

FEEDBACK AFA CADET RYANAIR

15TH MARCH 2023

This is feedback from my assessment process (ONLINE+ DUBLIN)

My profile:

I'm 29 years old Spanish.

My profession:

Former diplomatic advisor at the United Nations Security Council and a Reserve Navy Officer

My Training:

PPL in air club and Distance E-learning ATPL (due to work) in France

CPL IR/ME in Watorowo, Poland Adriana Aviation (Completed in 2 months)

Basic MCC on A320 Simnest Budapest

Low timer 207 hours

Plane flown:

Robin HR200, C152, C172, PA28, TECNAM P2002JF, TECNAM P2006T

Application thread:

I applied the 23rd of December 2022

Invitation online interview 26 January 2023

Positive result 2nd February 2023

Invitation to Dublin 27th February 2023

Dublin 15th March 2023

Positive result Dublin: 20th March 2023

We were 8 (1 Dutch, 1 Finish, 2 Portuguese, 4 Spanish). We went together at 8:30 made a quick tour of the Ryanair HQ then quick HR briefing in a room. Then the technical Briefing (I recommend a preparation to not be there like a tourist) then they paired us with the one who had less experience on 737 to the one with more. Then with my sim partner we went first to the simulator before HR interview.

SIMULATOR: EAST MIDLANDS TNT2 N

I started as PF first (you can choose to fly left or right I have chosen right seat)

PM: Ask for clearance.

PF: Set up departure (CRS+ HDG+ ALTI+ FREQ which are already set but verify if selected)

Departure Briefing once in the simulator Michael wanted it fast so Take off briefing, throttle handling are supposed to be done and discussed in the room with your partner before which that we have done. Once in the room do a fast Vertical profile briefing then call-out for emergency briefing he said done then call-out for Before take-off checklist (he will say done). Ask if any question at PM.

PF We are ready for departure ask for clearance.

PM ask clearance.

PF if cleared ask PM if he/she is ready.

Then start take off.

TAKE OFF:

PF Set thrust at 40% N1.

PM "40% N1 stabilised"

PF Switch TOGA button, "Take off".

PM "take-off thrust set".

PM "80kts"

PF "checked".

PM "V1, Rotate"

PF Rotate

PM "Positive climb"

PF "Gear up"

At 1500ft.

PM "N1 climbing thrust".

At 3000ft

PF "Bug up"

Then start flaps retraction sequence, interception radial SID TNT.

AIRWORK:

ALWAYS HELP YOUR PARTNER call-out for ALT HDG and SPEED deviations usually your partner flies better if you help on the deviation callouts (10° HDG to go, 1000ft to go speed 5kts for correction) make suggestion if you see that your partner is not responding "maybe reduce thrust setting to 57%".

Airwork were:

- Increase speed from 220kts to 350 kts (know the thrust and pitch percentages) Maintaining 5000ft.
- Turn left heading 050° (be precise on your command say left heading 050° so your pilot monitoring won't get lost)
- Steep turn (only one you choose on which side to do it) I don't know why but my right steep turn is better than my left, so I chose right turn)
- Climb 6000ft speed 230kts.
- Descent 4000ft speed 230kts with 800 FPM
- QDM intercept using course.

CRM:

ALWAYS as a PM when you set HDG or ALTITUDE or SPEED or whatever on the MCP as PM Keep your hand on the panel until your PF confirms.

DO NOT start setting something before the PF said you to do not even lift your hand.

It has to be like in this order (*ATC Instruction, Pilot flying gives command, pilot monitoring set it on MCP keep hand on it PF confirms*) Michael is really serious about that one.

SITUATIONAL AWARENESS:

He froze simulator asked where we are both PF/PM?

Tip: do not complicate yourself as Michael showed us in the briefing se NDB tail to say where you are. Example if tail is 090° you are at East.

Then, he will ask PF and PM if you must fly the procedure approach what is your entry to the hold? (Direct, Offset, Parallel). Do not hesitate to help your teammate.

Note: Michael was stopping me all the time in those moment when I was trying to help my sim partner.) Naturally, I just tried to help as maximum as possible (but I think in those moment he is assessing on your ability to work under pressure and your ability to learn something fast because in those moment he rushes you)

He sometimes yells **DO NOT TAKE IT PERSONALLY** for me I was struggling with the Flaps handling he said the flaps is LIKE THAT very abruptly to see if I will get destabilised but coming from the military I have the chance to experience as myself I do that to the “newbies” hahaha to see if they are handling well the pressure and I know it’s not for hating you or making you fail but to see your ability to keep your head cool because for sure you will face in your career a harsh captain or stressful situation or even in your daily life.

