

Cathay Pacific Pilot Assessment Program Detailed Overview & Preparation Guide Presentation Document for Aerocadet’s “Pathway to Cathay” Program

Title

Cathay Pacific Airways Pilot Assessment & Recruitment Program Comprehensive Guide:
From Online Application to Final Offer

Prepared for Aerocadet Cathay Pacific Pathway Program
(https://aerocadet.com/pathway_to_cathay_pacific.html)

Introduction

Cathay Pacific is one of the world’s leading airlines, based in Hong Kong, operating a modern fleet including Airbus A330/A350 and Boeing 777 aircraft.

The pilot recruitment process is highly competitive and multi-stage. It assesses aptitude, technical knowledge, personality, teamwork, and manual flying skills.

Two Main Pathways:

- **Cadet Pilot Programme** (ab-initio, no or low experience)
 - **Direct Entry** (Second Officer / First Officer – experienced pilots)
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Overall Selection Process Overview

The process varies slightly between Cadet and Experienced hires, but typically includes these stages:

1. Online Application
2. ICAO English Test / Initial Screening
3. Computer-Based Aptitude & Psychometric Tests
4. Initial Interview (HR + Technical)
5. Group Exercises / Assessment Centre
6. Simulator Assessment
7. Final Panel Interview
8. Medical Examination & Offer

Final stages are held at **Cathay City, Hong Kong**. Travel support is provided for international candidates.

Stage 1 – Online Application

- Submit CV, cover letter (recommended), and personal details via careers.cathaypacific.com.
 - Highlight flying experience, education, and motivation for Cathay.
 - Tip: Research Cathay’s fleet, routes, recent news, and company values.
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Stage 2 – English & Initial Screening

- **ICAO English Level 4+** required (test may be administered).
 - Possible phone screening or digital interview focusing on motivation and basic suitability.
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Stage 3 – Computer-Based Assessments (Online)

Common tests include:

- **Cut-E / AON Aptitude Tests** (spatial awareness, multitasking, reaction speed).
- Applied Numeracy & Logical Reasoning.
- Math Tests.
- Personality Questionnaire.
- Aviation English.
- Technical Knowledge Test.

Preparation Tip: Practice with Cut-E / AON-style pilot aptitude platforms.

Stage 4 – Initial Interview

- 30–60 minutes (often via Teams).
 - HR-focused: “Why Cathay?”, “Why pilot?”, relocation to Hong Kong, cultural awareness, strengths/weaknesses.
 - Basic technical questions on your experience.
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Stage 5 – Group Exercises & Assessment Centre

- Team-based tasks testing communication, leadership, problem-solving, and threat management.
 - May include role-play, case studies, or group discussions.
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Stage 6 – Simulator Assessment (Key Stage)

Format:

- Full-motion Class-D simulator (A330/A350 or B747/B777 – assigned ~7 days prior).
- Briefing provided in advance – **study it thoroughly**.
- No autopilot, flight director, or autothrust in many profiles. Raw data manual flying.
- You act as PF (Pilot Flying) with no dedicated PM support.

Typical Profile (Hong Kong – VHHH):

- Takeoff (e.g., RWY 25L).
- Climb with speed/altitude changes and turns (including steep turns).
- Radar vectors to ILS approach.
- Go-around.
- Second approach to full-stop landing.
- Possible abnormal (e.g., engine failure/fire – often hinted).

Evaluated Competencies:

- Adherence to SOPs and profile.
- Manual handling & trimming (especially important on 747).
- Workload management & situational awareness.
- Stable approaches and airmanship.

Thrust/Pitch Example (approx. values – use briefing): Attitude + Thrust = Performance.

10: Simulator Preparation Tips

- Practice the exact briefed profile multiple times.
 - Focus on trimming, precise speed/altitude control, and standard calls.
 - Be smooth and professional.
 - Aircraft is heavy – expect inertia.
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Stage 7 – Final Panel Interview

- Usually the day after simulator (if you pass).
 - Panel: HR + Training Captains.
 - Mix of behavioural (STAR method) and technical questions.
 - Company knowledge: routes, fleet, news, culture.
 - Technical: ATPL-level questions (prepare FAA PHAK or equivalent).
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Stage 8 – Medical & Final Steps

- Class 1 Medical examination.
 - Background checks and document verification.
 - Job offer and contract.
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Timeline & Success Tips

- Whole process can take several months.
- **Key to Success:**
 - Thorough preparation on aptitude tests and simulator profile.
 - Strong company knowledge and genuine motivation.
 - Professional attitude and cultural adaptability (Hong Kong relocation).
 - Practice manual flying in a simulator.

Recommended Resources in addition to Aerocadet's program:

- Official Cathay briefing (sent upon invitation).
 - AviationInterviews.com gougues.
 - Cut-E / AON practice platforms.
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Thank You & Contact

Good luck with your Cathay Pacific application!

For personalized preparation programs (online CBT + simulator sessions), contact Aerocadet or similar training providers.

Questions? Feel free to ask for more details on any stage via info@aerocadet.com or schedule a free consultation call via <https://calendly.com/aerocadet>