



SIBERIAN AIRLINES SJC — PILOT PROGRAM DOCUMENTATION

**APPROVED ON 20 MAY 2026
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1.0 ENTRY REQUIREMENTS

This section defines the mandatory entry requirements for all applicants to the Siberian Airlines SJC pilot program.

Compliance with all listed criteria is required prior to acceptance. Failure to meet any requirement may result in rejection or immediate removal from the program.

1.1 EXPERIENCE REQUIREMENT

- Applicants must have a minimum of **130 hours on VATSIM**
 - Logged hours must represent **active operational flying**
 - Non-operational activity or artificial hour accumulation is not considered valid
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1.2 LANGUAGE PROFICIENCY

- All communication must be conducted in **clear, fluent English**
 - English usage must remain **consistent without unnecessary language switching**
 - Applicants must be capable of using **standard aviation phraseology**
 - Inability to communicate effectively will result in disqualification
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1.3 AGE REQUIREMENT

- Minimum age: **14 years**
- Applicants must demonstrate a level of **maturity appropriate for operational responsibility**

1.4 CONDUCT AND REPUTATION

- Applicants must have **no record of misconduct** within VATSIM or other aviation communities
- The following are grounds for rejection:
 - Disruptive or unprofessional behavior
 - Abuse toward ATC or other users
 - Repeated violations of network rules
- Any prior disciplinary history will be subject to review

1.5 PROCEDURAL COMPLIANCE

- Strict adherence to **Standard Operating Procedures (SOPs)** is mandatory
- Applicants must:
 - Follow procedures exactly as defined
 - Accept correction and apply feedback
 - Avoid unauthorized deviation from established procedures

1.6 TECHNICAL COMPETENCE

Applicants must demonstrate the ability to:

- Operate aircraft systems at a functional level
- Perform all standard phases of flight (departure, enroute, arrival)
- Utilize navigation systems and flight planning tools correctly
- Understand IFR operations and ATC interaction

1.7 ACTIVITY REQUIREMENT

- Applicants must maintain **regular activity** within the airline
 - Failure to remain active without valid reason may result in removal
 - Participation in training and evaluations is required
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1.8 PROFESSIONAL CONDUCT

All pilots are expected to:

- Maintain a **professional attitude at all times**
 - Demonstrate discipline and reliability
 - Accept evaluation and feedback without resistance
 - Represent the airline in a professional manner across all platforms
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1.9 TECHNICAL REQUIREMENTS

Applicants must have:

- A stable and functional flight simulation setup
 - Reliable internet connection suitable for VATSIM operations
 - Required software and tools for flight execution
 - Capability to use voice communication when required
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1.10 SELECTION POLICY

Meeting minimum requirements does not guarantee acceptance.

All applicants are evaluated based on:

- Overall competence
 - Attitude and discipline
 - Consistency of performance
 - Ability to operate within a structured environment
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1.11 TECHNICAL COMPETENCE

Applicants must demonstrate the ability to:

- Operate aircraft systems at a functional level
- Perform all standard phases of flight (departure, enroute, arrival)
- Utilize navigation systems and flight planning tools correctly
- Understand IFR operations and ATC interaction

Applicants must also be capable of:

- Reading and interpreting **aeronautical charts (SID, STAR, approach charts)**
 - Using **AIP (Aeronautical Information Publication) documentation**
 - Reading and applying **FCOM (Flight Crew Operating Manual) procedures**
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1.11 FINAL STATEMENT

Application to Siberian Airlines SJC confirms that the applicant:

- Has read and understood all requirements
- Accepts all operational standards and expectations

Is prepared to comply with all procedures without exception.