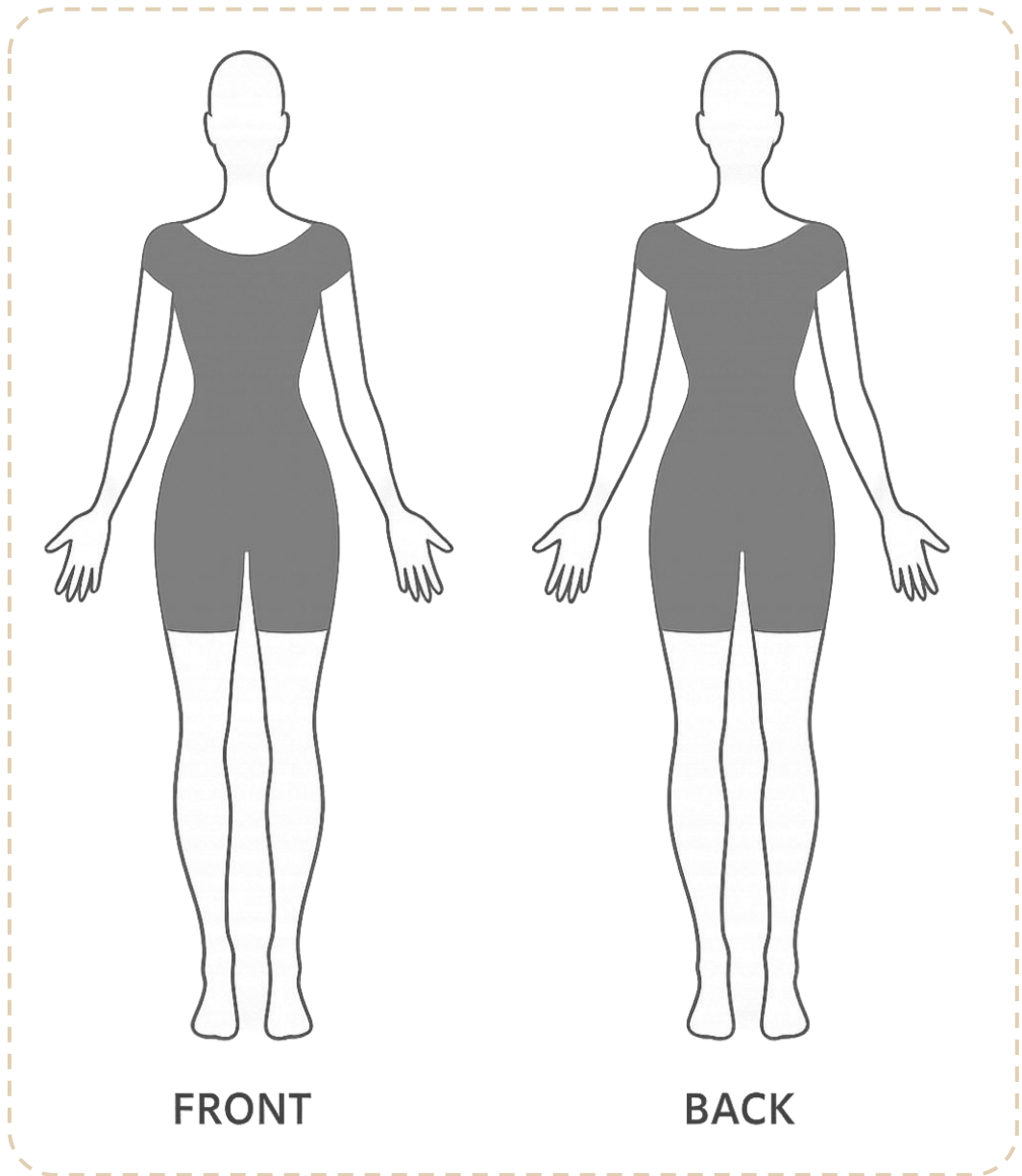




Style & Image

Female candidate guide



Tattoos

All **tattoos** in the white area are **not permitted**.
Failure to declare tattoos can lead to termination of contract.

