



Pilot Enquirer Pack

Mission Aviation Fellowship International



Mission Aviation Fellowship (MAF) is an international Christian organisation bringing help and hope to some of the poorest and most remote communities in the world.

The MAF story started in 1945 when a group of Second World War pilots, who had witnessed first-hand the destruction aircraft could wreak when deployed as military might, wanted instead to use their skills and the aviation technology available to deliver relief, comfort and the transformational power of the Gospel. MAF was born.

Today, a MAF aeroplane takes off or lands every three minutes in countries where flying is not a luxury but a lifeline.

We work with hundreds of missions, churches, local groups, relief and development organisations and national government agencies. Together we deliver practical, medical and spiritual care in places with the deepest human need.

MAF International oversees programmes in Arnhem Land in Australia, Bangladesh,

Chad, Kenya, Madagascar, Mongolia, Papua New Guinea, South Africa, South Sudan, Tanzania, Timor-Leste and Uganda.

We are always looking for where MAF is needed. Plans are well advanced for new programmes in Liberia and Myanmar

Our Associate Members, MAF Canada and MAF-US, and our MAF Affiliates also run programmes across the globe, completing the MAF family worldwide.

All of this is only possible through the dedicated financial support, people and prayer provided by our Resourcing Groups based in Australia, Canada, Denmark, Finland, France, Germany, Italy, Malaysia, the Netherlands, New Zealand, Norway, the Philippines, Singapore, South Africa, Sweden, Switzerland, the UK and the US.

The opportunities are great, the rewards even more so. Will you join us and be a part of our continuing story?

OUR VISION

TO SEE ISOLATED PEOPLE
PHYSICALLY AND SPIRITUALLY
TRANSFORMED IN CHRIST'S NAME

OUR PURPOSE

SHARING GOD'S LOVE THROUGH
AVIATION AND TECHNOLOGY

OUR VALUES

EMBODIED IN SIX KEY WORDS:
IMPACT, WITNESS, PARTNERSHIP,
CARE, EXCELLENCE AND
STEWARDSHIP

“
IT'S THE QUALITY OF MAF'S
WORK THAT REASSURES US
AND THE FRIENDSHIPS WE
HAVE WITH THE PILOTS. WE
ARE TOTALLY RELAXED IN
THEIR HANDS
”

Vince Ward, Cush4Christ



We invite you to be a part of an exciting adventure.

Step out of your comfort zone and onto one of the 1,800 remote landing strips we fly into and out of. Take charge of one of our 140 aircraft as the next call comes in.

For countless communities across the world, the sight of a small MAF plane coming into view is the symbol of hope. You may be bringing them medicine or school supplies or a Bible translated into their mother tongue.

The sense of relief is palpable as you give someone the best possible chance of getting the urgent medical attention they need. People may have walked for days to get to you and their prayers will have been answered that you have come to their rescue.

You may have had to fight the elements, the clock and the odds to be there, however, at that moment of greatest human need, your involvement is life-changing and that privilege as part of your day job is unsurpassed.

The nature of the work is varied. As well as pilot, you will be called to be navigator, engineer, cabin crew, check in attendant, load master, customer services, sometimes the medic and a spiritual leader.

No day is the same in locations and environments that many will never have the honour to see, let alone serve. Jungles, swamps, valleys, tributaries and

steep mountain sides. Your exceptional flying skills will be called upon and so too will your willingness to foster special relationships in different cultural settings and to keep the momentum of MAF's unique ministry going.

You will become part of a warm and supportive family. And the numbers speak for themselves: 25 countries, 1,400 staff, 1,800 destinations, 2,000 organisations

for whom MAF is a crucial partner and without whom, some extraordinary work that is transforming lives every day just would not happen.

Trust in God that you are in exactly the right place at the right time and we promise you will get as much as you give. Be part of a global movement. Be part of something bigger. Be part of MAF...



"Where else do you get a chance to give a gift of a blessing to your passengers, put a reassuring hand on a medevac patient before departure or spend an hour, a day, a night, with some amazing people, doing some incredible stuff in some unbelievably remote places?" **Bryan Pill, MAF pilot**

WHAT DOES IT TAKE TO BECOME A MAF PILOT?