ALWAYS BREATHE AND KEEP CALM. For my sim partner Michael went totally on fire on her during non-normal event he started rushing. In those situations, ALWAYS HELP YOUR PARTNER.

Then arrives the Non-Normal event.

NON-NORMAL EVENT

I got Engine overheat / my sim partner got Aft cargo fire (with the ringing bell so loud we couldn’t hear ourselves)

My advice **STICK TO SOP**

With the engine overheat, I applied the following that I learned the day before at the sim prep (as I did my MCC on A320 I knew TDODAR) but you better learn PIOSE(NITS+PA) E which I have applied.

First PROBLEM, INFORMATION then in the OPTIONS part I wanted to check our distance to departure airfield to state our location our performance limitation and weather to discuss with my sim partner the choice to return to airfield it was my turn to be rushed again.

I stayed calm and explained what I’m doing. DO NOT TAKE IT PERSONALLY he alternates between rushing you and being extremely calm and helpful.

Then I proceeded calmly like:

PF: “I have control and communication state malfunction”

PM: States malfunction

PF: Confirm (YOU HAVE TO BE AWARE OF THAT ONE ALWAYS CONFIRM)

PF: Hands over control and comm and start PIOSEE (DO NOT FORGET TO MONITOR YOUR MATE WHILE DOING PIOSEE) and expect radar vector to departure airfield

Then setup Approach/ Brief it quick use FMC Frequency Minimums Courses model (that’s all they need)

PF "I have control you have communication".

PM "you have control I have communication".

Cleared approach (CAREFULL you will probably be at 15-17Nm Start your speed reduction DO NOT WAIT)

Approach checklist (he will say done)

Shoot ILS approach and PM call-out PAPI.

if three white: "three white"

If three red: "Three red"

NOTE:

Some of you have probably never heard about NITS briefing as my sim partner. He asked her to do it she didn't know about. It's normal in some part of South Europe or the world they do it differently. But I recommend you since you are applying for Ryanair LEARN the Ryanair standards, THEY ARE REALLY SERIOUS ABOUT THAT. They even have SOPs for SOPs that's why they are the safest airline in Europe.

HR INTERVIEW

- How do you feel after sim session?

I said I felt it was something relatively new and the rhythm was relatively intense but I was expecting that so I feel positive about it, and I wish I could have more hours 737-800 on my sim preparation. But in the overall I feel positive.

- Where did you do your preparation? I said Upilot
- Tell me about yourself?

I stated growing up in Spain did French high school there then did my bachelor's degree in France and Erasmus in Germany then my work experience in New York then got enlisted in the Navy as an Officer.

- Tell me about your life in New York? (Due to my experience as a Diplomatic advisor at the Security Council of the UN)

I stated the first thing is the change of environment coming from Europe then moved there I was relatively young (24 years).

I told them the joke I used to say that I arrived in New York I was 24 I went out 40 years old. Because I have grown up very much it was my first experience being far from family in a different continent and where I had to assume myself adapt to the daily life environment and the very intense working environment. Which have been fast due to my life experience of travelling.

- Why do we have SOPs at Ryanair?

I said to have standards that assure safety and continuity.

- Why did you apply for Ryanair?

For me there are three reasons I applied to Ryanair:

First, the financial stability of the airline since its creation we see a constant long-term increase in the stock markets and the ability to react fast during economic crisis which leads to my second reason the working environment. In Ryanair and it can be felt in the recruitment process and from feedbacks that they are straight forward and the “can do attitude” which I do like for me due to my military background. “Do it fast and properly you will complain and whine later”.

Third, I talked about Ryanair as being an airline which innovates. By that I explained that it’s an airline which is constantly adapting itself to social, political, and economic context.

The example here is ecology by buying new airplane I mentioned the 737-8200 with less fuel burn more efficient and more eco-friendly.

- Why do you think you will be a good captain?

I talked about my life experience having a multicultural awareness (growing up and working, studying, and living in lot of different countries and different cultures) which is useful in Ryanair because it’s a highly international environment.

Then, my experience as a Navy Officer who had the chance to command platoons but to be commanded. Which makes me a good leader and a good follower. This result to be able to listen and execute instructions and giving them too in a stressful environment and a multicultural environment.

- Do you have the funds? Quick reply yes.
- Do you have the right to work in the UK? No
- When are you available to start? Immediately
- Did you apply to another Airline? Yes, Wizz air be honest on that one.
- If you are taken in Ryanair, will you stay here? Yes, Ryanair in my choice is the top first.
- Where do you see yourself in five years?

