



BEST OF
STAFFING FOR
12
CONSECUTIVE
YEARS

— HIRING SMARTER IN BUSINESS AVIATION

COST SAVINGS OF A
PROFESSIONAL RECRUITER
VS. HIRING IN-HOUSE

Hiring with a professional aviation recruiter like In-Flight Crew Connections isn't just faster; it's smarter. Save time, resources, and money while ensuring you hire top talent the first time around.

IN-FLIGHT[®]
CREW CONNECTIONS
— AVIATION STAFFING



EXAMPLE
ROLE IN BUSINESS
AVIATION:
PILOT AT \$175,000
ANNUAL
SALARY

THE HIDDEN COSTS — OF INTERNAL HIRING

HIRING IN-HOUSE FOR SPECIALIZED ROLES
LIKE PILOTS CAN BE MORE EXPENSIVE AND
DIFFICULT THAN IT APPEARS. HERE'S A
DETAILED BREAKDOWN OF APPROXIMATE
COSTS:

DIY HIRING

PROFESSIONAL RECRUITING SERVICE

HR TIME INVESTMENT	COST	
Creating and posting ads (10 hours @ \$30/hour)	\$300	INCLUDED
Sourcing candidates (20 hours @ \$30/hour)	\$600	INCLUDED
Screening resumes (150 applicants, 0.3 hours each @ \$30/hour)	\$1,350	INCLUDED
Scheduling interviews (10 hours @ \$30/hour)	\$300	INCLUDED
Conducting interviews (15 candidates, 1.5 hours each @ \$30/hour)	\$675	INCLUDED

**TOTAL HR
TIME COST:
\$3,225**



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THE HIDDEN COSTS — OF INTERNAL HIRING



DIY HIRING

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JOB ADVERTISING COSTS	COST	
Specialty aviation job boards (e.g., AviationJobSearch, BizJetJobs)	\$1000 per post	INCLUDED
LinkedIn promoted job post	\$1200	INCLUDED
Glassdoor and Indeed premium listings (combined cost)	\$800	INCLUDED
Additional niche listings (or broader reach platforms)	\$500	INCLUDED

**TOTAL
ADVERTISING
SPEND: \$3,500
(AT MINIMUM)**



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LOST PRODUCTIVITY –

During a two-week cycle, vital operational duties are delayed, costing approximately **\$1,200** in lost productivity.

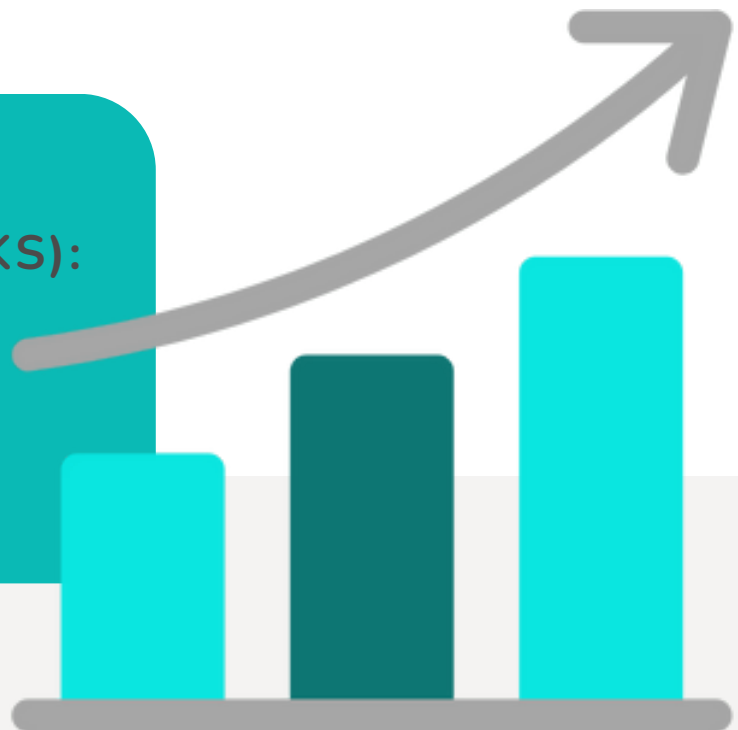
OPPORTUNITY COST OF AN UNFILLED ROLE –

At \$175,000/year, daily lost productivity is **\$673/day**

If the role remains unfilled for 49 days (average in-house duration), this adds up to **\$32,977**.