We believe it takes someone special to be a MAF pilot. Because of the underdeveloped and challenging environments where we operate, the technical skills of our pilots have to be exceptionally high. However, there is much more to being a pilot in MAF.

Due to the variety of situations they face, we need people with strong communication and relationship-building skills as well as a level of emotional resourcefulness and independence. Our pilots need to combine their powerful analytical and decision-making abilities with a proactive and positive approach in order to get the job done in often demanding circumstances.

Living our values:

As a Christian organisation, it is important that our staff live our values, so we are looking for people of faith with strong spiritual maturity to be members of our multinational interdenominational team. Our pilots are often the front line representative of MAF and Christianity, sometimes being directly involved in sharing testimony and outreach to the isolated communities we serve. That is

why we find it desirable, but not always essential, for our pilots to have had some formal bible and or cultural training.

Technical requirements:

Our fleet consists of a variety of aircraft, from DHC-6-300 Twin Otters and GA8 Airvans to Cessna 182s, 206s and 208s, including Grand Caravans and an amphibious floatplane.

We are looking for pilots who have an International Civil Aviation Organisation (ICAO) based Commercial Pilot Licence with an instrument rating and Class 1 medical certificate. This is the minimum licensing requirement for all pilot positions.

In addition to this, you must already possess a minimum number of flight hours, with a portion of these as a Pilot in Command (PIC). Finally all Pilots must pass the MAF capability and Psychological assessments.

We know this is lot to ask, but we want team members who can thrive not just survive and that is why we look for this unique blend of skills and qualities.

OUR MINIMUM FLIGHT HOURS ARE AS FOLLOWS:

- 200 hours total flight time, including 10 hours at night and 100 hours as PIC. With this level of hours, you will be classed as an **Entry Level Pilot** and you would start your career in our programme in Arnhem Land, Australia, dependent on vacancies.
- 500 hours total flight time with 300 hours as PIC for all other programmes. With this level of hours, you will be classed as a **Basic Pilot**.
- 1,000 hours total flight time with 500 hours as PIC for all other programmes. With this level of hours, you will be classed as an **Experienced Pilot**.

For our Bangladesh programme, where we operate floatplanes, you would need to have a minimum of 2,000 hours with 1,500 hours as PIC.



We can offer you the opportunity to join a dedicated group of Christian professionals, committed to showing the love of Christ through serving isolated communities across the world.

You will have experiences of a lifetime that you will want to share with friends and family. We also believe you will develop your technical and personal life skills, as well as your faith.

All our international staff are asked to commit to a minimum four-year term of service. They are also required to be supported, both financially and in prayer, usually from a sending church but also by friends and other churches.

You will receive a financial living allowance, accommodation, medical cover and leave for holidays and home visits. For families joining MAF, we also provide allowances, which include support towards your children's education.

All benefits are tailored to individual programmes and locations and take into account local conditions.

The final package you are offered will be determined by the national Resourcing Group you belong to, which will support you while you are in the field.

We know the prospect of raising support can be daunting, however, we are here to help with all the training, guidance and tools you need to succeed.

“

SURE, I LOVE ADVENTURE BUT THERE'S EASIER, CHEAPER WAYS TO GET THE ADVENTURE FIX. NO, WE DO IT FOR THE PEOPLE. WE DO IT TO HELP AND TO SERVE, IN THE NAME OF JESUS. AND TRUST ME, YOU CAN'T QUANTIFY THAT WITH A PAYCHECK OR COMPARE IT TO A BENEFITS PACKAGE. WHAT WE DO PROVIDES A LEVEL OF SATISFACTION AND JOY AND FULFILMENT THAT CAN'T BE MEASURED IN NUMBERS

”

MAF pilot Dave Forney

PRE-FLIGHT CHECK LIST

If you can check all these boxes, then we want to hear from you:

- ☐ Agree with MAF's Vision, Purpose and Values
- ☐ Committed Christian, willing to promote MAF in both your home country and overseas
- ☐ Holder of an ICAO Commercial Pilot Licence (CPL), with single engine command instrument rating
- ☐ A minimum of 200 hours flight experience with 10 hours at night and 100 as PIC
- ☐ Prepared to organise ministry support with home churches including fundraising
- ☐ Willingness to live and work in uncomfortable climates, with numerous potential hazards and challenges



RECRUITMENT PROCESS – NEXT STEPS



If you meet all the criteria in the pre-flight check list, then we really want to hear from you and you could soon be ready to embark on an exciting and rewarding career in MAF.

