



SMARTLYNX
AIRLINES



What makes us the **SMART TEAM?**

Explore your career opportunities
and learn more about us.

Frequently Asked Questions



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AIRLINES



We are a leading ACMI, charter and cargo airline.



We ensure full charter operation in Latvia and Estonia.



We transport over 3 million passengers on yearly basis.



More than 35 nationalities and cultures make the Smart Team.



SmartLynx Airlines is a proud owner of the 2019 Best Employer in Latvia in the Transportation Sector award.



One of the Top 40 most valuable companies in Latvia, as the highest-ranked company in the aviation and passenger transport sectors.



SmartLynx Airlines is a family member of Avia Solutions Group, the largest aerospace business group from Central & Eastern Europe with almost 100 offices and production stations providing aviation services and solutions worldwide.



From company-sponsored sports activities, morning yoga sessions, to social events and gatherings, family events, company and group conferences, workshops and training, we can with certainty say that life at SmartLynx is never dull. Dynamic, supportive and stimulating culture is what we thrive on.





Frequently Asked Questions

1. How long have you been with the company?

This question is normally asked to the interviewer and the direct manager participating in the interview. Based on our data the average time of an employee staying with SmartLynx Airlines is 3.82 years.

2. What are the working hours?

For office staff, we have a standard 8-hour workday, but it can be agreed with the direct manager to start the day earlier or later and have the workday end earlier or later accordingly. Additionally, we at SmartLynx have a 30-minute lunch break which allows the workday to finish 30 minutes earlier.

3. What is your favorite part about working in SmartLynx?

We do believe that there are multiple favorite features our employees love, but the most common element is the fact that we are a multi-national company of approximately 40 unique nationalities, and we have all become a big family. The sense of being one team moving forward to a common goal is what makes working for SmartLynx more compelling.

4. What is expected from a new colleague?

Being open-minded, flexible, willing to take on new opportunities and learn new skills are characteristics that will ensure a smooth transition to the dynamic pace of the aviation industry. Smart Team provides full support to newcomers settling in, keeping the business momentum moving forward.

5. When will I hear from you?

Our recruitment process is quite dynamic and we normally give a response about the results within 2 weeks. If there are any delays we let our candidates know about that as well. We aim to inform all our candidates who have taken part in at least one recruitment process, about the outcome of that recruitment stage.

6. Is there any training expected for the position?

It depends on the position, but for majority we have on-the-job training. If there are specific requirements to perform duties (need to learn a specific software or procedures), then such training is provided before starting full duties.

7. How would my first week at work look like?

The first week will be introductory – you will find your way around the company, get to know the internal processes through online training, you may have some briefings by different departments (such as IT security), you will get started on your daily duties with the help of your colleagues. These days will be mainly full of information coming not only from your department, but from others as well so that you feel well-acquainted with all aspects SmartLynx Airlines has to offer.

8. How will the shift patterns look like?

We have different positions, that work in shift patterns, but the most common patterns are 2-day shifts, 2-night shifts and then 4 days off. However, this question can be answered in more detail during the interview process for a specific position.

9. Can you tell me more about the team that I will be joining?

SmartLynx Airlines is a multi-national company, which means that all teams are very diverse and open to any new team member. After an internal survey, it was identified that the most common thing that employees say about SmartLynx is that there is a sense of family – so you would become a member of a family once joining any new team. If you want to know more specifics about the team that you might be potentially joining, don't hesitate to ask this question during the interview process.

