

Goldair Handling's Experience with Cross - Border Hiring

LOOKING BEYOND BORDERS: A STRATEGIC RECRUITMENT INITIATIVE

The Need & the Decision to Look Beyond Borders

Aviation bounced back rapidly post-COVID

Sudden surge in flight activity created urgent staffing needs

High turnover & limited availability in the local market

Aircraft loaders especially in high demand within airports and broader economy

Why International Recruitment Made Sense

Decision to explore international talent markets

Focus on countries with strong work ethic & willingness to relocate

Partnered with India and the Philippines – other options under review and evaluation

Both seasonal and indefinite time employment (under immigration law)

Which countries to choose?

Focused on countries with strong work ethic & mobility

Chose India & the Philippines for their talent potential and culture

Goldair Handling's operational presence in India for more than 5 years offered extra reassurance and know how

Recruitment & Agency Collaboration

Key task to identify and screen responsive and well-structured recruitment agencies

Large pool of well-prepared, experienced, and educated candidates

Emphasis in long-term employment potential of new hires

Command of English as required by aviation rules — proved to be a challenge (had to refine our process in India)

The Process: A Test of Patience and Race against Time

Heavy administrative and documentation requirements

Bureaucracy caused repeated delays (in Greece and the other countries)

India case: visa delay stretched process to 5+ months last year (faster lately)

Required constant follow-up and cross-border coordination of multiple authorities, experts and executives

Faced challenges with housing, internal housekeeping procedures, maintenance, logistics, e.t.c

The People – A Collaboration We're Proud Of

Since last year, new hires are proving reliable, hard-working, and committed

Adapted well despite cultural and linguistic differences

Brought quiet strength and stability to our teams

We're proud of this collaboration and its future potential

Looking Forward

We've built a strong foundation for Cross – Border hiring

We see potential for scaling and expanding the hiring

Commitment to refining the process further

Focused on team integration, development, and mutual growth as well as streamline side-processes like housing, household procedures, internal policy, organization amendments to ensure Cross – Border hires assimilation

Our Indian Colleagues

