



**AIRLINE SELECTION**  
PROGRAMME

# THE 7 SECRETS TO PASS EMIRATES SELECTIONS

| If you wonder how to pass Emirates selections, you have come to the right place.





Emirates selections consist of an online assessment from the comfort of your own home, followed, if successful, with a more traditional, yet advanced in-person assessment in Dubai.

What's interesting here is that the online assessments do not just consist of psychometric tests, there can also be an HR element to it, a "Hireview".

This solution was made popular during Covid and we're very favorable to it. We will detail the intricacies of it further down and will now share the 7 secrets to pass your Emirates selection.

### Secret N°1:

#### **Emirates selections change in sequence quite often**

Emirates has an advanced recruitment department. Arguably the most advanced in the world. Depending on periodic needs and the regular updating of entry requirements, the team will introduce new exercises regularly or change their sequence.

Yet, the core of the selection doesn't change. It is a Key Competency Based assessment, and the base requirement remains the same : no compromise will be made on the quality of those hired.

In the past, Emirate was recruiting only pilots with more than 3000h on a heavy jet. This requirement changed around 2015, when they could no longer find a sufficient volume of suitable candidates.

Turboprop pilots, and those flying business jets became eligible. What those didn't have in experience, they had to compensate for in teachability. The sim exercise was modified, the pass bar was actually made harder on human factors, and a special induction course was introduced.

What's remarkable is that Emirates is able to do this at relatively short notice. Weeks rather than months, when legacy airlines could take several quarters to achieve a similar result.

What does this mean to you ?

The Emirates assessment can change quite a lot from one month to the next.

It is hard but fair, too. Most candidates report having felt welcome and that the experience was positive.

And if there is one thing that really doesn't change, it's the group and final interviews.



### Secret N°2:

#### **Emirates is the n°1 long haul airline for flight crew training**

The Emirates operation is complex. Much more complex than that of conventional legacy carriers. Why ? Well the scope of the operation is so much broader. The number of destinations per fleet is very large. Close to 100 on the B777.

In comparison, an Air France or British Airways pilot will only have around 25 destinations per aircraft type. Only cargo pilots with large operators experience a similar diversity. Emirates pilots have to know every area of the globe. Every continent.

They cross every ocean regularly, do Polar flights, and toughest of all, fly over the Himalayas with a heavy plane. They land a B777 in Kabul or Bogota. They do short flights, medium, long and ultra long flights. They fly every variant of the B777, including cargo and for those on the A380, land it where no-one else lands it.

Each of these operations has its own logic. Emirates pilots have to learn, master and remain current on them all.

Emirates training has stepped up to the plate of each of these operations, compiled by the complexity of cultural diversity, with one constant response : World class training.

And to all of those we've spoken to, it really does deliver that.

As a result, and with more than 100 nationalities on the flight deck with as many cultures, the emphasis on proper assessment during recruitment is considerable. CRM is key at Emirates, and, together with your skill, it will be centric to their evaluation.

Emirates knows that their teaching is above what most pilots have experienced in their previous airline. They're not asking for the same level but for sure they will be demanding. They will want to see solid existing skills and safe behaviors which will make for a fertile soil for further training.

In one of our [articles](#), we highlighted how important it was to start one's career in an airline that would invest in you as a pilot, train you to excellence and give you the foundation for a solid, successful career.

Emirates is one such airline.

Secret N°3:

### **As a result, preparation is an absolute must**

Emirates will expect a lot from you during selection, and that means that you will have to prepare.

Emirates pilots are professional and disciplined. They come for their flights well prepared.

So, if you want to be an Emirates pilot... be an Emirates pilot and come prepared for your selection !



The best thing to do is to visit [Pilotassessments.com](https://pilotassessments.com) and get the Emirates package.

There, you'll find an excellent tool to rehearse the aptitude and reasoning tests, and find the latest scenarios for your sim.

Top tip: don't wait until the last minute to get on [Pilotassessments.com](https://pilotassessments.com). It takes time to work all the areas and you may get only 1 month to make it to Dublin once they invite you. Some people reported being given less than 2 weeks... so, make sure you don't get overtaken and plan ahead.

Get the package as soon as you've sent your application over and start working. We feel anyone actively preparing will require at least 3 months before they're fully ready. If you're reading this ebook ahead of your selection, you should probably start now.

And if you're reading this because you're just curious about Emirates and have sent your CV to multiple airlines. Get the Pro package with [Pilotassessments.com](https://pilotassessments.com), it has a medley of all the tests for all the airlines, and it's a great way to save yourself sometime later.

Secret N°4:

### **The Group interview at Emirates a warmup session for the final interview**

The group interview is where the selection team will discover you before the final interview stage. It is not like for some airlines a crucial, pass or fail.

And we feel Emirates has the right, most ethical and also most efficient approach here.

Why ?

Group interviews are not only stressful, they are unfair as one depends on others. One could get a group on one day and a different one the next which would not be fair.



