

**Selection step 1:**



**Certificate by the  
Deutsches Luft- und  
Raumfahrtzentrum  
(DLR, German  
Aerospace Center)  
(third party) or  
SPHAIR certificate\***



**EFA application**

**Selection step 2:**



**LHG assessment**  
Hamburg or Zurich



**Pre-Airline Fit**  
in order to declare  
intent to hire



**Medical fitness  
examination**



**Airline Fit**  
Location depends  
on airline

after completion of  
the training

\* With a SPHAIR certificate, entry after EFA only possible at SWISS and Edelweiss; the SPHAIR certificate must contain a recommendation for the commercial pilot career; for SPHAIR certificates issued before May 2024, a new certificate containing a corresponding verification code must be downloaded from the SPHAIR website; the SPHAIR certificate must not be older than 5 years on the day of Step 2 in the “Lufthansa Group Assessment” selection process. Therefore, we recommend that all interested parties submit their application well in advance of the 5-year deadline.