



Dziret'ái

The pilot training program for
residents of the Athabasca
Basin

July 2024

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Introduction

The Dziret'ái pilot training program is a made-in-Saskatchewan response to Canada's shortage of professional pilots and its long-term impact on communities and businesses in Saskatchewan's north.

The objective is to develop a professional pilot training program focused on residents in the Athabasca Basin who want to build their futures to serve the communities in which they live. The program addresses systemic issues that have limited opportunities for northern residents, particularly Indigenous residents, and women, and creates a pathway to success. The program will initially target Athabasca Basin residents.

Program graduates will have earned their private and commercial pilot licenses with the following qualifications:

- Night rating.
- Multi-engine rating.
- Instrument rating.
- Intermediate Air Transport Rating (IATRA).
- King Air type rating or alternatively Twin Otter rating and float rating.

The Dziret'ái pilot training program focusses on student success and job creation by providing skills and education upgrading, pilot training and mentoring and guaranteed jobs as First Officers with Rise Air upon graduation.

Criteria

Fifteen (15) individuals will be selected to participate in the fully funded skills and upgrading component of the program from mid-September to December after which ten (10) students will be identified and selected to move into the pilot training program. We will provide full funding to empower them to complete their Commercial Pilot's License (CPL) and multi IFR rating and either King Air or Twin Otter type rating so that they can begin their pilot journey with Rise Air.

Becoming a successful pilot is not just about mastering the technical and academic skills; it's about embodying a set of characteristics and values that define a professional aviator. From passion and discipline to safety consciousness and emotional intelligence, each trait plays a crucial role in shaping a pilot's journey and ensuring safe and effective flying.

Moreover, the emphasis on continuous learning and adaptability reflects the dynamic nature of the aviation industry, where staying updated with the latest technologies and best practices is essential.

To be eligible, applicants must have or be able to obtain a Transport Canada Category 1 Medical Certificate (contact us to determine your local Certified Aviation Medical Examiner). Applicants must have successfully completed Grade 12 or equivalent and possess the following competencies.

Passion for Aviation: Successful student pilots are driven by a genuine love for flying, which fuels their commitment to the demanding training process.

Discipline and Commitment: You understand the necessity of discipline and commitment in aviation, adhering to strict schedules and consistently putting in the effort required to progress.

Strong Work Ethic: Diligence and determination characterize your approach to flight training, as you recognize the significant effort needed to master flying.

Attention to Detail: You possess a keen eye for detail, crucial to ensuring safety and precision in every aspect of aviation.

Resilience and Adaptability: Challenges are viewed as opportunities for growth, and you exhibit resilience and adaptability in the face of setbacks.

Safety Consciousness: Safety is paramount, and you consistently adhere to protocols and maintain situational awareness.

Effective Communication: You excel in clear and confident communication, in English, vital for safe operation in the cockpit and with air traffic control.

Decision-Making Skills: Quick and informed decision-making is a hallmark, ensuring safety even under pressure.

Humility and Continuous Learning: You remain humble and open to learning, recognizing the ever-evolving nature of aviation.

Time Management: You excel at balancing flight training with other commitments.

Goal Setting: Your clear and achievable goals drive your aviation journey, providing direction and motivation.

Networking and Collaboration: You understand the value of building relationships within the aviation community for mentorship and career advancement.

Respect for the Environment: Environmental consciousness guides your practices, promoting responsible aviation.

Physical Fitness: Prioritizing physical fitness ensures you can meet the physical demands of flying.

Financial Responsibility: You approach aviation investments with careful consideration and responsibility.

Cultural Sensitivity: Appreciation for diversity fosters an inclusive and collaborative aviation environment.

Leadership and Teamwork: You possess leadership and teamwork skills vital for successful flights, whether solo or as part of a crew.

Emotional Intelligence: High emotional intelligence allows you to remain composed and supportive in high-stress situations.

Innovation and Technology Adoption: Embracing innovation ensures you remain competent in a continually evolving industry.

In conclusion, becoming a successful pilot student requires a holistic approach encompassing technical proficiency, personal attributes, and values that ensure safe and effective flying throughout one's aviation career.

