

### *Eddie's Hiring Two Pilots*

We are hiring two pilots. No, that doesn't quite tell the story. Let's talk about what we are looking for in both pilots. We are hiring pilots who know airplanes and know domestic and international flight operations inside and out. Nope, that isn't all of it either. We are looking for aviators with minds that are always looking to learn from others and to impart knowledge to others. Pilots who work well and play well with others. A bit trite, I think. Let me see. Let's try this . . . Here is what the other two pilots are like:

- One of the pilots started as a flight instructor, did his time flying charter and with the airlines, worked for a number of large corporations, and gravitated to Gulfstreams because karma and good sense made that inevitable. He is building his own airplane but spends most of his free time fishing. He had absolutely no background in computers until the job needed an IT guy and he became an IT guy. He had no background in safety management systems but the job needed an SMS guy so he learned SMS and brought his flight department from square zero to Stage III SMS. He is always in the learn mode and is usually Eddie's first subject to learn a new technique, read a rough draft article for Business & Commercial Aviation magazine or one of Eddie's books. And he is never afraid to let Eddie know when he is about to make a mistake. Oh yes, he has been known to run up a bar tab because he likes good food, beer, and fine wine.
- The other pilot is Eddie.

We fly by the book and our workload outside the cockpit can be described as a bit on the high side. We take this flying thing rather seriously.

Interested?

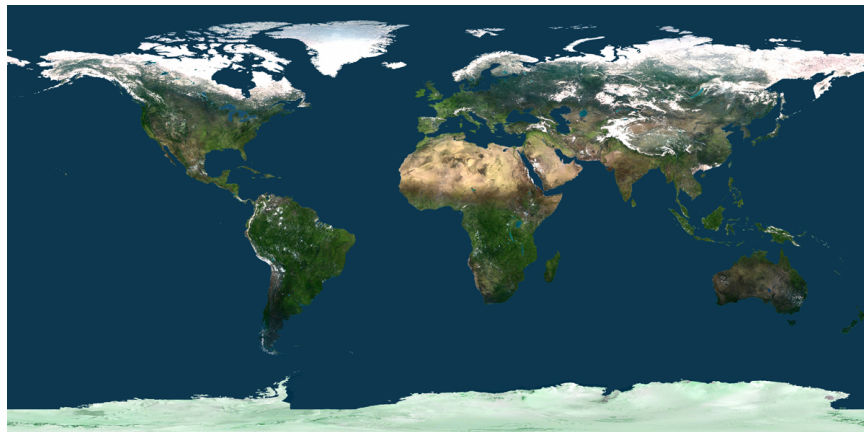
What follows is more about the job. We are hiring right now. It usually takes us a year to do this but we could hire you tomorrow if you end up being exactly what we are looking for. If you are interested, "Contact Eddie" at [eddie@code7700.com](mailto:eddie@code7700.com) and send a resume. If you aren't interested but know someone who you often thought, "this guy reminds me of Eddie," please let that person know he or she might have a home in Bedford, Massachusetts. Thanks.

### *What do we fly?*



We fly a Gulfstream 450 equipped with all the bells and whistles. The airplane is seven years old but looks brand new. We have EVS, datalink, XM weather, you name it. The only thing we don't have that might surprise you is inflight broadband Internet. It isn't a cost issue; it is because the company is very security conscious.

### *Where do we fly?*



We operate mostly in the Northeast of the United States with occasional trips to the West Coast. We go to Europe fairly often and will be starting Asia operations this year but have not ventured there in this airplane yet.

### *Who do we fly?*

Like many in this business, the company is very private and we keep most of that pretty secret.

### *When do we fly?*

We do a lot of night flying; probably half of our operations are at night. We rarely fly on holidays.

## *How do we fly?*



By the book! We emphasize systems and procedural knowledge and when in doubt, we look it up.

## *How often do we fly?*



Not very. An average year for us is just under 300 hours. We worry about proficiency so if we haven't flown in a week, we take the airplane up for a pattern ride. I know that is very unusual but our company wants to keep us proficient and the airplane exercised.

## *How well is the airplane maintained?*



Very well. We have the engines, APU, and avionics on full service maintenance contracts. We implement all service bulletins and advisories at the first opportunity. We have a highly experienced mechanic and every time we bring the airplane in for maintenance, our orders

to Gulfstream are "make it like new." Our reliability rate in six years has been 99.5% and when we do have a problem, we bring in the experts. We will often fly the airplane after maintenance just to make sure.

***Are there any special flying skills required?***

Over the years I've noticed not everyone is cut out for the intensity of flying IFR in the Northeast. The pace in the NY to BOS corridor is something that often throws pilots from other parts of the country and we live right in the middle of it.

***Are there any special personality traits needed?***

For both pilots, in a word: patience. Our passengers use this airplane exclusively for business and when they are on the road they stay with their clients until the job is done. If the meeting takes an extra two hours, so be it. So we spend a lot of time waiting. On the other hand they completely trust our judgment as pilots and they know our crew duty rules. If we are beyond our duty limits, we find a hotel and spend the night. But if we can get the job done after five hours of waiting, that's what we do.

