



Cpt Lacombe

## QUALIFICATION

"Boeing 777 - Captain, TRE-TRI, 18,000 Hours Total Flight Time.

Member of ICAO Competencies Working Group and of ICAO Initiative (IPTC)

Member of IATA Training & Qualification Initiative (2008 – 2012).

## EXPERIENCE

2016 – present: AF Training Facilitation Group Manager - AF ATO Safety Manager

2013-2016: AF Training Data Analysis Manager – AF ATO Safety Manager

2009-2013: Head of Air France Training Standards, ATQP implementation group leader

2005 – 2009: Head of Air France Training, TRTO

2000 – 2004: Deputy Manager, Air France Training Standards -

1992 – 2000: Deputy Manager, Air France B737 Training - Captain B737

1989 – 1992: Chief Instructor Pilot, French National Pilot Training School (ENAC). FO A300/A310

1983: FO B727, Air France entry

1979–1982: CPL/IR/ATPL Instructor, Royal Air Morocco

1979: “Bush” pilot - Ivory Coast, Africa

## EDUCATION

Graduate of “Ecole Nationale de l’Aviation Civile” (ENAC). Ab-initio cadet pilot.





**EASA**  
European Aviation Safety Agency

**AIRFRANCE** 

# Competencies

Michel Lacombe

Air France Training Facilitation Group Manager & ATO Safety Manager

Rule making group member RMT.0599 EBT subgroup.

01.02.2017

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TE.GEN.00409-001

# Why ?

- *It is **impossible to foresee all plausible accident scenarios**, especially in today's aviation system where its complexity and high reliability mean that the next accident may be something completely unexpected.*
- ***EBT addresses this by** moving from pure scenario-based training, to prioritising the development and assessment of **key competencies**.*
- ***Mastering a finite number of key competencies will allow a pilot to manage an unlimited number of potentially dangerous situations in flight.***

# Competency Definition

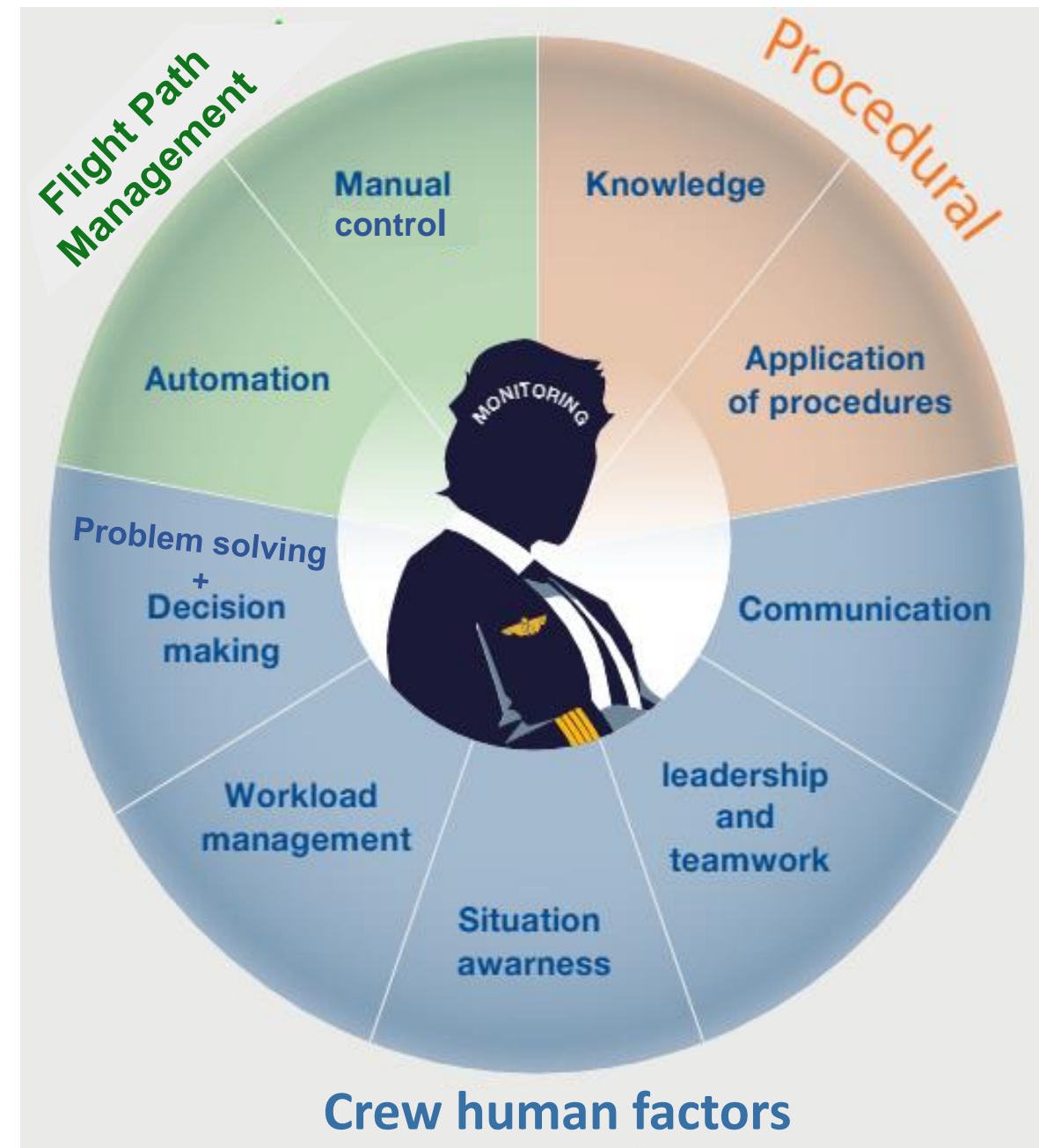
***Competency : A combination of skills, knowledge and attitudes required to perform a task to the prescribed standard***

