

# JOB POSTING

## VFR Chief Pilot

We are looking for a VFR Chief Pilot to join our team. Custom Helicopters Ltd. provides helicopter support to clients for various applications, while providing high-quality services with a commitment to safety, quality, and value.

The VFR Chief Pilot reports to the VP of Flight Operations and is accountable for all flight safety aspects for the company's VFR fleet and for the professional standards of the VFR flight crews. The VFR Chief Pilot is further accountable for managing the day-to-day safe and effective operation of the VFR fleet, with respect to company standards, regulatory requirements, and aircraft configuration.

### ➤ Responsibilities:

Ensure a high level of compliance to the Canadian Air Regulations and flight safety.

The VFR Chief Pilot will manage and support:

- All flight safety matters for the VFR Fleet
- VFR pilot qualifications and approvals for advancement.
- All AS332L2 utility operations with support from the IFR Chief Pilot (apart from night/NVG aspects).
- All operational documentation (i.e. checklists, advisory circulars, NCR's, compliance documentation).
- VFR Aircraft performance calculations & payload information in support of Commercial activities.
- Provide day-to-day oversight and support for all VFR Pilots.
- VFR Pilot performance management and feedback.
- Corrective Actions Plans and developing/implementing controls in support of company SMS processes for VFR operations
- Company DG program (including AS332L2)
- Ops Gear requirements, ensuring correct equipment is in place (including the AS332L2)
- Regulatory processes to add VFR aircraft to the AOC as required.
- VFR pilot hiring and disciplinary processes.
- VFR aircraft configuration and modifications in coordination with the applicable Type Technical Pilot.
- Continuous improvements in overall flight safety, efficiency, and profitability for the company.
- Promote a high level of safety.
- Maintenance and admin of flight training programs and exams.
- Internal Company audits and investigations.
- Regulatory Reviews as required and ensure directives, notices and flight operations information is issued to flight crews in an organized and timely manner.
- Flight & duty time records.
- VFR operations and identify problems which may require the provision of extra training or changes in operational procedures.
- VFR pilots are kept informed of changes to regulations and standards.
- Liaise with customers as required.
- Ensure company costs are managed effectively.
- Oversee suitability of aerodromes and routes
- Travel as required.
- Perform other duties as assigned.

### ➤ Qualifications:

- Canadian Commercial Pilot License (H), with VFR experience.
- Qualified in accordance with the specific CASS requirements.
- Experience in helicopter VFR operations and training, with extensive flying experience across company operations and relevant aircraft types.
- Experience in management of aircraft bases and personnel.
- Field operating experience.
- Approved Check Pilot authority on Company aircraft is preferred.
- Proficient computer skills.
- Excellent interpersonal skills with the confidence to influence all internal stakeholders and external bodies.
- Excellent communication, planning, organizational and critical thinking skills.
- Must be self-motivated, with strong analytical skills and attention to detail, demonstrating analytical reasoning and the ability to prioritize tasks and projects.
- Ability to pass criminal background check and hold a valid passport.

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### Why Custom?

Custom Helicopters promotes a highly skilled workforce built on mutual respect, supporting personal and professional growth. We offer:

- Competitive Compensation
- Full benefits
- Pension plan
- Employee share purchase plan

At Custom Helicopters, we are committed to fostering a diverse, equitable, and inclusive workplace where everyone feels valued and respected. We believe that a variety of perspectives and backgrounds strengthen our team and contribute to our success. We welcome applications from all qualified candidates, regardless of their background.

Application Deadline: February 20, 2026



Safety. Quality. Value