Scars & birthmarks

Any visible scars or birthmarks on the body, must be declared
You must upload your photo via your candidate profile by labelling the area where the birthmark/ scar is located.

Assessment

If you're unsure whether your tattoo meets Etihad's grooming standards, please email a clear picture to ccrecruitment1@etihad.ae before your assessment.

Review process

Our team will review the submitted picture and guide you on the next steps.

Transparency

All information shared during the application and assessment stages is treated with the utmost fairness and confidentiality.

Submit professional studio pictures only:

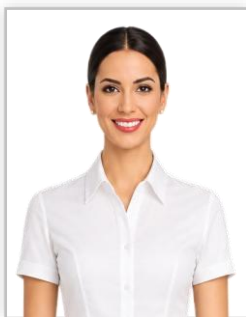
- ✓ 2 full length photos (long sleeve & short sleeve) and 1 passport size photo (3.5 x 4.5 cm)
- ✓ Use a plain white or light neutral background.
- ✓ Ensure even lighting with no harsh shadows.
- ✓ Photos must be clear, sharp, high-resolution, recent, and unedited.
- ✓ Professional business attire is required as illustrated in the example image.
- ✓ Avoid sunglasses, hats, filters, or anything that obscures the face.

Additional requirements

Provide clear photographs of any visible scars, birthmarks, tattoos, or other identifying marks if requested during the recruitment process.

How to submit your photos:

Upload your photos to your candidate profile [here](#).



- Face should be centered and occupy most of the frame
- Photo should be cropped from approximately chest level to just above the head.
- Look directly at the camera.
- Maintain a natural, professional smile with teeth visible.
- Both shoulders should be visible and level.

Neatly tied back

Make-up

Well-groomed, with
makeup

Business attire

- Crisp white shirt
- Black blazer
- Black knee length skirt, or below the knee only
- Well-fitted and pressed

Shoes

Please wear heals



Smile

Natural smile, with
or without showing
your teeth

Jewelry

- Pearl stud earrings only
- No other jewelry is permitted such as necklace or bracelet

Posture

- Stand tall, shoulders relaxed
- Look confident and approachable



- Full body must be visible from head to shoes.
- Stand facing the camera with a natural, upright posture.
- Arms should rest naturally by the sides.
- Look directly at the camera and maintain a natural smile.
- Ensure appropriate distance from the camera so the entire body is clearly visible.



- Permitted:**
- ✓ Low and mid bun styles only: buns should sit at the nape of the neck or slightly above and be secured with a fine hair net that matches your hair colour
 - ✓ Hair must not cover more than half of the ears
 - ✓ Hair should appear clean, neat, and well-groomed at all times
 - ✓ Keep hair smooth, with no flyaways, and styled away from the face
 - ✓ Use hair pins, a hair net, and hairspray to keep the style secure
 - ✓ All accessories must match your hair colour



- Not permitted:**
- ✗ High buns
 - ✗ Ponytails or any other hairstyles
 - ✗ Hair extensions and hair pieces
 - ✗ Ribbons or scrunchies
 - ✗ If using a hair donut, ensure the size does not exceed 6cm in diameter and it matches your hair colour
 - ✗ No visible baby hairs or loose strands

Recommended looks



Permitted:

- ✓ Black and brown mascara
- ✓ Mascara is mandatory to be used on both upper and lower lashes
- ✓ Use warm shades of beige, brown, bronze or discreet gold shades, avoid heavy eye makeup
- ✓ Shimmery eye shadow with a subtle sheen is permitted; however, glittery eye shadow (with light reflecting particles)
- ✓ Eye shadow may be applied under the eyes, provided a soft finish is achieved

Looks to avoid



Not permitted:

- ✗ Glittery eye shadow with light reflecting particles
- ✗ Stick on eyelash extensions
- ✗ Heavy, overly dramatic make up looks

