the English language
- Have completed or been exempted from UAE National Service (for males)
- Have medical clearance
- Are willing to work shifts, including nights
- Are flexible about working outdoors
- Are willing to travel depending on duty requirements

Our recruitment 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 and skills.

1

Application

Complete your application, and pre-qualification questions. You will need to upload the following:

- High school certificates
- Minimum grade 12, Diploma, or Bachelor's degree
- Military service certificates if applicable

2

Screening

Next, you'll undergo a video screening where you'll be asked to:

- Introduce yourself
- Explain your motivation for joining Etihad (this will also test your English proficiency)

3

Assessment

Next, you'll undergo an assessment:

- Individual technical assessment
- Group exercise
- Panel interviews

4

After the assessment

Finally, our Talent Acquisition and Business teams will evaluate the candidates and make provisional offers. To move forward, you will need to:

- Pass a medical examination
- Undergo government security clearance

How to ace the Assessment Day

The day will start with a welcome and briefing session to give you more information about the programme and what to expect during the assessment process. You'll also have the opportunity to speak to the current technical and engineering team and ask any questions you may have.

On the day of the assessment, you'll participate in an assessment process which includes team activities, group exercises, and a panel interview.☒

In the group assessment, you'll complete tasks with other team members. The key to success is to work together and have fun. We want to see the real you and how you react in certain situations.

Finally, the panel interview lets us get to know you better as a person and understand your ambitions and values. You can prepare by thinking about your previous experiences, times you've had to problem-solve, and examples of challenging situations you've encountered.

If you're unsuccessful at any stage, you're more than welcome to re-apply to the programme in six months.



Our Technicians trainee competencies

Competencies of Technicians

In addition to Etihad general, company wide competencies. Etihad technicians would need to demonstrate the following sets of competencies as well..

1 Teamwork

2 Problem solving

3 Communication skills

4 Safety and compliance

5 Resilience & working under pressure

6 Flexibility & adaptability

7 Continuous learning



Technician contract

- If you join the Cadet Technician programme, you'll receive a stipend of **AED 5,000** during your first 20 months of training.
- Once you obtain basic license you'll become a full-time Etihad Airways employee with a salary of **AED 21,400**.
- After completing the process to be granted with company authorisation, you'll be promoted to a Senior Technician, with a salary of **AED 24,717**, subject to vacancy.



Technician Employment Contract: Compensation & Benefits

Position Details

Component	Technician (TE1)	Licensed Technician (TE1)	Senior Technician (TE2)
Contract Type	Employment Contract	Employment Contract	Employment Contract
Duration	24 Months	12 Months	BAU
Basic Salary	6,500	7,500	8,500
Housing	4,950	4,950	6,667
Transport Allowance	700	700	1,300
Social Allowance	7,500	7,500	7,500
Child (Per Child)	600	600	600
Shift Allowance	750	750	750
Profit Share	Yes	Yes	Yes
Total	20,400	21,400	24,717
Compensation	Employment Contract	CAT A Licence	Program completion

Employment Contract Benefits – TE1/TE2

Benefit	Availability
Pension	Yes
End of Service	Yes
Education	NA
Accident & Life Insurance	Yes
Medical	Yes
Annual Leave	21 Working Days or 30 Calendar Days
Annual Leave Travel	Yes
Supplementary Travel	Yes
Concessional Travel	Yes
Notice Period	30 calendar days
UAEN Bond Claw back	TE1: 100%, TE2: 75%

Success stories



Mohsin Al Beshr

Senior Manager
Aircraft Maintenance

Mohsin's journey at Etihad began in 2012 when he joined as a trainee technician, quickly honing his skills in aircraft maintenance. By 2013, he had earned his first major authorization on the A320 fleet and became a Licensed Aircraft Engineer.

In 2015, Mohsin was seconded to Air Serbia, representing Etihad Airways and the UAE. During this assignment, he broadened his technical expertise and gained valuable insight into global aviation practices.

Building on his technical foundation, Mohsin was appointed Lead Aircraft Engineer in March 2018, where he supervised engineers and technicians. That same year, he became the first Emirati engineer at Etihad to receive the Authorization Certificate for the Boeing 787 fleet.

Recognised for his leadership, Mohsin was nominated for the 2018 Abu Dhabi Award for Excellence in Government Performance. His career continued to thrive, and in 2023, he was promoted to Senior Manager Aircraft Maintenance, overseeing the maintenance of cabin interiors and in-flight entertainment systems.



Hood Salem

Manager of Production
Engineering

Hood's journey in aviation began in 2011, when he graduated from high school and joined Etihad's Aircraft Engineer training programme. Over the next four years, he gained vital theoretical and practical technical knowledge, graduating with excellence in 2015.

Following his graduation, Hood began his on the job training as a Trainee Engineer with Etihad, working alongside senior engineers and experts to gain priceless experience. In 2017, he successfully graduated from the programme and earned his GCAA Aircraft Engineer Licence.

Hood's commitment to continuous learning led him to complete numerous specialised courses, further expanding his expertise. His dedication and passion for growth resulted in several promotions, including his appointment as Lead Aircraft Engineer in 2021. In December 2024, Hood was promoted to Manager of Production Engineering in Technical Operations.



Taif Mahfoodh Alshehhi

Aircraft Engineer

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ETIHAD
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