How to Apply

To qualify, applicants must provide:

1. Official transcript - secondary or post-secondary.
2. Valid status card, passport, or birth/baptismal certificate.
3. Marriage certificate or court document (if legal name change).
4. Criminal Record Check (must be completed no more than three months prior to the date of admission).
5. Resume, including a summary of any previous flight experience.
6. Two references – one personal and one work-related that will significantly contribute to the decision-making process.

Applications can be completed on our website dziretai.ca or by fax at 306-244-8602, or by email to pilotrecruitment@riseair.ca and addressed to the attention of Tracy Young-McLean, Vice President Human Resources and Corporate Services, no later than midnight, July 26, 2024.

There's More!

We are looking for student pilots who have demonstrated their commitment to:

- Reflect leadership qualities, including the ability to model character, think creatively, deliver results and foster teamwork.
- Demonstrate a passion for the aviation industry and a lifelong dedication to excellence and achievement.
- Share our commitment to Rise Air's mission, vision, and values of:

Our mission

We enrich the lives of people living, working and investing in our communities by providing the safe and reliable connections they need.

Our vision

Rise Air will be the first choice in aviation services in Saskatchewan and beyond.

Our values

Safety. Safety is core. Above all, we are safe.

Service. We care for each other, and we care for our customers.

Integrity. We are ethical. We are professional. We do what we know to be right. We are loyal to each other, to our communities and to our customers.

Sustainability. We strive for long-term success. We grow by respecting the environment, generating returns for our shareholders, reinvesting in our fleet, and developing people.

Passion. We are passionate about our work. We do what we love, and we enjoy what we do.

How the Program Works

The Selection Committee will choose fifteen (15) individuals to enroll in the Elevated Skills program. From there, ten (10) student pilots will be selected who have successfully completed the program and workshops and will move into the pilot training program to complete the PPL, CPL and multi IFR rating.

The length of the pilot training program is twenty-one (21 months) beginning in January as stipulated.¹ Students will be provided with housing and transportation to and from the school and are expected to maintain the highest standards and commitment to completing their training.

The flight school will provide regular monthly progress reports to the Selection Committee. If a student is not progressing satisfactorily, they will be required to meet with the committee to discuss and create a plan for improvement. The student may be removed from the program if it is decided the student is a poor fit or that they will continue to struggle with their training.

Each student will also be paired with a Rise Air pilot for coaching and mentoring and will have opportunities to ride on Rise Air flights in the jump seat and participate in ground schools to increase their learning.

Once the student gains their CPL and multi IFR rating, they will be eligible to move into a First Officer position when they become available.

Based on company needs and the student's preferences, a First Officer position will be offered on the King Air or the Twin Otter.

At the time the employee moves into a First Officer position, a five-year return-for-service agreement will begin. Should the employee leave prior to moving into a First Officer position or within the five-year period after beginning as a pilot, they will be required to repay all or a pro-rated portion of the cost of the training.

By investing in the training of exceptional individuals, we aim to empower goal-oriented students who have the potential to become future leaders in our company.

¹ If the student is unable to complete their training within the stipulated timeframe due to circumstances beyond their control, e.g., weather, illness, or other acceptable reason, arrangements may be made to extend the period.

Selection and Interview Committees

The selection committee will consist of:

- Tracy Young-McLean, Rise Air
- Dale Tiedeman, Mitchinson Flight Centre
- Micah Ouwens, Rise Air
- Patricia Kinch, Prince Albert Grand Council
- Terri Lynn Beavereye, Black Lake
- Tiffany Toutsaint, Fond du Lac
- Anne Robillard, Hatchet Lake
- Linda McNabb, Ya'thi Nene Land and Resource Office
- Walter Smith, Orano
- Kristen Cuddington, Cameco
- Glenn Lafleur, SSR Mining

The interview committee will consist of Linda McNabb, Micah Ouwens, Dale Tiedeman, and Patricia Kinch.

Deadline for Applications

Applications close July 26, 2024, at midnight. For further details about the program or have questions, please email pilotrecruitment@riseair.ca.