By making this stage an observation round, Emirates gets the best of both worlds. They can see the candidate work with others, whilst keeping the real assessment where it should be : in the final stage.

What does this mean to you ?

You're still going to prepare, the way we teach at Airline Selection Programme.

You're still going to do your very best to solve the scenario whilst being active and sharing leadership. It is just much more relaxing if you know that this stage isn't critical.

Don't get us wrong, if you overpower others badly or say almost nothing at your Group Interview, it'll get noticed and you'll have a new set of questions for your final interview, over teamwork, leadership, dominance or excessive reserve for instance.

Do a really bad Group Interview and it will have an impact on how your recruiters felt about hiring you. The idea is to do your best and produce a good enough Group Interview.

## Hireview

Hireview is a relatively recent tool that cropped up during Covid, allowing for remote pre-interviewing of a candidate. It may be used during the initial stage of your assessment.

Depending on your Hireview, the airline will decide whether they want to deploy their full talent acquisition resource and invite you to Dubai.

You will be asked a question such as "what challenge do you perceive in working for Emirates ?", and given 2 or 3 minutes to reply.

Hireview is a great tool for a recruiter. Indeed, the candidate is not given the opportunity to reflect and so is put "on the spot", which leads to truthful answers. It's a good way to see, also, how polished one is, how well one communicates and how one can think on the spot. It's a fantastic way to see if someone has prepared.

However, to a candidate, Hireviews can be quite stressful. There is this constant countdown, and once the recording window for a question shuts, there is no re-recording possible.

We recommend for you to watch this [very good video](#), recorded by a professional on tips to manage a very similar FlyDubai Hireview.

The next tip is to go on [Pilotassessments.com](#), in the forum and scroll to find the latest actual questions people got at their hireview (or the equivalent Emirates uses).

The final tip is obviously to attend an [ASP course](#). Once you've attended ASP, whether at an ATO or through eLearning, you will know, without stress, how to respond to just about any question that may come, be it during Hireview, or live.



Secret N°5:

**The Emirates interview is an "advanced interview".**

It's also split in 2 : the psychologist interview, and the HR interview.

This split is irrelevant to you, as you must prepare for both in the exact same way. Questions will indeed, be intertwined from the one to the other.

**Advice #1** : Get a professional personality questionnaire done

The psychologist will see you first. They will have reviewed your personality questionnaire in detail. No two candidates are the same and the personality questionnaire will allow for specific questions. Much detailed and very precise, personality questionnaires allow a work psychologist or a seasoned HR professional to get a view of the underlying traits of your personality. These underlying traits, combined, will produce observable behaviors.

The psychologist will study the various combinations in detail, to see if there is any area of concern with an underlying trait, such that it could bring an unwanted observable behavior under specific conditions.

They will share the results with you and have a discussion to see whether the results are an adequate reflection of how you see yourself.

The obvious answer to that is obviously yes as self knowledge is the first step towards anticipating and if needed correcting unwanted behaviors. This self knowledge may mean that you have counter measures in place, or that you combine multiple traits to bring balance in your behavior.

This discussion will not only be useful to the psychologist, it will also be to the recruiter.

Shortly after you've left the room, the psychologist will meet your recruiter and tell them which set of questions to ask you in order to make double sure of what they've seen. To prove, or disprove it.

Emirates runs a questionnaire called the 16PF. An excellent tool that's been in operation at large companies and airlines for more than 70 years.

You're in luck, as Airline Selection Programme is registered with 16PF and we will run the same questionnaire for you as part of our courses. We suggest you take a look without delay, and make a decisive step towards your success by enrolling on one of our courses ahead of your Emirates selection.

### **Advice #2** : Reflect upon your career

The Emirates final interview is an advanced interview. Advanced as in that it is based on the personality questionnaire we just discussed, but also because it's a key competency based interview where the recruiter is tasked with making sure you have all of the 6 to 10 competencies they're looking to evaluate.

It's also split in 2 : the psychologist interview, and the HR interview.



You have around 1h to answer their questions, and these will all be based on your experience. Previous flights mostly. It is essential that you have reflected over your career in detail prior to attending an Emirates interview or you'll be constantly be searching which will be stressful to you and tedious to the interviewer.

**Advice #3** : Create an experience sheet. This will allow you to reflect upon your most significant flights, and bring those to memory in a clear, concise and structured manner that answers the recruiter's questions without time waster, hesitation or leaving you open to the details of an ill chosen example, which would lead to unwanted, potentially fatal errors.

This exercise requires work. Believe us when we say there is a real difference between the candidate who prepared and the one who didn't. We have prepared hundreds of pilots to the advanced interview and we can do the same for you, so you walk away with a well thought through experience sheet that will be a definite asset for your recruitment.

[Come and see us or enroll on one of our e-Learning courses and we will show you how to do this in detail.](#)



Secret N°6:

### **The recruiter is not your friend**

This is a secret I have shared many times before and I will remind you of it here again. Recruiters are friendly. They know selections are stressful and they are genuinely trying to put you at ease.