One of the pilots will have a higher level to climb. You see, Eddie just turned 60 and wants to retire in two years; so he has orders to replace himself with himself. So if you are an Air Force pilot with command experience, if you've been an IP/EP in multiple aircraft, if you've learned leadership the hard way and are ready to bring those skills up to a new level, then we might have the perfect job for you. (Even if you are still on active duty and have a year or two to go.)

***What is a typical month like?***

You can expect to fly one trip a week, on average. In the past, with three pilots we simply rotated, so you would fly a trip as SIC, a trip as PIC, and then sit the next one out. With four pilots, we will have even more flexibility. We don't show any favoritism but we also accommodate. If there is a location you would like, you are free to jump in line. If there is a week you want off, we try to accommodate. Speaking of time off, you will have a lot of that. We get four weeks off a year at times of your choosing. The only caveat is we need to ensure the other two pilots are available. But your vacation days take priority over the schedule and training. But wait, that's not all. We also give each pilot an additional 13 days off per quarter, 5 of which are scheduled ahead of time. Trips and training take priority here, but you can request 13 additional days each quarter and if the schedule and training permit, you can have them. (We'll even hire a contract per diem pilot to make that happen.)

We have the best dispatcher in the business and she makes sure your focus is where it needs to be. She takes care of the FBOs, ground transportation, hotels, most of the bills, just about everything needed to help you get the job done. She stays connected from mission start, during the flight, all the way until you are back at home.

There are lots of additional duties and this position includes our safety officer position. We will send you to training and you will be expected to run our safety program and conduct quarterly safety meetings. Each pilot also teaches one class every three months to the rest of the flight crew.

### ***How's the pay?***

We've run Bedford pay surveys over the years and we are consistently near the top in every category. We get annual raises and bonuses without fail. If you are moving from out of the area we will pay for your relocation. If you are local to Bedford, we expect you to be within a two-hour drive to the airport.

### ***What is the biggest negative?***

For some pilots it may be the fact we don't fly a lot. For others it might be the fact we spend a lot of time waiting. For me? Well I grew up in Hawaii. For me the biggest drawback is the snow.

### ***What is the biggest positive***

This is my 11th flight department in 37 years of flying and I have never felt more appreciated and valued as a pilot. The CEO and the president of the company visit us in the cockpit regularly and have commented that we pilots are like a combination of medical surgeons and ballet dancers. They insist we stay at the finest hotels and want us to eat very well. In seven years I have never been questioned about an expense. In fact, I've never been questioned on any operational decision to divert, schedule maintenance or training. (We have a full service contract with FlightSafety.) When I heard that two of our pilots had never experienced high performance aircraft upset training I sent all three of us to do that. We don't require it, but if a pilot wants to attend NBAA or a symposium of any kind, we do that.

### ***Hiring Minimums***

Our company rules are patterned off the Wyvern Standard and our insurance broker insists on them. We've had one item waived in the past but never more than one item. To hire you as a PIC you will need:

Total time: 4,000 hours

Multi-engine: 2,000 hours

PIC, multi-engine: 1,500 hours

PIC, turbojet: 500 hours

Turbine: 1,000 hours

We cannot hire you if you have had any FAA sanctions in the last five years. Wyvern also restricts hiring anyone with accidents or incidents in the last five years but we put some sanity in that. Under NTSB reporting rules an incident could be something as simple as a loss of a generator on some airplanes. We will of course want to know about any incidents and will evaluate each accordingly.

### ***Anything else?***

I think we are a world-class operation flying for a company that is number one in their field. The company has a philosophy of hiring only the best and the interview process can be intimidating. We pilots will screen applications and select candidates for interviews.

Those we think will pass the company's requirements will be invited for simulator observations. (You pick the aircraft type, we pay for the time and watch you fly.)

Then the top two or three people in the company sit down with you to see how well you fit with their culture. What they are looking for is "it." What is "it?" "It" is a persona that tells them you are comfortable in your own skin, know your profession inside and out but also know that you must always be striving to improve. You have to be comfortable flying with two other pilots that are always striving to improve, don't accept laziness, and feel free to critique at all times. And you must have the ability to critique them when needed. It is hard to define "it" but you know it when you see it. Have you ever attended a recurrent with a group of pilots where one pilot in particular stands out as exceptional? If that pilot is you, we have a position available for you right now. You don't need to be typed in the G450 (a GV type rating) or even have Gulfstream experience. We are looking for "it" first, experience second.

If you are hired, you will find yourself in an environment unlike any other. The company takes care of their people and doesn't place a priority on dollars. You will have the finest training and find that we don't cut corners. It is a great job. If you are interested, please contact Eddie ([eddie@code7700.com](mailto:eddie@code7700.com)). The openings exists now, but we are willing to wait a year (or more) to find just the right pilot.