Makeup guidelines – Lipstick

Recommended looks



Permitted:

- ✓ Pink, plum or purple lipstick shades must be used
- ✓ Lipstick must fully cover the lips
- ✓ If using a lip liner, it must match the shade of the lipstick
- ✓ Permitted colours are as per the above palette. Any of the recommended shades must not be used if they are too light or appear red or nude when worn

Looks to avoid



Not permitted:

- ✗ Lip tint, Lip Balm and Lip Gloss
- ✗ No neon, red, orange, burgundy, nude or brown tints
- ✗ Too light or too dark
- ✗ Creating an ombre effect

Nail standards

Recommended looks

Colours:



Baby pink



Classic French



Shapes:



Square



Square oval



Oval



Soft almond

Permitted:

- ✓ Baby pink or Classic French Manicure
- ✓ Maximum nail length: 0.5cm
- ✓ Nail shape should be natural, and follow above guidelines

Looks to avoid



Not permitted:

- ✗ No other nail art, glitter or very opaque shades
- ✗ No visible regrowth if wearing gel enhancements
- ✗ No chipped nails
- ✗ Long nails or unnatural shapes are not permitted

Recommended looks



Permitted:

- ✓ Earrings must be worn if ears are pierced
- ✓ Only pearl studs permitted
- ✓ Only one pair of earrings is permitted, on the lower centre point of the ear lobe, with a diameter not exceeding 10mm and not smaller than 3mm

Looks to avoid



Not permitted:

- ✗ There must be no setting of any type on the earrings
- ✗ Any other visible piercing accessories are strictly not permitted

Recommended looks



Permitted:

- ✓ Plain black blazer, not too long and not too short, with long sleeves only
- ✓ A classic black skirt with a minimum length that reaches below mid-knee and not longer than 1-inch below knee level,
- ✓ If skirt has a slit-slit not to be longer than 7cm
- ✓ Overall attire should be well fitted, not too tight or too loose

Looks to avoid



Not permitted:

- ✗ Stretchable material not allowed
- ✗ Double breasted, cropped, oversize and very long blazers are not permitted
- ✗ Satin, organza, embroidery or any see through materials are not allowed for the attire
- ✗ Avoid peplum designs when choosing the attire

Recommended looks



Permitted:

- ✓ Heeled shoes
- ✓ Plain black only
- ✓ Heel must be a minimum of 1 inch and maximum of 2.5 inches in height
- ✓ Must be block heel and closed toe in design