I see myself upgrading as a captain in Ryanair.

TECHNICAL INTERVIEW

It was Michael again but extremely calm.

- He pointed the poster on the wall tell me about the wing of the 737-800.

I talked about the leading-edge slats, Krueger flaps and the trailing edge flaps. Talked about winglet they permit to overcome induced drag and for more fuel efficiency (I forget to talk about wings being swept back).

Then he asked what the trailing edge flaps are. I said slotted that's what he wanted to hear.

- As a pilot tell me about the differences between 737-800 and 8200 technically.

I directly spoke about the engine differences on the 8200 it's mounted higher and forward, the difference of thrust they deliver. I Talked about Avionics we have new LCD screens.

- He jumped about what problem did that mounting of engines have produced?

I said MCAS problems recently. (that's what he wanted to hear)

- What is TSRA? Thunderstorm Rain
- What do you need to have icing in clear air.

I replied to temperature -10° to 30°C he said more?

I replied to humidity too (that's what he wanted to hear)

- Around the engine if ice is formed on it how do we get rid of it? I said the engine coil is de-iced by Bleed air.
- What are the stages used? The 5th stage of compressor and 9th stage of compressor.
- Are the windshields de-iced by bleed air?

No electrically

- Which one are heated electrically?

Only the Two first in forward of cockpit

- Point 737-800 on the wall, what is these two things under the windshields?

They are the two pitot tubes.

- What are they indicating?

I said Indicated airspeed he asked what more? I said total pressure he wanted to hear Dynamic pressure.

- If pitot is blocked, what is happening (IAS)?

Pitot block in climb it over reads

NOTE from my preparation instructor: Let's take an example where the pitot is blocked not by an ice but an insect and the drain hole is not blocked It reads zero.

- What is TAT? Total air temperature.

Composed with RAT I was not sure about this one so explained me what it is.

- How many hydraulic systems the 737-800 have?

Three. I told him that I didn't remember the exact values for the Max, Min and normal (max 3500 mini 2800 normal 3000psi) but we have system A system B and standby.

- What do system B provide?

I said I don't remember about that information.

- What is TODA? TORA+ Clearway

I have had nothing about my previous aircraft.

- Should you fly in lenticular clouds?

No, even if they look very beautiful, its dangerous to fly in it.

MY OVERALL ADVICE

PREPARATION AND STICK TO SOP IS KEY! I repeat **PREPARATION AND STICK TO SOP IS KEY!** even rushed **STICK TO SOP** particularly the 737-800 as I have flown the A320 in my MCC the 737-800 is a whole different vibe into the handling. I was hesitating doing sim prep, but it was worth it.

If you are like me with 200 hours and didn't fly since a year it's useful to do a refresh of basic IFR (radial interception, minima...)

That's what Mr. John Paul at Upilot have done with me and my preparation partner. It costed me 450€ but the best money I have ever spent. I had the chance to have a sim partner by paying the same price so I got 2h PF 2h PM (I should have only 2h) and even my preparation partner helped me a lot by giving key information about the callouts and pitch speed and thrust setting. I do strongly recommend Upilot for preparation. John knows what he is doing he is preparing for 10 years Ryanair assessment he knows what he is talking about. Very friendly and disciplined and have a great pedagogy. For me that's the main values I do cherish.

Stay humble, demonstrate your ability to listen and **BE CALM** whatever happens be calm they are not selecting on a perfect handling of aircraft or you being a top gun. Keep integrity on whatever you do. If you don't know something admit and say them, you don't know. Do not try to find the glitch in the matrix trying to trick the personality test they will see it like the nose in the middle of the face. Remember a behaviour can be changed but a personality not. They are looking if you are easy to live with, humble enough to receive suggestions and advice. Receiving advice requires humility and that's how we learn. In aviation, WE DO CONSTANTLY LEARN. Don't do as my French sim partner during my MCC who had +2000hours who were flying in Canada converting his licences but act as he knew everything and were not listening to instructor advice. I call those profile the "Oui Oui" yes yes, I know. Don't be a Terminator or a top gun leave it for Hollywood. Do not show off even if you are a former fighter jet pilot. Again, **STAY CALM AND HUMBLE**. As we say in the military even the 2m tall 120 kg mate can fall with a 5,56mm. At the end as a professional Pilot if you have extremely good handling and bad CRM that's not good. Good luck you all see you in the sky!

(If you have any question do not hesitate to contact me +33766702601)

Manny.