

ISTAT foundation

Finding Fresh, New Talent Through the **ISTAT Foundation Internship Program**



Seattle-based Zeevo Group took advantage of the ISTAT Foundation Internship Program by hiring Joshua Trygg (above). Here, aircraft leasing veteran and Zeevo Principal Joey Johnsen shares her experience of working with an intern hire and her impressions of the ISTAT Foundation Internship Program.

By Joey Johnsen, Principal, Zeevo Group

At Zeevo, we believe technology, IT resources and a passion for aviation are the keys to success in the leasing business. Finding the right talent that combines these areas is a big challenge. When we first learned about the ISTAT Foundation Internship Program, it looked like a great opportunity for a relatively new company — and it has proven to be just that.

Preparing for Takeoff

Right away, the program's online portal gave us a drove of highly qualified candidates who may not otherwise have known about Zeevo. Being relatively easy to use, the portal allows quick upload of job opportunities, and it issues timely alerts whenever candidates respond. We currently have open positions posted on the portal, and we receive several inquiries from applicants weekly.

Joshua was a perfect match from the start. He had an obvious passion for aviation and was confident with his technology skills. The benefit of hiring interns is that they can quickly integrate fresh perspectives into the business — often challenging the status quo, which is important in an ever-changing industry.

Interns also offer an upside with their technology and social media awareness;



Joshua Trygg speaking about his capstone project and the experience of working with Zeevo through the ISTAT Foundation Internship Program during a presentation on 15 December, 2017 at the University of Washington-Bothell.



[L-R]: Joey Johnsen, Karen Curtis, John McCartney — Zeevo Group principals and aircraft leasing veterans who have several decades of combined experience working for top global leasing companies including AerCap and ILFC. Find out more about the internship program on the ISTAT website.

it's second nature for them. From a brand advocacy standpoint, it's good for Zeevo that our interns share their experiences with friends, family and the broader social media community.

Embarking on a Test Flight

The "try before you buy" approach offered by the internship program, gives companies a fixed period to test drive a potential employee. And with Joshua, it worked perfectly, as we've extended his time with Zeevo because of his valuable contributions.

Other ISTAT member companies are likely facing the same challenge when it comes to locating and evaluating qualified potential employees, and I would strongly encourage them to utilize the ISTAT Foundation Internship Program to expand their talent base and provide opportunities for young professionals entering the industry.

Increasing Payload

With Joshua, we've been able to tackle tasks, for which our full-time employees simply don't have the bandwidth. For instance, Joshua helped set up internal workflows. He quickly got up to speed on how to create a budget approval system, which, in essence, is a list of

Intern Joshua Trygg — In His Own Words

My internship experience is nearly complete, and I am fairly close to graduation — I can already taste it. People have asked about my plans after my Zeevo internship, and I have given some thought to this. For one, I would like to work for a company that can put me through flight school! While looking for that ideal opportunity, I will remain focused on deepening my knowledge about the ins and outs of the aviation business and on honing my technical skills as a software engineer.

The technical aspects of the job are naturally my strong suit, and I certainly gained valuable experience through Zeevo. But beyond that, as an intern I was able to have direct conversations with the leaders of the company. They taught me a lot about how to develop and present a product to a customer, and how to work effectively in collaboration with colleagues and clients based in multiple locales around the world.

At Zeevo, I had a first-hand look at what it really means to be a professional, and this is something you cannot learn at school. I'm very grateful to Zeevo and the ISTAT Foundation Internship Program for providing this incredible professional experience and helping me get my foot in the door in the exciting aviation industry.

workflows, each one handling a different level of the approval process. This type of automation can shave off a lot of time, generating valuable cost savings for a company.

Another example involved the optimization of a specialized Excel forecasting tool for an aircraft leasing client. Joshua was tasked with automating the Excel functionality into what is known as an Excel


add-in. With this approach, the leasing client has access to the full functionality of the forecasting tool, with the time-saving features of an Excel add-in.

Joshua also developed an Outlook add-in that is a simple feature, but very useful to the business, when it comes to client and contract management. Small things like this made us immediately recognize Joshua's critical contributions.

Joining the Flight Crew Aboard

Through the internship, Joshua became Zeevo's first official intern, bringing a valuable specialty in software development to the team. One of our co-founders, John McCartney, who is based in Southern California, flew to Seattle for a week to show Joshua the ropes. I sensed that he was a bit overwhelmed at first, considering the fire hose he was drinking from. But after taking a few baby steps, Joshua built his first new service for a web application and was "wheels up" at Zeevo. His contributions to software architecture projects included building out new functionalities and innovating new services for clients.

Technology and IT resources are vital to the aviation industry, and I can see many great opportunities for people who possess a technology background and passion for aviation. I'm fairly sure that Joshua was the first technology-focused intern who was hired through the ISTAT Foundation Internship Program, and I am proud to say that Zeevo may be something of a pioneer in the ISTAT community by bringing technology-skilled interns into the program.

We sincerely hope other ISTAT members will take advantage of the internship program. The injection of fresh, high-quality talent, particularly in the technology area, is essential for our industry to survive and thrive. 

