

Scientific selection made simple

Choosing quality candidates that possess the core competencies predictive of ATC success is a key enabler for world-class ATC services, continued safety, and air traffic management growth. Selecting the best person from the start also saves you time and money.

SureSelect is a validated, objective and automated solution that helps you to improve efficiency, speed up selection results, make impartial decisions, and test ATC-specific competencies.



58,000+

ATC candidates tested through SureSelect



4 modules

assessing ATC-specific competencies

Toolkit

SureSelect provides a suite of selection modules designed specifically for ATC roles. These intuitive online assessments measure essential skills and behavioural traits, and there's an optional Assessment Centre component. Supported by our decades of expertise and experience, SureSelect gives you validated tools and processes to confidently select the best candidates:



Scalable

Reach more potential candidates



Automated process

Reduce administrative overheads



Relevant

Tests aligned to your core competencies, with high face validity



Flexible

Change your approach to suit your selection needs



Cost-effective

Initial tests are online and unsupervised



Scientifically validated

Supported by years of data and real world results

Modules



ATC Skill Simulations

ATC-specific gamified tests:

- ▶ Short term memory
- ▶ Spatial reasoning
- ▶ Remembering relationships
- ▶ Radar simulation (safety, efficiency and multi-tasking)

Estimated time: **1 hr 30 mins**



ATC Cognitive Ability

Assessment of core ATC abilities:

- ▶ Detail accuracy
- ▶ Coded reasoning

Estimated time: **45 mins**



Behavioural Traits

Assessment of behavioural traits predictive of ATC success:

- ▶ Decisiveness
- ▶ Emotional control
- ▶ Organised
- ▶ Take charge
- ▶ Learning focus

Estimated time: **20 mins**



Assessment Centre

Enhanced decision-making through direct observation:

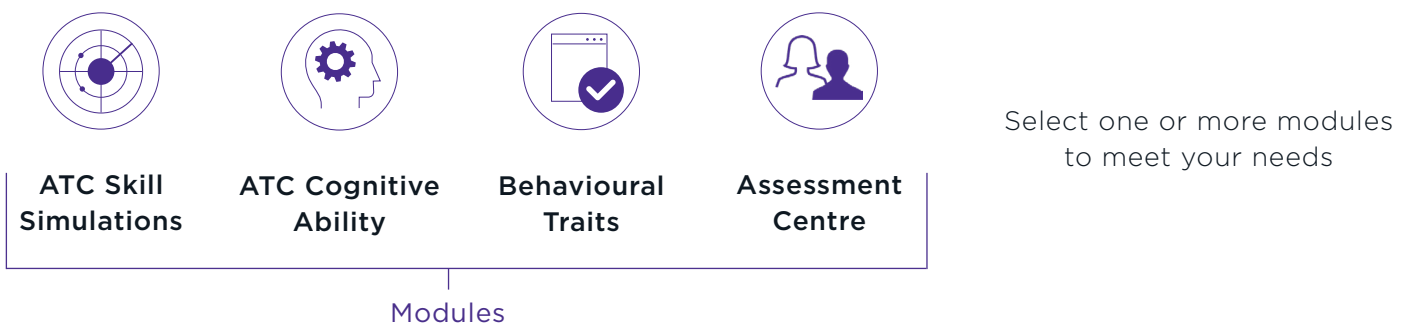
- ▶ Competency based approach
- ▶ Individual and group activities
- ▶ ATC-specific assessments
- ▶ Measurable evaluations that support automated test results

Estimated time: **8 hours**

Select your way

Airways are specialists in ATC selection. We know the importance of selecting the best people for the critical role of air traffic control, and the effect this has on training and on-the-job outcomes. Tailor your use of SureSelect to suit your goals and budget - various options are available to help you meet your organisation's selection needs.

► Choose **what** you want to use



► Choose **how** to use SureSelect tests



► Choose **where** to use SureSelect tests



Talk to us about how to make SureSelect part of your selection process

✉ international@airways.co.nz

Airways International – The ATC selection specialists

SureSelect is developed by Airways International Ltd (AIL), the commercial arm of Airways New Zealand. Researched, developed and validated by Industrial Organisational Psychologists, SureSelect's best practice ATC assessments provide you with crucial information to support your selection decisions.

Leveraging Airways' ANSP expertise, AIL works with some of our industry's best aviation experts to offer globally recognised ATC training programmes, advanced simulation and selection solutions, and interactive learning resources to help our customers achieve lower training costs and higher success rates.



Talk to us today

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