**TOTAL INTERNAL COSTS
(EXCLUDING TURNOVER RISKS):**

\$40,902+



— ASSUMES A DEDICATED AND SKILLED HR TEAM

THESE CALCULATIONS RELY ON HAVING A DEDICATED HR PROFESSIONAL WITH EXPERIENCE IN COMPETITIVE AVIATION HIRING. HERE'S THE REALITY FOR MOST BUSINESS AVIATION OPERATIONS:

SMALLER FLIGHT DEPARTMENTS

Hiring tasks often fall to operations staff, who lack the time, experience, and tools necessary for complex recruitment. This adds delays, missed deadlines, and an increased risk of hiring the wrong candidate.

CORPORATE HR TEAMS

Even large companies typically lack HR teams equipped to handle aviation hiring, which requires specialized knowledge.

- Unique Challenges: FAA certifications, type ratings, training records, and ISBAO compliance are specific to aviation and poorly understood by general HR staff.
- Result: Prolonged hiring processes, misaligned candidate skills, and increased turnover rates.



FASTER, EFFICIENT HIRING = REAL SAVINGS

SPECIALIZED RECRUITERS SUCH AS THE AVIATION EXPERTS AT IN-FLIGHT CREW CONNECTIONS REDUCE TIME-TO-HIRE BY APPROXIMATELY 35%, FILLING ROLES ON AVERAGE 17 DAYS FASTER.

AVOID \$673/DAY OF LOST PRODUCTIVITY FOR 17 DAYS.

SAVINGS WITH FASTER HIRING: \$11,441

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LOWER TURNOVER RISKS = MORE SAVINGS

THE RECRUITERS AT IN-FLIGHT CREW CONNECTIONS FOCUS ON MATCHING SKILLS, CULTURE, AND QUALIFICATIONS TO REDUCE TURNOVER RISKS AND ENSURE LONG-TERM SUCCESS.

A BAD HIRE COSTS UP TO 30% OF ANNUAL SALARY.

SAVINGS ON TURNOVER: \$52,500

Professional aviation recruiters like the team at In-Flight Crew Connections already have connections to pre-vetted candidates with the required qualifications and certifications.

Skip manual sourcing, saving **30+ hours** and ensuring compliance with training and regulatory standards.



— LET'S SUM IT UP...

RECRUITING AGENCY FEE (30% MARKUP):

\$175,000 X 30%

\$52,500

VS

\$40,902 (INTERNAL HIRING COSTS) +
\$52,500 (TURNOVER COSTS PER BAD
HIRE)

\$93,402

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RECRUITERS SUCH AS THOSE AT IN-FLIGHT CREW CONNECTIONS
CAN SAVE BUSINESSES AROUND \$40,000 OR MORE UPFRONT
WHILE ENSURING CRITICAL ROLES ARE FILLED WITH THE RIGHT
TALENT, QUICKLY AND EFFICIENTLY.



For critical business aviation roles like
pilots, mechanics, or schedulers,
professional aviation recruiters like those
at In-Flight Crew Connections ensure
better hires, faster onboarding, and long-
term cost efficiency. Focus on your flight
operations while leaving recruitment to
the experts!



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IF YOU ARE INTERESTED IN
LEARNING MORE ABOUT OUR
DIRECT HIRE RECRUITING
SERVICES, PLEASE CONTACT
US TODAY!



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www.inflightcrewconnections.com



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— AVIATION STAFFING