AIRBALTIC UNVEILS NEW COMPREHENSIVE PILOT OFFER

News / Airlines

airBaltic unveiled a new pilot offer, effective as of January 1, 2026, designed to better meet the needs of its current pilots while making the company more attractive to future candidates. The new offer introduces expanded roster options, and improved salary structure, developed in direct response to feedback from current pilots and insights from the market, with a strong emphasis on competitive salary, work-life balance, commuting flexibility, and transparent career progression.

Robbert Strating, SVP Flight Operations at airBaltic: “With this new offer, we are raising the standard for how an airline supports its pilots throughout their careers. The package provides not only competitive conditions but also a clear commitment to long-term career satisfaction at airBaltic. For the first time, we will introduce a commuting roster, giving pilots the opportunity to operate one of the youngest fleets in Europe – our Airbus A220-300 aircraft – without the need to relocate to one of airBaltic’s home bases.”

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A cornerstone of the new offer is the commuting roster, a significant step forward designed to attract foreign pilots by enabling them to work at airBaltic without the need to relocate.

In addition, the new pilot offer also brings several key improvements, including:

- Flexible roster options, giving pilots the freedom to choose the schedule that best suits their lifestyle.
- A competitive salary structure with predictable increases in the coming years, ensuring financial stability and transparency.
- For Captains, the offer provides a clear progression path across 10 salary levels with guaranteed annual advancement, while also allowing experienced Captains joining airBaltic to start at a level that reflects their prior professional experience.

These improvements will take effect for both current airBaltic pilots and new-joiners starting January 1, 2026. More information and details are available on airBaltic's careers page: https://careers.airbaltic.com/en/teams/pilots.

Currently, the airline is hiring Captains and Senior First Officers (with a fast-track command) for the Airbus A220-300aircraft. Furthermore, the widely known airBaltic Pilot Academy continues to accept applications. It currently has 174 active students from across Europe, and 138 graduates have already joined the airline as first officers.

airBaltic currently employs nearly 3 000 professionals from over 30 nationalities and for several years, the airline has been consistently recognized as the Top Employer in various nationwide surveys.

The airBaltic fleet, one of the youngest in Europe, consists of a single aircraft type – Airbus A220-300. The airline currently operates 50 of such aircraft and aims to double in size. The aircraft offers an excellent flying experience, with benefits for passengers and crew such as wider seats, larger windows, more hand luggage space in the cabin and improved lavatories, as well as better overall performance.

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