Our objective in all recruitment is to ensure the person most suited to the role is appointed and then subsequently supported and trained to thrive in all they do.

When a married person is being considered for an overseas role, both spouses are required to be assessed throughout the process.

Your application will be handled by the MAF International Recruitment Team, working alongside a MAF Resourcing Group.

Every pilot's route into MAF is different and the average time taken from application

to flying for MAF in the field is around nine months – although this journey time can be shorter or longer depending on experience and ability to fundraise.



The process for recruitment, selection and appointment of MAF International staff is split into six key phases:



CHECK IN: Initial inquiry - handled through MAF International Recruitment Teams and Resourcing Groups to gather further information and to explore opportunities and potential fit to a role.



DEPARTURE LOUNGE: Application process – this includes submission of application form, CV, technical information and references. This stage will also include initial formal interviews with candidates focusing on spiritual life, calling and personal maturity.



BOARDING: Technical and professional evaluations - including aptitude and technical assessments for pilots and engineers. For those wishing to work overseas, a physical medical and a psychological assessment will be required.



TAXI: Formal interview - focusing on professional skills along with behavioural and competency-based assessments. For spouses, there will be a separate interview to establish their capacity and suitability, hopes and aspirations.



TAKE OFF: Acceptance and offer – for those applying to work overseas this will be conditional on the successful completion of all preparation phases including personal fundraising, technical standardisation courses and a pre-field orientation programme.



LANDING: Buckle your seatbelts for the final stage as you make your way into the field. This will include a general induction into the organisation, cross-cultural appreciation and how to maintain personal safety and wellbeing. And once you land in programme, we ensure the role induction and training continues, including language training as appropriate, to ensure your journey in MAF continues as smoothly as possible.





If you don't meet all the criteria in the pre-flight check list, or if a four-year commitment to be a pilot is not for you, then there are other flexible opportunities and avenues to explore and the recruitment team wants to hear from you:

Low flying hours or pilot training:

If you haven't yet clocked up the minimum flying hours, or if you are thinking of embarking on training to be a pilot, then at this time we cannot offer you a role in MAF. However, we can still help if you want to find out more about training to be a mission aviator.

MAF operates a Training Centre out of our base at Mareeba in Queensland, Australia and we also have many contacts with flight training facilities across the world.

If you are interested in finding out more, then please email mafi.recruitment@maf.org and we will put you in touch with suitable training providers.

Other job opportunities:

While pilots are very important to us, they are just a fraction of what it takes to keep us serving the remote communities around the world.

We also need engineers, finance managers, IT technicians, administrators, instructors, home school support



teachers, logistics managers, programme managers, building maintenance staff, operations managers, quality managers, communication specialists – the list goes on with every role vital to the work we do.

And that's just on the field. At home, we have a need for volunteer advocates with a whole range of skills, all passionate about sharing God's love through the work of MAF.

Whoever you are, whatever your background or life experiences, the chances are there is a part you can play in the MAF mission. So come and join us and be part of something bigger.



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If you are from a country not listed above, then please contact the MAF International Recruitment Team at: mafi.recruitment@maf.org

“

I HAVE ONE OF THE BEST JOBS IN THE WORLD...
I GET TO DO WHAT I LOVE AND I KNOW THAT
THIS IS HELPING TO MAKE A DIFFERENCE. MAF
FLY MANY LEGENDS TO BROKEN PARTS OF
THE WORLD, WHERE THEY BUILD, HEAL, FEED,
COUNSEL AND LOVE

”

Greg Vine, MAF pilot