Zeevo Group delivers comprehensive solutions designed to improve the effectiveness and success of its clients' processes, policies, tools and technology. With expertise in operations, information technology and strategy consulting, the Zeevo team addresses the wide and complex array of challenges facing today's businesses in aircraft and engine leasing, consumer products and essential industries. The Zeevo team comprises experts with "Big Four" experience and a track record of senior leadership in leading global aircraft leasing companies.

Zeevo Group LLC is a limited liability company registered in the State of Washington, United States of America Zeevo Group LLC© 2018. All rights reserved.

For more information on the ISTAT Foundation Internship Program, please visit www.istat.org/internships or email istatinternships@istat.org.

advertiser index

ADVANCED TECHNOLOGY WINGLET SYSTEMS	
Aviation Partners Boeing	8
AERO ENGINEERING	
Aeronautical Engineers Inc.	52
Avionics Support Group	58
Jetaire Flight Systems, LLC	49
Rolls-Royce North America	4-5
AIRCRAFT CONVERSION	
EFW	18
AIRCRAFT DISMANTLING	
CAVU Aerospace, Inc.	62
AIRCRAFT ENGINES	
CFM International, Inc.	Inside Back Cover
Pratt & Whitney	Inside Front Cover
Shannon Engine Support	41
AIRCRAFT FINANCING	
Magellan Aviation Group	54
AIRCRAFT MANUFACTURERS	
Airbus S.A.S.	Outside Back Cover
AIRCRAFT OPERATIONS	
Spire Flight Solutions	13
AIRCRAFT SALES	
Airbus S.A.S.	Outside Back Cover
AIRCRAFT TRADING & LEASING	
Novus Aviation Capital	23
AIRFRAME	
Certified Aviation Services (CAS)	62
AIRFRAME/ENGINE PARTS	
Kellstrom Aerospace	59
ATTORNEYS	
DeBee Gilchrist, PLLC	22
AVIONICS INTEGRATORS	
Avionics Support Group	58
CARGO CONVERSIONS	
Precision Aircraft Solutions	48
COMPONENT REPAIR	
Certified Aviation Services (CAS)	62
COMPONENTS	
AvAir	33
ITS	16
CONSULTING	
Zeevo Group LLC	46
CREW LEASING	
Spire Flight Solutions	13
DATA/INFO SOURCES	
Zeevo Group LLC	46
ECONOMIC DEVELOPMENT SERVICES	
Greater Fort Lauderdale/Broward Alliance	11
EFB	
Avionics Support Group	58
EMPLOYMENT/PERSONNEL	
Zeevo Group LLC	46
ENGINE & MAINTENANCE STANDS	
DAE Industries	54
ENGINE ACQUISITION	
International Aircraft Associates, Inc.	25
ENGINE MAINTENANCE	
MTU Maintenance Hannover GmbH	17
ENGINE MANAGEMENT SERVICES	
Kellstrom Aerospace	59
FLIGHT CREWS	
Spire Flight Solutions	13
FLIGHT OPERATIONS	
Spire Flight Solutions	13
FREIGHTS CONVERSIONS	
Precision Aircraft Solutions	48
GROUND EQUIPMENT	
DAE Industries	54
HANDLING/SUPPORT	
Spire Flight Solutions	13
INFORMATION TECHNOLOGIES	
Zeevo Group LLC	46
INSURANCE	
Zeevo Group LLC	46
LEASING	
CDB Aviation	44
LEASING - AIRCRAFTS	
Airbus S.A.S.	Outside Back Cover
Zeevo Group LLC	46
LEASING - ENGINES	
Zeevo Group LLC	46
LIFE CYCLE SOLUTIONS	
International Aircraft Associates, Inc.	25
LINE MAINTENANCE	
Certified Aviation Services (CAS)	62
MARKETING	
Zeevo Group LLC	46
MATERIAL/PARTS SUPPORT	
International Aircraft Associates, Inc.	25
MATERIALS	
International Aircraft Associates, Inc.	25
MODIFICATIONS	
Avionics Support Group	58
Certified Aviation Services (CAS)	62
MRO	
Certified Aviation Services (CAS)	62
OEM	
Avionics Support Group	58
OPERATIONAL SERVICES	
Spire Flight Solutions	13
Zeevo Group LLC	46
OTHER SYSTEMS	
Avionics Support Group	58
Zeevo Group LLC	46
OVERHAUL SERVICES	
Lufthansa Technik AG	3
POWER PLANTS	
International Aircraft Associates, Inc.	25
PROFESSIONAL SERVICES	
Zeevo Group LLC	46
RECOVERY/SALVAGE	
Certified Aviation Services (CAS)	62
REPAIR MANAGEMENT SERVICES	
Kellstrom Aerospace	59
TOOLING	
DAE Industries	54
TRAINING	
Zeevo Group LLC	46
TRUSTEE, AGENT & CORPORATE SERVICES	
Wilmington Trust, N.A.	24
WIRING HARNESSSES	
Avionics Support Group	58