This has the side effect to get you to lower your guard as you get more comfortable with them. And since they are also pilots and the discussion may seem easy and pleasant, you may lose focus at some point. This happens often towards the very end. Typically, in the last 10 to 15 minutes of the final interview.

Stay focused and remember the friendly recruiter has a job to do.

Put your best foot forward, always. Succeeding at Emirates interviews, like for any other airline, and despite the technical nature of the exercise, remains a sales pitch over your abilities. Come prepared with your knowledge, but also lots of examples to explain how good you are. Remain humble and place your shortcomings on a teachability plane, and you're very likely to [get hired](#).

Secret N°7:

## Sim preparation isn't just about flying the

The Emirates sim assessment now happens at the end of the process.

Preparing, once again, is key. For many younger candidates, instrument skills remain very theoretical. And for more experienced candidates, needles agility is lost.

Airlines usually assess handling and the ability to orient themselves in rose VOR mode, then Rose ILS mode only. No Map. Forget about the map. You need to know where you are just looking at these 2 needles and the DMEs you may collect also.

The most common internal reasons for failure at the Emirates sim are:

- **Poor handling, usually the result of:**
  - A deficient scan
  - Overcontrolling
  - Not having memorized set parameters
  - Lack of exposure to a large airplane's inertia
  - Struggling with raw data as a result of all the above
- **Poor practical application of knowledge**
  - Flying a circuit inadequately
  - Not recognizing being too high
  - Not recognizing a high energy state
- **Resulting in poor decision making**
  - Lack of a decision model following a simple failure
  - Lack of recognition of a destabilized approach

- Poor decision making following a destabilized approach (going for it anyway)
- Poor decision making after a go around (how much fuel do we have now ?)
- **Poor situational awareness**
  - Getting lost on the needles
  - Not anticipating a turn on the loc when being vectored 90° to it

As a reminder, you should anticipate at 20/T with T being the time to the station, that's usually that's 3 minutes at 10nm with 180kt. As a rule of thumb, anticipate loc interception 7 degrees prior final course on your colocated VOR needle...

The Emirates sim assessment really is crucial and can be slippery too. You should prepare for it in every aspect: Handling wise, CRM wise, and Knowledge wise.

### Area #1 Handling :

If you're fresh out of flight school, you've probably not flown for a while and are likely to be rusty, on top of not having much experience to fall back on.

And if you're experienced you've probably not been flying on needles without a Flight Director and an Auto throttle for years.

We work with carefully selected sim partners and have built a specific Sim Briefing from our experience in selections, that will hyperspace you into the practical world.

All our partner ATOs dispense it, some have even improved it further, teaching you how to enter the hold and count your drifts without losing your hair... and not wasting precious situational awareness on brainpower.

### Area #2 CRM:

The Emirates Sim assessment is run, at time of writing, with the candidate alone in the seat of their choice, a recruitment pilot in the other seat, and a TRE at the back.

The good news with this configuration is how fair it is, as one isn't paired with another candidate, but instead with a recruiter who can give the same feel to each session.

The flip side of that is that you have no excuse

on the CRM front.

### Area #3 Application of Knowledge

Practical knowledge that is.

Again, you will want to refresh your Instrument Knowledge, remember only the essence of it such as 20/T, and add simple models to evaluate how high you are always in relation to distance, your energy essentially, and correlate that with "Gates" that you want to pass through with adequate parameters. The most important one of them being at 1000ft, being "Stable".

You should also review the most significant failures you've learned according to your aircraft type. How you would handle them in different phases of flight. I give you two examples.

- Landing gear doesn't come down at 1500 ft
- Engine failure at 800 ft, controllable

Do you have a precise idea of what you would do? Do you know when you'll stop getting into a complex checklist and prefer to Go Around and when you should actually continue, even with a seemingly complex failure. If this is at all blurry, you should speak to an experienced airline pilot, preferably a Captain, and [come to one of our courses](#).

### Conclusion:

We, at ASP, can only commend Emirates for their ethical recruitment practices and training environment, which many say is the best in the world.

We welcome the idea of Hireview, saving the airline and candidate the time and resource of an unnecessary visit to Dubai. Hireview is, we feel, a great exercise, one you can train for. It is the same for every candidate and is therefore, fair and ethical.

Where most candidates fail at Emirates seems to be poor training at the airline they presently work for, making it an impossible gap to fill according to Emirates's expectation, and lack of subsequent preparation.

Whichever the case, resilient as we are, we play the game, and do so the best we can, with grace if possible. We approach the selection building with a smile on our face, knowing that we've left no stone unturned to manifest our future.

We hope these 7 secrets will have helped you.

We look forward to hearing of your success too and to seeing you at one of our [acclaimed courses](#).

Safe flying  
The [Airline Selection Programme Team](#)

