



**THE COCKPIT IS CALLING:  
YOUR FUTURE  
AS AN AIRLINE PILOT**





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Our company will soon celebrate its 20th anniversary. Looking back over the past two decades, I appreciate the wonderful people — committed pilot instructors, irreplaceable administrative and support staff, best mechanics, and highly experienced managers, including co-founders of companies belonging to the Bartolini Air group — who have come together to create our magnificent organisation. All our people have one thing in common: passion. Passion for aviation, passion for a job well done, passion for excellence, and above all, passion for striving for the satisfaction of our customers. Thanks to that passion and commitment to hard work, our students fly for the most renowned airlines in the world. One of these airlines, and what an airline, chose us as its privileged partner. Our graduates know that this is not a coincidence. It is the result of their hard work, to which we added the expertise of our instructors and our dedication to support them every day in this work.

For me, as the founder of this company, instructor, and examiner, there is probably no greater satisfaction than hearing a familiar voice flowing from the speakers of a large airliner saying, “Ladies and gentlemen, this is your captain speaking,” followed by the name of a young pilot whom we recently taught to take their first steps in the sky. I have more and more such situations every day. I hope that soon I will hear your voice or meet you proudly wearing your uniform walking through the corridors of London Heathrow, Paris Charles de Gaulle, or Roma Fiumicino.

**Bartłomiej Walas**  
Founder, shareholder,  
and President of Bartolini Air Group





# The Path to Success – What Does Training Entail?

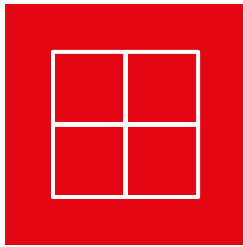
## How to Become an Airline Pilot?

Whether you are starting out in aviation or already have a licence, if you want to pursue a job with one of the European airlines, you will find the right path for your development at Bartolini Air. Upon graduation, you will have the skills and knowledge necessary to successfully pass an airline pilot interview at any airline and become a great airline pilot. This is our ultimate goal.



### Integrated Training

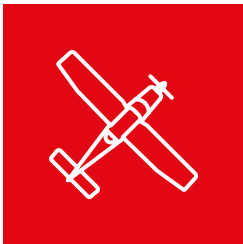
Integrated training is the most complete, most effective, and fastest route for people with no aviation experience who want to become airline pilots. After 18 to 24 months, you will receive a so-called frozen Air Transport Pilot Licence issued according to EASA regulations. This entitles you to apply directly for the position of First Officer in any airline in Europe. The next step in your career progression will be to qualify for the position of Captain.



## Modular Training

Modular training is the perfect solution if you want to complete your education gradually and get to your dream job in the cockpit at your own pace. Modular training also allows you to complete only selected parts of your training at Bartolini Air (e.g. if you have your private pilot licence, you can join us for more advanced stages of the frozen ATPL training). Each module of the training is independent of others – e.g. you can do the private licence this year and return to supplement it with your instrument and multi-engine ratings next year.

### Our Modules:



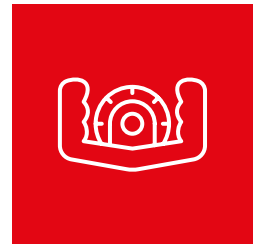
Private Pilot Licence  
(Aeroplanes)  
- PPL(A)



Commercial Pilot  
Licence (Aeroplanes)  
- CPL(A)



Airline Transport Pilot  
Licence (Aeroplanes)  
- ATPL(A)



Instrument Rating  
(Aeroplanes)  
- IR(A)



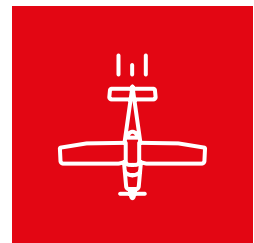
Multi-Engine  
Piston Land  
- MEP(L)



VFR Night



Multi-Crew  
Cooperation - MCC



Advanced Upset  
Prevention  
and Recovery

# What are the Requirements to Enrol in the Bartolini Air Training Programme?

— The ab initio ATPL(A) integrated training requirements are similar to those for a commercial pilot licence:



Be at least 17 years old.