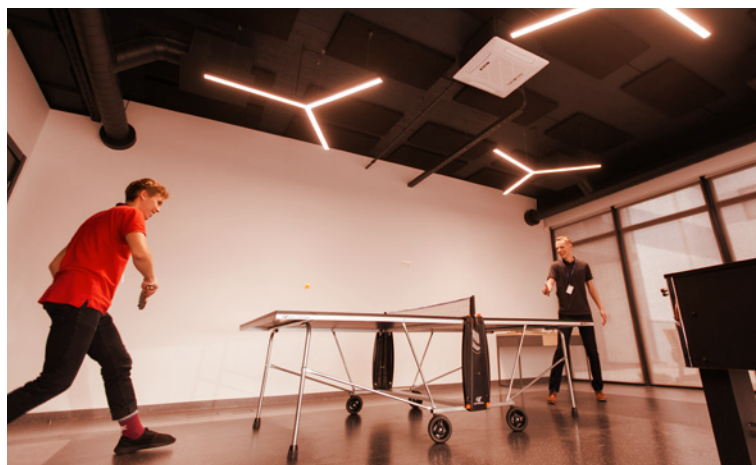
10. What are the career growth opportunities?

One of the perks of being in the aviation field is that there is not only an opportunity to grow vertically but also to expand your expertise horizontally. We at SmartLynx Airlines are open to having internal developments for any employee if they are fit for an open position. Never lose your intellectual curiosity and that will get you far!

11. Is there an option to work remotely?

During COVID-19 restrictions we have grown to learn that remote work is possible for most positions. We do have operationally critical positions that require performing duties only from the office. Once we go back to regular operations, there are always options to perform some work remotely, previously agreed with your direct manager.

12. What are the benefits of working with SmartLynx?



We are eager to see COVID restrictions lifted, and all our company perks and privileges back:



COMPETITIVE SALARY.

We are continuously researching the market to understand our salary levels, stay competitive and adapt to market. Our bonus system allows us to celebrate our achievements 2 times a year.



HEALTH + DENTAL INSURANCE

Our health insurance also covers 50% of dental procedures. We have heard from our colleagues that the insurance coverage is pretty extensive and is used very frequently.



CAREER GROWTH

At SmartLynx Airlines we are open to having internal development for any employee if they are fit for an open position. Never lose your intellectual curiosity and that will get you far!



PERSONAL DEVELOPMENT AND TRAINING

We are a supportive and stimulating team. Through internal and external programs, we invest in our people as part of our culture of constant development.



AWARDS AND ACKNOWLEDGMENTS

We recognise and reward individual performance! SmartLynx yearly award for value of the year team member, as well as awards for those standing out in a particular category within Avia Solutions Group. Our Management Board also issues quarterly Letter of Acknowledgment for exceptional performance in the previous period.



SOCIAL EVENTS

We do love to celebrate our team and achievements with regular social events throughout the year – Summer Sports Day, Office Spring Cleaning, Roof Top Terrace theme parties and the infamous Christmas parties. Summary of our yearly achievements and plans for the upcoming season are shared at the annual Company Conference. This is where we present employees of the year awards in various categories.



HOLIDAYS

Everyone needs time off, so here at SmartLynx you get 20 business days' vacation excluding bank holidays, and we reward your loyalty with additional paid vacation days based on your seniority.



SPORTS AND WELLNESS

Fresh fruit are delivered to our office every day to encourage healthy eating, and we have Football and Volleyball clubs as well Smart Mornings yoga session for a perfect beginning of a working day.



RELOCATION PACKAGE

For those who would be joining us from abroad, SmartLynx Airlines is providing a relocation package that allows you to smoothly transition into your new role.



ACTIVITY ROOM

One of the favourite spots in our office. Football table, ping-pong table, stretching zone. For some, the boxing corner might be appealing.



OFFICE

A comfortable and energy efficient space spreading over 2100 m2, with multiple areas dedicated to employees - lounge room, canteen, coffee corners, terraces. Parking is secured for everyone whether they come to work by car, motorbike or bicycle.



FOOD AND DRINKS

We have several fully equipped kitchens in our 2 office buildings as well as coffee corners where you can have a break and socialise over coffee, tea, hot cocoa. A self-service mini-market is available on the premises to quickly satisfy your hunger.



A GIVING TEAM

Throughout the year we organise charity events giving an opportunity for everyone to contribute to their community.



We offer a wide range of opportunities where you can make a contribution.

Join the Smart Team!

Stay connected:

