

Issue 1
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photography by
JSM Aviation

pass.

beauty in
data.

*assessments aren't for
perfection, but to see
who you are when
things aren't perfect.*



HR QUESTIONS

PERSONAL

- Tell me about yourself (in 2 minutes).
- Why did you choose to become a pilot?
- What are your hobbies (followed by questions about hobbies)?
 - “You mentioned you play basketball, what has playing in a club taught you about team work?”
- If there was one negative thing your friends would say about you, what would it be?
- Your financial situation.
 - Do you have the funds for a TR?
 - How would you pay for your TR?
- When did you arrive / when do you leave Dublin?
- Do you support any sports team?
 - Why do you support them?
 - What do you like about this team?
 - Do you play the sport of the team you support?

COMPANY

- Why do you want to work for Ryanair?
- Where do you see yourself in 5 years?
- Do you want to become a Captain? / TRI in the future?
- Fleet knowledge.
- How do you think the “gamechanger” will operationally impact Ryanair?
- Notice period / availability.
 - Can you start on the next TR date?
 - What is your notice period?
 - Are you employed/work for a company at the moment?
- What are the commercial reasons to go for the MAX or the NG?

VALUES

- Did you apply to any other airlines?
 - Why didn't you apply to Ryanair before?
 - Did you pass their selection?
 - If yes:
 - Why are you applying to Ryanair then?
 - If no:
 - Why did you fail?
- What makes a good captain?

COMPETENCY

- What skills from your previous job can you bring into the cockpit?
- Questions about your CV / previous job experience.
 - What has XXX taught you about working in a team?
 - How do you apply the knowledge you learned in XXX to your flying skills?
- Name 3 strengths and 3 weaknesses you have.
- Tell me about a stressful situation you experienced.
- SOPs
 - What are they?
 - Why are they important?
 - Can you deviate from the SOPs?

TECHNICAL QUESTIONS

SCENARIO'S

- We are at FL410 in a pressurized aircraft. What would you do if we suddenly got an explosion at that altitude?

PREVIOUS AIRCRAFT

- How would you do a walk around of your previous aircraft?
- What engine type does your previous aircraft use?
- Can you draw and explain the fuel/electrical/hydraulic system of your previous aircraft?
- How many magnetos did your previous aircraft have?
- How did the carburetor system work on your previous aircraft?
- What was the critical engine on your previous aircraft?
- If the electrical generator failed on your aircraft would the engine fail?
- What is the approach, stall, never exceed, etc. speed of your aircraft?

BOEING 737

- Is the static port on the 737 heated?
- Can you explain the hydraulic / electrical system of a 737?
- How can you extend the trailing edge flaps when you have a loss of hydraulics on the 737?
 - Answer: With the hydraulic pump up to flaps 15.
 - Reason: In Ryanair they only extend the flaps to flaps 15, because in case of a go-around it would take too long to retract the flaps if they're on a high setting which can make climb performance critical.
- What is the difference with the MAX version?
- What is the LGTU and is it used for extension or retraction?
- What is the operating ceiling of a 737?

- How many generators does the 737 have?
 - Where is the third generator located?
 - Answer: APU.
- How could we get AC power if all generators fail?
- How many seats does the 737-800 and 737 MAX have? (Ryanair specific)
- What are the differences between the 737-800 and 737 MAX cockpits?
- Explain the 737 bleed air system.
- How many inverters does the 737 have?
- How many rectifiers does the 737 have?

AIRCRAFT GENERAL KNOWLEDGE

- Why do the RPMs drop when checking the magnetos / carburetor heat?
- What is tire creep?
- How does the angle of attack vane work?

PRINCIPLES OF FLIGHT

- When you drop below V_{MCA} which element of stability do you lose?
- What is angle of attack?
- Why does the angle of attack change from root to tip on a propeller?
- What is M_{CRIT} ?
- What is Mach 1?
- What is a Mach number, what does it represent?

METEOROLOGY

- What is usually the direction of a jet stream?
- What causes a jet stream to form?
- What is the minimum speed a jet stream needs to have before it can be called a jet stream?
- METAR
 - What does +RA / TSGR / MIFG, etc. mean? (They could ask any element, abbreviation, meaning or symbol of a METAR report)
- What do you expect to see when the temperature is +8 and dropping, and the dewpoint is +7?
- What is the difference between fog and mist?

- Explain DALR / SALR.
- What is the Föhn and where can we find it?
- What are lenticular clouds?
- How do lenticular clouds form?
- How do you calculate crosswind?
- What would happen if an aircraft flew perpendicular to a jetstream?
- You're on runway 27, the wind is 300 at 30 Kts, what is the current crosswind?
- What is TAT?