Obtain an EASA class 1 medical certificate.



Demonstrate successful completion of secondary education (e.g. high school or equivalent).



Produce a criminal record check (CRC) basic disclosure certificate.



Have a good level of English proficiency.



Successfully complete an aptitude assessment with Bartolini Air.

— *In modular training, the qualification requirements depend on the stage of the training and your current certificates.*

Contact our Student Support for details





# Ryanair Future Flyer Academy

Bartolini Air and Ryanair have formed a partnership to train pilots according to Ryanair's standards and procedures to the level required to join the airline. The Ryanair Future Flyer Academy (formerly known as the Ryanair Mentored Programme) is a training programme that allows you, even with little or no prior aviation experience, to obtain a frozen ATPL licence and have a direct path to becoming a Ryanair pilot. It now includes a conditional job offer upon enrollment and a type rating course funded by the airline subject to a training agreement. Candidates for the programme undergo aptitude test before joining, which assures both the airline and you that the training effort is worthwhile and that you are capable of becoming a top airline pilot up to the highest Ryanair's standards.

## Training Paths:



### Integrated Ab Initio:

A full-time 'zero-to-hero' course that takes 18 to 24 months to complete, suitable if you are starting with no prior flight experience and you want to become an airline pilot within the shortest possible timeframe.



### Gateway 1:

A modular route suitable if you already hold a Private Pilot Licence (PPL) and have completed at least 100 hours as Pilot in Command (PIC) along with ATPL theory exams.



### Gateway 2:

The Airline Pilot Standard Multi-Crew Cooperation course (APS MCC) designed for you if you already possess a CPL(A) licence together with IR/ME and ME ratings and have completed the AUPRT course.

Ab initio and Modular Gateway 1 students receive a conditional job offer already upon course enrolment, whilst Gateway 2 graduates get exclusive access to fast-track recruitment at Ryanair.

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The Ryanair Future Flyer Academy (RFFA) is currently available for candidates with a full right to live and work in the European Union, United Kingdom, or Morocco; it has two variations depending on where you come from and which Ryanair Group airline you are going to fly for:

- **The European Union and Morocco:** This course is designed for the citizens of the European Union and Morocco. It includes a conditional job offer upon enrolment and the graduates are eligible for a type rating course funded by the airline subject to a training agreement.
- **The UK:** This course is designed for the citizens of the United Kingdom. It includes a conditional job offer upon enrolment and the graduates are eligible for a type rating course funded by the airline subject to a training agreement.



# What is Special about the Ryanair Future Flyer Academy with Bartolini Air?



## **Employment Opportunities:**

Graduates of the Academy are given conditional job offers and are eligible for a Type Rating course funded by the airline subject to a training agreement, which prepares them for the position of Second Officer with Ryanair.



## **Career Progression:**

The Academy not only provides initial training but also supports long-term career growth. Successful graduates have access to Ryanair's fast-track Route-to-Command programme, which accelerates your career path, enabling you to become a Captain within four years. The programme offers competitive salaries, industry-leading rosters, and numerous base locations across Europe.

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Bartolini Air is among a select group of only six pilot training centres across Europe that have been chosen to participate in the Ryanair Future Flyer Academy programme. This partnership, established in July 2019, highlights Bartolini Air's commitment to excellence in pilot training and its role in shaping the next generation of Ryanair pilots. Since joining the programme, Bartolini Air has provided rigorous training that includes both theoretical and practical components, preparing you to undertake the Ryanair type rating course. This collaboration not only reinforces Bartolini Air's status as a top-tier flight academy but also provides you with direct access to a promising career in one of the world's largest airline groups.



