



Waltzing Matilda Aviation

Q400 Captain

Reports To: Chief Pilot

Direct Reports: None

1. POSITION SUMMARY:

While practicing “Safety Always” in every aspect of job performance and aircraft operations, Waltzing Matilda Aviation (WMA) pilots inspire air travel by keeping our promises to guests and team members and building customer loyalty to our respective brands. WMA Pilots are responsible for the safe, efficient, reliable and effective operation of WMA aircraft while always meeting all regulatory requirements and executing company standard operating procedures. WMA Pilots lead by living our values of Safety, Service, Convenience and Reliability.

A Q400 Captain is defined as a Pilot who is in command of the aircraft and is responsible for the manipulation of, or who manipulates the flight controls of a Q400 aircraft while underway, including takeoff and landing of such aircraft, and who is properly qualified to serve as, and holds a current certification and rating required by the Federal Aviation Administration (“FAA”) for service as a Captain.

2. JOB RESPONSIBILITIES:

A) **SAFETY:** Demonstrate safety ownership in every aspect of their responsibilities, performance, and behavior to ensure the successful outcome of every flight.

1. Ensure all identified safety or regulatory non-compliance and/or ineffective processes are reported so they can be assessed and corrected by WMA
2. Actively participate in and contribute to our WMA Safety Management System
3. Actively support WMA safety promotions
4. Report all identified hazards through the safety reporting system
5. Use SOP’s to execute consistently to achieve intended outcomes
6. Fulfill the duties and responsibilities of inflight security coordinator (PIC)

B) **FLIGHT STANDARDS:** Work as “One Team” with crew scheduling, dispatch, and other team members to ensure all flight operations are conducted within flight and duty, weight and balance and performance limitations applicable to the flight.

1. Ensure their flight time and duty time limitations have not and will not exceed 14 CFR Part 117 limitations
2. Confirm that all appropriate weight and balance calculations are completed and applied prior to flight to ensure safe operations
3. Ensure that all takeoff and landing performance calculations are completed prior to flight to ensure safe operations
4. Carry all required certification and documentation on board the aircraft
5. Ensure that all route and airport currency requirements are maintained
6. Execute all flight activity to achieve on-time, efficient operations, while never compromising our commitment to Safety Always
7. Identify and share opportunities for improvement to help us as One Team always find ways to get even better



C) CUSTOMER AND CREW LEADERSHIP: Build customer loyalty to One Team spirit by leading flight operations to deliver on our purpose, values, vision, and brand.

1. Enable effective crew performance by communicating transparently and authentically with all team members
2. Build customer trust and loyalty by communicating directly and authentically with customers with care, kindness, and respect and in our “brand voice”
3. Lead all flight team members to work together and perform effectively by modeling our values and living our vision in everything we do

3. QUALIFICATIONS:

Leadership: reinforces “Safety Always” value, meets regulatory and company standards, and enables excellence by all flight team members by leading to create timely, effective performance with a focus on purpose and results

Effective Communication: builds “One Team” performance and customer trust and loyalty through better communication with guests and team members

Critical Thinking: identifies, evaluates, and selects optimal actions to operate safely, effectively and efficiently. Identifies and shares opportunities to improve so we as a team collectively get even better

Team First Mindset: Places “we” before “me” to enable seamless “One Team” performance and seamless execution. Humble and proud of contributing to and achieving team results

Composed: assesses and acts purposefully in all situations. Responds to stressful situations by determining the right course of action to maintain safety, meet regulatory standards, and keep our commitments to customers and team members.

- Must have legal authorization to work in the United States and/or Canada and travel in/out of United States and/or Canada without restriction
- Airline Transport Pilot Certificate Multi-Engine Land (Transport Canada or FAA)
- Q400 Type Rating
- 1st Class Medical
- 21 Years of age
- 2,500 TT
- 500 Q400 TT
- 1,500 PIC Turbine
- 1,000 MEL
- Meets 14 CFR §121.436(a)(3)

4. COMPENSATION:

Compensation is competitive with similar operators and equipment types and will be commensurate with applicant’s experience.