GLOBAL AVIATION
TALENT EXCHANGE



INTRODUCTION GUIDE

The Global Aviation Talent Exchange (GATE) e.V. is officially registered as a non-profit association under European law.

THIS IS GATE

The *Global Aviation Talent Exchange (GATE) e.V.* is an international association dedicated to **connecting the next generation of aviation professionals** worldwide.

Our mission is to **build a strong global network** that empowers aspiring talent to **exchange about the industry's most pressing challenges**.

We make this vision a reality through **GATEvirtual**, our online events held **every six weeks**, featuring leading industry experts with insights into key aviation topics. In addition, our flagship **GATElive** conference brings trainees together for two inspiring days of learning, networking, and collaboration - in person.

VALUES



OFFERS

VIRTUAL Virtual keynote speeches every 6 weeks.

LIVE Yearly live event at one of the partner companies.

EXCHANGE Quarterly exchange call for program coordinators.

Find out more about the benefits for companies and trainees.

NETWORK

12+ Companies in the European aviation industry.

150+ Trainees from different departments and professional backgrounds.

30+ Events from 2023 to 2025, with two live conferences in Brussels and Zurich.

Not a member yet? Find out how to join here.

JOURNEY

HISTORY

GATE was officially founded in 2023 by Trainees from Brussels Airport and Lufthansa Technik. The idea emerged from a **desire to connect trainees across the aviation industry**.

GATE started with only a handful of companies and virtual events every few months. Gradually, GATE was able to **grow its network** and offer a **more consistent event schedule**. A major success was the **first GATElive event** in April 2024 at Brussels Airport which was met with an overwhelmingly positive response.

Driven by this success, GATE‘s next goal was to become a **registered non-profit association** to offer its members even more.

By the end of June 2025, GATE officially **achieved this milestone** and is now looking forward to this new chapter with excitement!

MILESTONES

| 2023
Founding

April 2024 |
GATElive Brussels

| April 2025
GATElive Zurich

June 2025 |
Registration EU-Non-Profit Organization





VALUES

Based on its values, GATE is founded on **three separate pillars** which empower trainees to build relationships, share knowledge and collectively work towards shaping the future of aviation.

EXPERTISE

Keynote speeches inspire trainees to broaden their horizons and gain new perspectives beyond their immediate environment.

NETWORKING

Through networking sessions, GATE provides trainees the opportunity to meet like-minded young talents within aviation, connect over mutual challenges and expand their professional network.

EXPERIENCE

Rising to real-life challenges and joining forces with other young talents enables trainees to catch their first glimpse of what it means to shape the future of aviation.

OUR NETWORK

GATE brings together individuals from various companies including airlines, airports, MROs and OEMs.

12+ Companies in the European aviation industry.

150+ Trainees from different departments and professional backgrounds.

30+ Events from 2023 to 2025, with two conferences in Brussels and Zurich.



COMPANY BENEFITS



1. Win the competition for talent

Differentiate your company in the competitive recruitment market. Show top candidates you are serious about their career and advertise exclusive access to GATElive and GATEvirtual events in your job postings and interviews, making your program attractive to ambitious young professionals.

TALENT ATTRACTION & EMPLOYER BRANDING



2. Maximize your Trainee-program ROI

Save substantial resources by eliminating the need to organize costly in-house trainee exchanges or industry trainings. Moreover, by showing your trainees you are serious about their career development, you increase trainee-program loyalty and trainee retention.

COST-EFFECTIVE DEVELOPMENT & RETENTION



3. Forge the next Generation of Leaders

The connections your Trainees makes today at our GATElive and GATEvirtual events are the powerful professional network of tomorrow. A trainee with a strong network will become a manager who can effortlessly solve problems by collaborating with contacts at regulatory bodies, suppliers, or partner airlines.

NETWORKING & INDUSTRY EXPOSURE



4. Benchmark your Trainee-Program

Engage with trainee program leaders from other premier companies at our quarterly coordinator meetings. Seize the unique opportunity to benchmark and refine your trainee program against industry best practices.

BENCHMARKING & BEST PRACTICE EXCHANGE

GATE ONBOARDING

Interested in becoming a part of GATE?