# Airline Recruitment Process

Upon graduation you will apply to your airline (or airlines) of choice and then go through a pilot recruitment process (unless you have received an initial job offer upon enrolment as a Ryanair Future Flyer Academy student). That complex and demanding process aims to select the best-prepared candidates and includes several key stages like psychometric tests, a flight simulator assessment, and a technical and behavioural interview. Their goal is to ensure that prospective pilots possess the necessary skills, knowledge, and personal qualities to upload the responsibility of this highly demanding role. Hence the purpose of your training at Bartolini Air is not only your licences and ratings. Above all we want to make you an outstanding, comprehensively trained pilot able to pass any airline assessment with flying colours. This is our ultimate goal and our commitment to you.



# What's It Like to Be an Airline Pilot?

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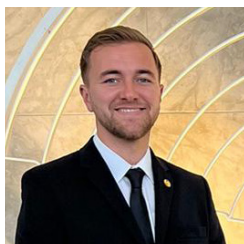
Meet our graduates who are now working as professional pilots with various airlines across Europe.



*There are three of my most memorable moments. The first was my first cockpit visit, on the night approach to Paris, and the second was my first solo flight on C172 SPKLO when doing my PPL training, and last but not least first touch and goes that I did on 737.*

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**Maciej Junka**  
Captain, Ryanair



*Bartolini Air was a pivotal moment in my career plan, especially due to the seriousness, professionalism, and meticulous attention to detail in all the training components, opening up my career opportunities.*

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**Thomas Momot**  
Pilote Cadet, Air France



*Now, being based in Wrocław and, like many other instructors from Bartolini Air flying for Ryanair or other airlines, I am back to teaching what I learned and passing on the essentials of this job.*

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**Wojciech Maślak**  
First Officer, Ryanair



*In regards to my experience in Bartolini Air, I would definitely recommend it to anyone aspiring to learn to fly to the highest possible standards. The impeccable fleet of well maintained Tecnams contribute to the exceptional teaching Bartolini provides.*

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**Andrea Tiberi**  
First Officer, Ryanair

# Pilot Salaries

The salaries of airline pilots vary depending on experience, position, and the type of airline. Below are the average gross salaries in euros for different pilot career levels.

Position	Monthly Salary (gross)	Annual Salary (gross)
Cadet Pilot	1 500€ – 2 500€	18 000€ – 30 000€
Second Officer (Entry Level)	2 500€ – 3 500€	30 000€ – 42 000€
First Officer (Entry Level)	4 000€ – 5 500€	48 000€ – 66 000€
First Officer (Experienced)	5 500€ – 8 000€	66 000€ – 96 000€
Captain (Entry Level)	8 000€ – 12 000€	96 000€ – 144 000€
Captain (Experienced)	12 000€ – 18 000€	144 000€ – 216 000€

# The Investment and Why It's Worth It!

**High Return on Your Investment:** As shown in the table above, you will likely recover your investment within just 1.5 years of completing training. Your salary will steadily increase as you gain experience, and within just four years, you could advance to the position of Captain, significantly increasing your earnings.

Contact our Student Support for detailed pricing for all our courses



# Financial Assistance and Support

- Payment Instalments: Flexible plans help manage costs over time.
- EU Funding Programmes: Apply for interest-free loans with potential partial cancellation upon completion, with eligibility and conditions varying based on the applicant's country of origin (check the training funding opportunities available for your country of origin).

With Bartolini Air, you can join the Ryanair Future Flyer Academy, receive a conditional job offer upon course enrolment, and join Ryanair as Second Officer directly after the training.

Contact us for details on financial assistance



# Bartolini Air – Your Smartest Path to Become an Airline Pilot

Bartolini Air is based at Łódź International Airport – a modern commercial aerodrome in the heart of Poland, equipped with instrument approaches, new hangars and terminals. It is a perfect location to serve as our training, maintenance and business aviation base.