INSTRUMENTS

- Explain TCAS and its general functioning.
- What is GPWS / EGPWS.
- Your pitot tube is blocked while climbing / descending, what would you expect to happen to your instruments?
- What is TODA / ASDA/ CLEARWAY/ TORA/ STOPWAY/ ASDA/ LDA / etc.?
- What would you do during unlawful interference?

OPERATIONS

- What is RSVM airspace?

SIMULATOR SCENARIO(S)

SID

- **Wx**
 - Reported departure Wx (can differ for arrival):
 - Wind 300 @ 10
 - OVC008
- **Clearance**
 - PM expected to request the departure
- **Briefing**
 - RIBETS briefing (usually candidates already brief before getting into the sim to discuss specifics and make sure you're comfortable with each other's flows / habits / roles / callouts)
- **SIDs**
 - EGGP/LPL: POL4T (RWY 27)
 - EGNX/EMA: TNT2N (RWY 27)
 - EGBB/BHX: DTY4F
- **Automation**
 - A/T
 - FD
- **Climbout**
 - 1500 AGL - Thrust Reduction Altitude
 - 3000 AGL - Acceleration Altitude
 - Unrestricted 4000 / 5000
- **Level off**
 - At target altitude A/T and FD off

AIRWORK

- **Acceleration / Deceleration**
 - Acceleration
 - Sometimes at 100% N1
 - Accelerate to 280 / 300 / 320 Kts
 - Sometimes while intercepting radials "due to traffic"

- Deceleration
 - Sometimes at 0% N1
 - Decelerate to 220 / 230 / 240 Kts
- **Steep Turns**
 - Entry:
 - Roll up to 30° then continue to 45°
 - Maintaining turn:
 - Do NOT use trim
 - Use gentle thrust controls (max. 1-5%)
 - Rollout:
 - Ask the PM to call “XX to go” (30-50° before approaching heading)
 - Begin rolling out roughly 25° before approaching your desired heading / track
- **Climbing / Descending Turns**
 - Technique:
 - Rate 1 Turn or max. 25° bank
 - $FPM \text{ Per } 1^\circ \text{ Pitch (Up or Down)} = \frac{TAS}{60} \times 100$
 - Example: You’re TAS is 240, therefore you’ll climb / descent 400 FPM ($\frac{240(TAS)}{60} \times 100 = 400 FPM$) per 1° of change in pitch
 - Climbing / Descending speeds:
 - 600 / 700 / 800 / 1500 FPM
- **Radial Interceptions**
 - QDR / QDM interceptions
- **Situational Awareness**
 - What radial are you on?
 - Where is the airport?
 - Point out your position on the map
 - What QDR / QDM are you from EMA NDB?
- **Holdings**
 - Intercept radial XXX and hold
 - Hold inbound heading XXX
 - EMA NDB holding
 - What holding entry would we do for XXX NDB / XXX VOR if we would fly directly to it?

- Sometimes no holding (when PF demonstrates good situational awareness and can quickly point out holding entry)

NON-NORMAL

- **Scenario's**

- Generator failure
- APU fire
- Tail strike
- Engine 1 / 2 overheat
- Aft cargo fire
- Aft cargo pressurization
- Forward cargo fire
- Cabin crew broke their leg during steep turns
- You forgot bags at the LPL airport

- **Structure**

- Cancel master warning / caution → State malfunction → QRH →
MAYDAY / PAN-PAN → PIOSEE / TDODAR → ATC → NITSA → PA →
Ryanair Operations

- **ATC management**

- If ATC is not informed about your intentions and that you need to run the QRH / checklist / emergency procedures he will start vectoring you for final

DESCENT / ARRIVAL / APPROACH / LANDING

- **Briefing**

- DALTA briefing

- **Descent / Arrival**

- Approach setup
- Vectors and altitudes to final
- Try to start configuring the A/C as soon as possible (candidates reported everything happening very fast, therefore a slower arrival and approach speed is recommended)

- **Approach**

- Intercept LOC with 30° angle, ± 17NM
- Raw data ILS (if you don't get charts or the FMC doesn't load the procedure make sure to request ILS frequency)
- Below 1000 ft use small corrections

- **Landing**

- (Some report) with runway in sight, LOC and GS go out

GENERAL COMMENTS

- **Simulator State**

- Simulator reported to be old / used
- Yoke felt "jerky"

- **Simulator Data**

- Pitch and thrust settings reported to be accurate

- **Assessor Attitude**

- Some sessions reported the experience to be "like a lesson from the assessor rather than an assessment"

- **Pace**

- During approach multiple reports of "everything will happen fast", multiple candidates recommend to "slow down quickly" and "configure the a/c as soon as you can"