Looks to avoid



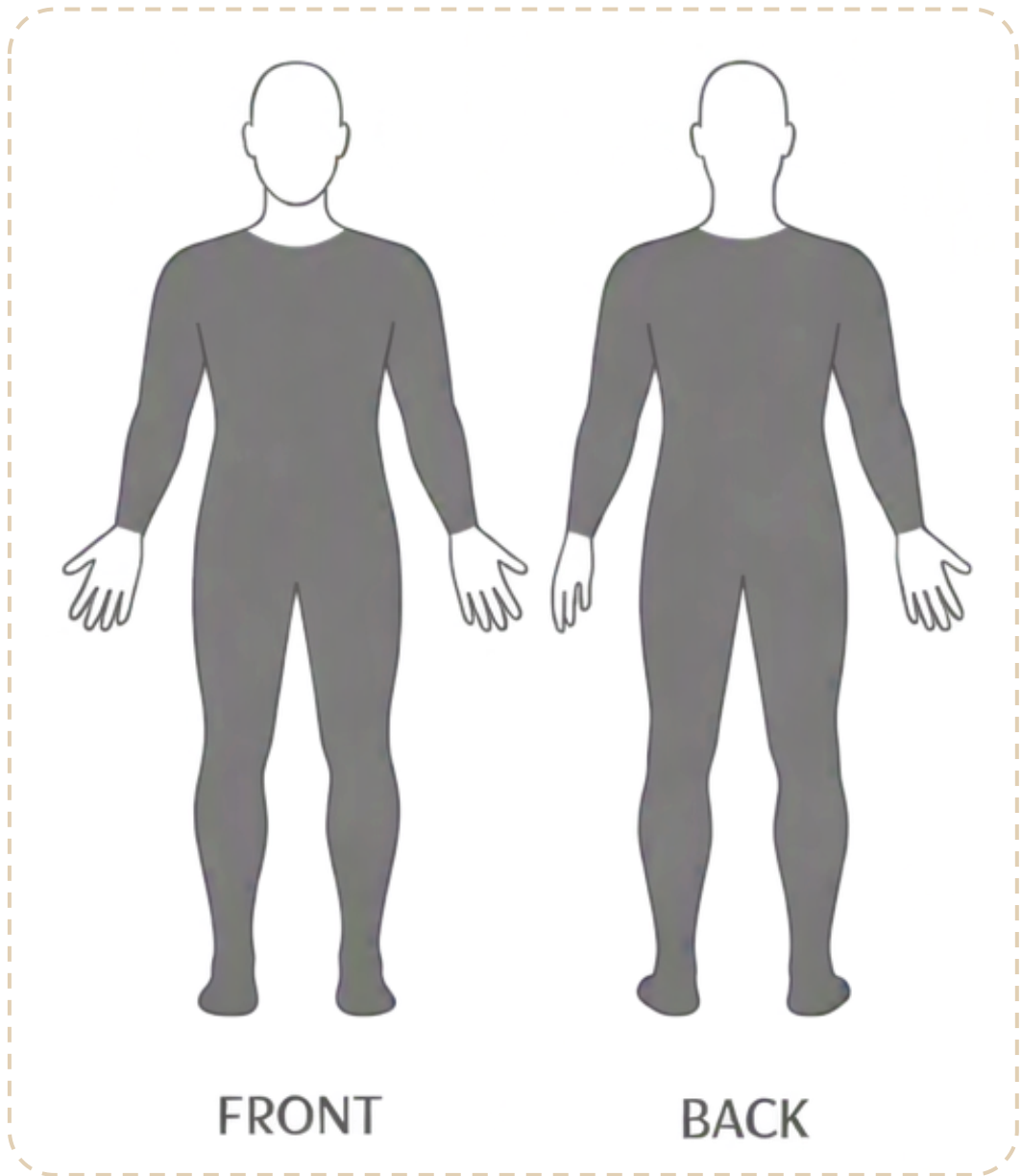
Not permitted:

- ✗ Stilettos, platforms, wedges or slim heels
- ✗ Straps or other accessories
- ✗ Sling back shoes



Style & Image

Male candidate guide



Tattoos

All **tattoos** in the white area are **not permitted**.
Failure to declare tattoos can lead to termination of contract.

Scars & birthmarks

Any visible scars or birthmarks on the body, must be declared
You must upload your photo via your candidate profile by labelling the area where the birthmark/ scar is located.

Assessment

If you're unsure whether your tattoo meets Etihad's grooming standards, please email a clear picture to ccrecruitment1@etihad.ae before your assessment.

Review process

Our team will review the submitted picture and guide you on the next steps.

Transparency

All information shared during the application and assessment stages is treated with the utmost fairness and confidentiality.

- ✓ 2 full length photos (long sleeve & short sleeve) and 1 passport size photo (3.5 x 4.5 cm)
- ✓ Use a plain white or light neutral background.
- ✓ Ensure even lighting with no harsh shadows.
- ✓ Photos must be clear, sharp, high-resolution, recent, and unedited.
- ✓ Professional business attire is required as illustrated in the example image.
- ✓ Avoid sunglasses, hats, filters, or anything that obscures the face.

Additional requirements

Provide clear photographs of any visible scars, birthmarks, tattoos, or other identifying marks if requested during the recruitment process.

How to submit your photos:

Upload your photos to your candidate profile [here](#).



- Face should be centered and occupy most of the frame
- Photo should be cropped from approximately chest level to just above the head.
- Look directly at the camera.
- Maintain a natural, professional smile with teeth visible.
- Both shoulders should be visible and level.