Since 2006, we have specialised in training airline pilots from the very start. You can join us with zero flight experience and finish with an EASA frozen ATPL. At Bartolini Air, you will apply airline-level standard operating procedures from your first flight, and your entire course will be tailor-made to prepare you to fly a commercial jet according to the latest standards.



Founded  
**in 2006**



**More than**  
**22 000**  
operations  
per year



**Thousands**  
of airline pilots  
trained



Students from  
all **around**  
**the world**

# Our Partners



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Bartolini Air, one of Europe's leading aviation training centres, has established a partnership with Ryanair, Europe's largest airline. Through this partnership, Bartolini Air students can receive a conditional job offer upon enrolment and the opportunity for direct employment as Second Officers with Ryanair upon completion of their training. This collaboration guarantees a seamless transition from training to a professional career, enhancing Bartolini Air's appeal to aspiring pilots.



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Bartolini Air also collaborates with the Airline Pilot Club (APC), an organisation dedicated to supporting pilot career development worldwide. Through this partnership, Bartolini Air students gain access to resources, support, and networking opportunities provided by APC, aiding them in building their aviation careers.

APC was founded by Andy O'Shea, who brings over 27 years of experience in pilot training and recruitment, including his tenure as Head of Training at Ryanair. This partnership with APC enables Bartolini Air's future pilots to be better prepared for professional challenges and facilitates securing attractive job offers with international airlines.



## Our Team

— Bartolini Air's management team combines experience in business, piloting, and aviation training. But the company's greatest driving force is the dedication of our people – instructors, technicians, pilots, customer care representatives, even the driver and the receptionist – who all share the same values and the same passion – for aviation, knowledge, professionalism, and perfection.

The company commitment to always applying the latest regulations, approaches to safety management, and pilot training solutions.

The Bartolini Air team consists of top aviation professionals, and the company ensures that their qualifications are continuously enhanced in line with the highest global standards.

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Bartolini Air Group is certified as a training organisation, air carrier, maintenance facility, and continuing airworthiness management organisation. The company complies with the most stringent requirements of the European Aviation Safety Agency (EASA), but Bartolini Air holds itself to even higher standards than those set by the authorities. Every day, we strive for excellence in knowledge, skills, flight safety to ensure you are completely satisfied with your training..

At Bartolini Air, we take pride in what we do, supporting each other and welcoming you to our community. Our pilot training centre makes your journey to becoming an airline pilot the experience of a lifetime.



**Welcome on board!**



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*The general public considers a good pilot to be someone who can perform a perfectly smooth landing. In reality, technical proficiency is only one of a wide set of skills required to excel in this profession, which is largely about making decisions, managing workload, and wisely using available resources to maintain high performance in the face of time pressure. This is why a good airline pilot must have a very solid base of knowledge, skills, and mental schemas acquired during training and then support them by commitment to perfection, willingness to continuously learn and develop themselves, and discipline to follow procedures. It is this combination of skills, knowledge, and attitude that we want to give our students on their training path at Bartolini Air.*

**Adam Stawczyk**

Co-founder and shareholder of Bartolini Air,  
Director of Air Operations, and Training Program Leader



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*At Bartolini Air, my focus has always been on maintaining outstanding training standards by producing high-quality materials and ensuring strict adherence to standard operating procedures (SOPs). This approach is essential to delivering effective flight training, which demands both consistency and constant updates to stay aligned with industry regulations. Recent advancements, such as Automatic Dependent Surveillance-Broadcast (ADS-B) technology and modern glass cockpit systems, have significantly improved our training process by enabling precise aircraft tracking and more in-depth debriefings. I'm particularly excited about the upcoming changes driven by new European Union Aviation Safety Agency (EASA) regulations, which will further enhance the way we train pilots, especially in the early stages of their development..*

**Nuno Nogueira**

Deputy Head of Training





## Our Fleet

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Bartolini Air's fleet consists of over 25 modern and new (up to 5 years old), comfortable, safe aircraft made by Tecnam, one of the world leaders in manufacturing piston training aeroplanes.