REACH OUT TO YOUR POINT OF CONTACT:

DACH-REGION
Moritz Kormann

Rest of the World
Pieter April
team@gate-talentnetwork.com





INTRODUCTION

We will start with a **virtual introductory session** about GATE, our values, and your benefits. This session ensures that GATE is the right fit for you and that your trainee program aligns with us.

After all questions are clarified, we will **officially onboard your company** and request the annual fee. Please note that GATE is a registered non-profit organization dedicated to building a global aviation network and fostering intercultural exchange for future generations. Your fee helps cover essential operational costs such as IT, administration, and legal services.

WHAT'S NEXT

You and your trainees can now **enjoy all benefits**. To stay connected and address your needs, please **complete these tasks during the year**:

- **Attend the quarterly check-in** (via email or virtual meeting) to discuss feedback, needs, other coordination topics, upcoming GATElive events, and exchange with other coordinators.
- **Nominate** one **trainee as the focal point** for event invitations and other communication.

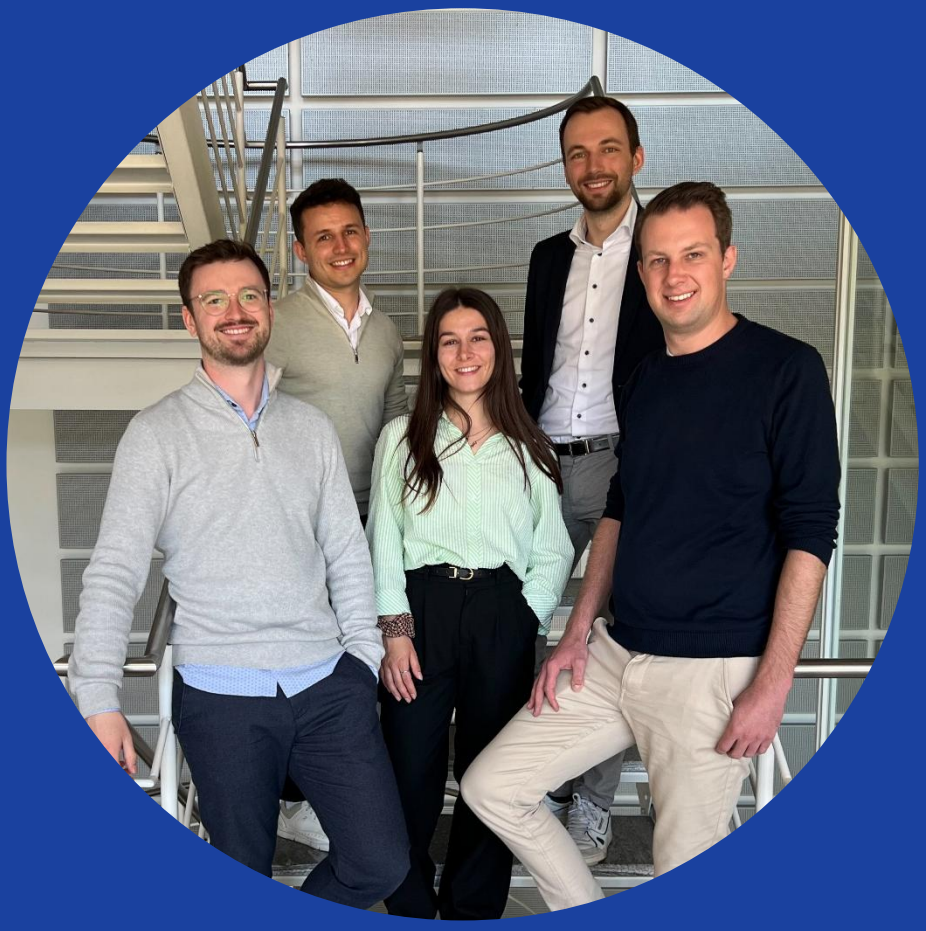
GATE Rates for Companies	
Trainee Program Size*	**Price per year in EURO**
< 5 Trainees	500,00 €
>= 5 Trainees	750,00 €

**Active Trainees as of January 1st of membership year.*

"It started with a simple virtual keynote - now we connect trainees from over 12 companies around Europe, fostering exchange & connecting tomorrows aviation leaders."