*The defined competencies should:*

- ***Be observable across a wide variety of work contexts.***
- ***Be consistent all along the flight.***
- ***Allow training and assessing of more than a single situation.***

# EASA Competencies framework

*The competency framework should encompass the **technical and non-technical knowledge, skills and behaviours** to operate safely, effectively and efficiently in a commercial air transport environment.*



# Operators set of competencies

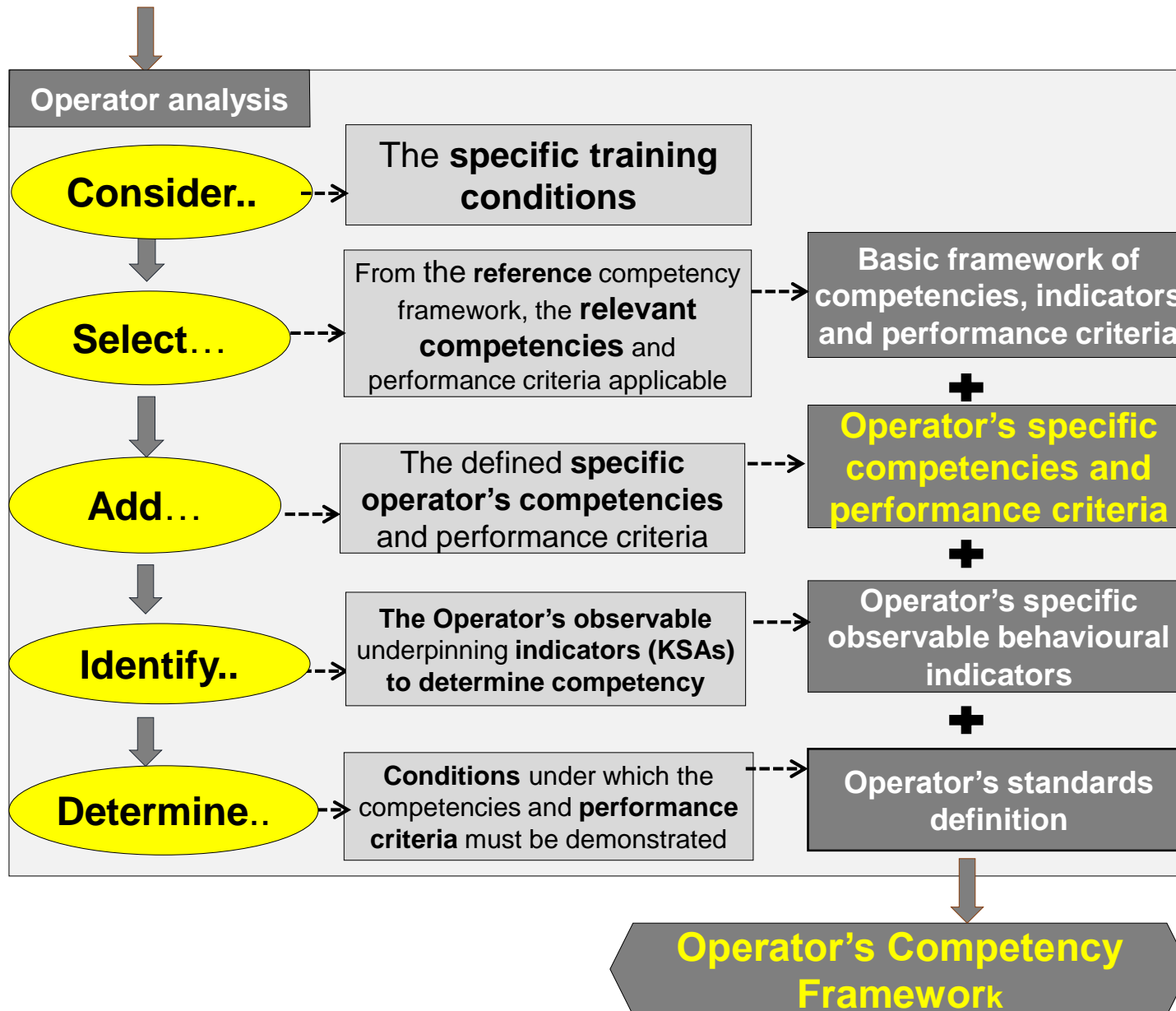
- *There are benefits for an operator developing its own competency framework, consulting all relevant stakeholders, and enabling strong “buy-in” for the implementation of a tailored system.*
- *To be sure to cover a sufficient range of threats and risks domain, the developed competency Framework, should contain:*
  - *Competencies about "what pilots should Know" (knowledge)*
  - *Competencies about "how pilots should act" (technical competencies).*
  - *Competencies about 'how pilot should behave and interact with the environment and other people when acting". (Non-technical competencies).*

# Operators set of competencies

*In other words this could be summarized in competencies about:*

- ***“Abilities” or “Technique” (manual handling, use of systems and automation, trajectory conception).***
- ***“Discipline” or “Procedures” (knowledge, procedures application etc...).***
- ***“Interaction” or “Crew and environment interaction” (situation awareness, decision making, leadership and follow ship, workload management, communication, etc..)..***

**AMC1 ORO.FC.231 (g) Competency framework or other Operator's Competency Framework used as reference**



*The way to construct a set of competencies, starting from the EASA set of competencies.*





End

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