All of them are equipped with EFIS (glass cockpit) avionics, so our students accustomed to the layout of the primary flight display of modern jet planes. Each of the aircraft models that we use meets different requirements relevant to particular phases of the training and the skills that they focus on.

Thanks to a homogenous fleet and in-house maintenance, we keep a large stock of spare parts and make repairs overnight so aircraft downtime due to technical reasons is minimised.



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## Tecnam P2008JC

At Bartolini Air, from the first flight, you will enjoy one of the world's most modern training aircraft – the TECNAM P2008JC. It's very reliable (which is crucial because no one wants to handle an engine failure during one of the first solo flights) as well as very easy and pleasant to handle.

The TECNAM P2008JC is equipped with dual-screen Garmin G3X avionics, which means the instrument scan you practise is very similar to all your future aircraft, including even Boeings and Airbuses.



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## Tecnam P2006T

It is lighter than most twin-engine aeroplanes used for multi-engine piston (land) training, and it is equipped with two Rotax engines, which makes it very efficient in terms of fuel consumption.

The P2006T is fully equipped with Garmin 1000 NXi avionics with SBAS-augmented GPS, which allows the aircraft to fly almost all kinds of instrument approaches including required navigation performance (RNP) approaches down to localizer performance with vertical guidance (LPV) minima. Note that most Airbuses and Boeings around the world are not yet equipped for LPV approaches!



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## Tecnam P-Mentor

We are the first flight academy in the world to use the two-seater Tecnam P-Mentor, which has full instrument flight rules (IFR), performance-based navigation (PBN) and area navigation (RNAV) certification. It boasts an impressively low average fuel consumption of just 14 litres per hour.



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## CAP 10C NG

It's an aerobatic aircraft used by Bartolini Air for advanced upset prevention and recovery training (AUPRT). It is unique because, unlike most aerobatic aircraft where the instructor sits behind the student pilot, the CAP 10C NG features side-by-side seating. This arrangement significantly enhances instructor-pilot communication and also allows for a cockpit configuration that closely resembles that of an airliner.

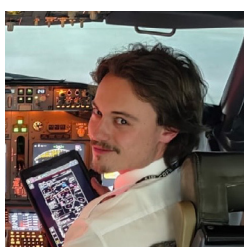
# Meet Our Students From Around the World



*I was fully ready to pass all the different skill tests. The place is also very good; there isn't a lot of traffic except for Bartolini's planes, so when you have to fly there is no waiting during the taxi phase.*

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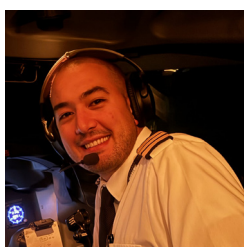
**Nicolas Itoua**



*Bartolini Air was a real springboard for me to achieve this dream. The Ryanair Mentored offered by the school is a major asset which prepares you for Ryanair procedures and type rating.*

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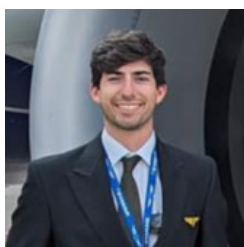
**Roméo Passedat**



*I am delighted to have chosen Bartolini air for my CPL IR MEP. I can see the benefits of the training and the skill set acquired as they are essential to progress in my professional career.*

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**Sofiane Adjiri**



*I choose to attend Bartolini Air flight school for my commercial license mainly because of the Ryanair Mentored Program, but I was pleased to find a really nice, friendly and professional environment.*

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**Enrico Torre**





**IF YOU WANT TO ENROL IN THE COURSE,  
ASK QUESTIONS, AND LEARN MORE, CONTACT US:**



+48 601 611 056



[training@bartoliniair.com](mailto:training@bartoliniair.com)

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94-328 Łódź POLAND**

**VISIT OUR HOMEPAGE  
AND FOLLOW US ON SOCIAL MEDIA:**

