



M&E positions  
B1/B2 and FSE

REFERRAL PROGRAM

## ***Objective***

We believe there are no better ambassadors to promote working at Brussels Airlines than our own employees.

Therefore we have put last year a referral program in place as an additional recruitment source for technical profiles to fill our Maintenance and Engineering & IT positions. As of today, we will extend the referral program to specific (and critical) Maintenance and Engineering positions.

## ***Who is eligible?***

All employees of Brussels Airlines, with the exception of (extended) MB members, are eligible to receive a Referral Award.

Both the referring employee and the hired employee must be active employees at the time of the payment.

## ***Which candidates can be referred?***

All candidates that could fulfil a **B1/B2 or FSE** position within the Maintenance & Engineering department.

Can not be referred as a candidate:

- Existing employees, whether in Belgium or Lufthansa Group.
- Current or less than 1 year ago (sub)contractors, internships, job students or temporary workers.
- Candidates whose profile details have already been received through another channel or who have previously applied in our CV Warehouse database.
- Candidates who already worked formerly at Brussels Airlines and who opted to leave during the restructuring programme Reboot.

## ***How to submit a referral?***

Ask your referee to submit his/her your application via the jobsite <https://www.brusselsairlines.com/be/en/jobs> and ask him/her to **indicate your name** on the application form. You need to be the **prime** source of the recruitment process.

### ***The Award***

4.000€ (gross amount, incl. holiday amount) for any recruitment related to a **B1/B2 and FSE** Maintenance & Engineering position. A first instalment of 1.000€ is payable after signature of the employment contract of the hired employee. The remaining instalment of 3.000€ is payable 6 months after the start-up date, provided the referring and hired employee is still employed. The payment will be settled via the payroll except for people who participate in the Flexible Reward Plan. Payment in this case will happen via the Flexible Reward Plan.

### ***Duration of applicability of referral policy***

From 12 March 2025 until 30 April 2026.