Hair

Clean cut

Face

Clean shaven or well-groomed full beard

Business attire

- Crisp white shirt
- Black, Navy Blue Dark Grey Suit (Jacket & Trousers)
- Black or navy-blue tie
- Well-fitted and pressed

Shoes

Black formal shoes



- Full body must be visible from head to shoes.
- Stand facing the camera with a natural, upright posture.
- Arms should rest naturally by the sides.
- Look directly at the camera and maintain a natural smile.
- Ensure appropriate distance from the camera so the entire body is clearly visible.

Smile

Natural smile, with
or without showing
your teeth

Posture

- Stand tall, shoulders relaxed
- Look confident and approachable



Recommended looks



Permitted:

- ✓ Your hair must always be clean and well maintained with a length no longer than 5cm and minimum number 1 cut.
- ✓ Sideburns must be neat and trimmed regularly, appear natural, with the length not exceeding mid ear and a width between 1cm and 1.5cm.
- ✓ Your hair may be gradually graded up or appear stepped
- ✓ We recommend you use hair gel, spray, cream or wax to hold your hairstyle in place.
- ✓ Hair must always be styled away from the face.

Looks to avoid



Not permitted:

- ✗ Wet look, spiky styles, mohawks and other overly expressive hair styles
- ✗ Hair length must **not be longer than 5 cm**
- ✗ Shaved-in lines aren't permitted

Recommended looks



Permitted:

A full beard is permitted if:

- ✓ It's not colour-enhanced but worn natural
- ✓ It's well maintained
- ✓ It has a minimum length grade 1 (3mm) and a maximum length grade 2 (6mm)
- ✓ When wearing a beard, the neckline and upper cheeks must be shaved:
- ✓ The neckline is where the neck meets the head
- ✓ Sideburns must be connected to the beard
- ✓ Lines outlining the beard must be defined

If a full beard cannot be achieved, a clean-shaven look is a must

Looks to avoid



Not permitted:

- ✗ Goatees or thin-line beards
- ✗ Patchy looking beards
- ✗ Messy/unmaintained looking beards and/or undefined lines
- ✗ Any visible stubble or beards while in the process of growing it out is not permitted.

Recommended looks



Looks to avoid



Permitted:

- ✓ Recommended colors: Plain Black, Navy Blue or Dark grey
- ✓ Tailored white shirt
- ✓ Well-fitted, not too tight, or loose and not too long or too short
- ✓ Tie with a conservative design: black, grey, dark brown, navy blue

Not permitted:

- ✗ Double breasted blazers are not permitted
- ✗ Vest coats are not permitted
- ✗ Avoid any suits with patterns or embroidery, or slim fit designs

Recommended looks



Permitted:

- ✓ Formal Shoes: Black formal shoes, with or without laces, made from leather or leather-look material with a polished, professional appearance.
- ✓ Shoes must be clean, well-maintained, and free from excessive wear, decorative elements, contrasting colors, visible logos, thick soles, or athletic features.

Looks to avoid



Not permitted:

- ✗ Loafers, boots, sports or casual shoes
- ✗ Straps or other accessories
- ✗ Sport-style, sneaker-style, casual, canvas, slip-on trainer, or hybrid formal-sport shoes



Permitted:

- ✓ Use a simple belt design
- ✓ Preferred color: Black
- ✓ A discreet logo is permitted, provided it is not distracting



Not permitted:

- ✗ Large designs of the belt buckle
- ✗ No patterns, designs, jewelry or large logos are allowed



ETIHAD
BEYOND BORDERS

The image features the Etihad Airways logo centered on a gold background. The background is decorated with thin, light-colored lines forming a geometric pattern of triangles and polygons. The logo itself consists of the word 'ETIHAD' in a large, white, stylized serif font, with the 'E' and 'H' having unique cutouts. Below it, the tagline 'BEYOND BORDERS' is written in a smaller, white, all-caps sans-serif font.