

RECRUITMENT AND SELECTION

Air traffic controller selection



Rely on an expert in ATS recruitment services

Training Air Traffic Controllers (ATCOs) is a huge investment, which is why the selection and recruitment of the right candidates is crucial for any Air Navigation Service Provider (ANSP). Entry Point North has many years of experience in delivering professional recruitment and selection services – from helping ANSPs with parts of the process to taking over the whole selection and recruitment process. Every year we process more than 2000 applicants to select the best ATCO candidates.

Entry Point North experts apply proven selection tools and methods to identify the candidates who are best suitable for this demanding job. The recruitment and selection services are thoroughly discussed with the client and customised to meet their requirements. These services are offered for the recruitment and selection of ATCOs and any other aviation related personnel.

The recruitment and selection process

Job specification

Establishment of the client's selection requirements and job specification.

Recruitment marketing

By using the appropriate marketing mix and the right communication channels, the right target group is reached and sufficient number of qualified applicants is attracted.

Selection

An extensive set of proven selection tools is carefully combined to measure different aspects and criteria allowing us to make a more precise and accurate decision:

- Ability tests
- Personality assessment
- Assessment center
- Simulator exercises

Decision-Selection board

A selection board is an objective way to make a decision in a standardised and structured way. It takes into account the outcome of all the selection methods.

Evaluation

Evaluation is a crucial part of the recruitment and selection process. Feedback on the student's performance during their training is used to evaluate in retrospect the selection process together with the client.