GATE BOARD TEAM

Elected term 2025



TRAINEE BENEFITS

1. VIRTUAL KEYNOTE SPEECHES (GATEvirtual)

All Trainees are invited to the **6-weekly** GATEvirtual events every six weeks, where **expert industry speakers** share insights on latest technology, best practices and aviation highlights.

Trainees **learn from seasoned professionals** and **bring valuable new insights back to your team**.





2. LIVE CONFERENCE (GATElive)

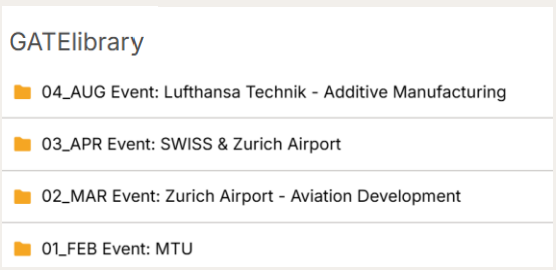
All Trainees are invited to the **annual** GATElive event, a two-day conference at a different **partner company** every year, organized by GATE, including:

- Keynote Speeches & Discussions
- Hackathon Challenge
- On-Site company Tours
- Afterwork Networking

The first two live events were held at BRU (2024) and ZRH (2025).

3. ACCESS TO GATElibrary

All Trainees can access the online GATElibrary, with the slides of the speakers of our past events.



SELECTED PAST SPEAKERS

GATElive

Name	Title	Company
Sylvie Van den Eynde	CHRO & Corporate Affairs Officer	**Brussels Airport**
Léon Verhallen	Director Aviation Development	**Brussels Airport**
Coralie Klaus Boecker	Head ZRH Innovation Hub	**Zurich Airport**
Mark Bitterli	Head of introduction Future Intercont Experience	**Swiss Int. Airlines**
Akkas Mahmood	Manager Sustainability Operations Program	**Brussels Airlines**

GATEvirtual

Name	Title	Company
Patrick Biebel	Managing Director	**MTU Lease Services**
Stefanie Lotter	VP Global Air Fleet Planning	**DHL Group**
Rayan Quintaes	CEO & Co-Founder	**ADLC Drones**
Michael Rumpf	ORAT Director	**Fraport AG**
Florian Raff	Head Aviation Development	**Zurich Airport**
Julian Rott	Head of Data & Processes	**Munich Airport**
Woohyun Bang	Aviation Consultant	**Port Authority of New York & New Jersey**

TEAM



MORITZ KORMANN

Moritz started his traineeship at Lufthansa Technik in 2022 and transitioned into the role of an OEM cooperations strategy & development manager.



JULIA JUNG

Julia started her traineeship at Lufthansa Technik in October 2022 and is now a production engineer for engine fuel components.



NAOMI STEINER

Naomi did her traineeship at Zurich Airport in the commercial marketing team and is now a project manager at Zürich Tourism.



ADRIAN VOß

Adrian did his traineeship as an airport consultant at Munich Airport International and then took on the role as a junior consultant.



PIETER APRIL

Pieter was a management trainee at Brussels Airport and was then able to transition into the role of a cargo business & network development manager.



FABIAN RIEG

Fabian was a consulting Trainee at Munich Airport International and now pursues his PhD in management & mobility at the University of St. Gallen.



LUISA PÜLLEN

Luisa is an active Lufthansa Technik trainee currently working in Strategy & Business Development for Aircraft Maintenance Services in Hamburg.



MAURICE BECKER

Maurice is an active Lufthansa Technik Graduate Management trainee, with project experience in APAC business development and production planning.



LARA LUDEWIG

Lara is an active Lufthansa Group Green Mobility trainee, focusing on sustainable solutions and holding a master's in air transport management.

Connecting future aviation leaders globally.

Let’s get in touch!
Reach out now.

GATE

gate-talentnetwork.com

team@gate-talentnetwork.com

GATE - Global Aviation Talent Exchange

GATEchat on WhatsApp