

WELCOME TO YOUR PNO JOURNEY

The Application Process

Step 1: Application Submission

Kick things off by submitting your CV to ibrahim@pnorental.com. Our Recruitment Coordinator, Ibrahim, will be your first point of contact and will carefully review your application.

Step 2: Informal Call

Next, you will chat casually with Ibrahim. This is our opportunity to get to know each other. We'll discuss your goals, values, and motivations, and align our expectations. We're excited to learn more about you as a person and give you a deeper understanding of PNO beyond the job advertisement. Feel free to ask any questions you have.

Top Tip!

We appreciate candidates who have reflected on what's important to them in their next role. It helps us determine if we can offer what you're looking for. Consider your career goals and why this role at PNO interests you. What are your key motivators?

Step 3: Hiring Manager Interview

Meeting your potential leader is essential. During this interview, you'll dive into the specifics of the role, including the required skills and daily responsibilities. The hiring manager will assess how your experience can contribute to our team. You'll also get a clearer picture of what working at PNO looks like day-to-day.

Top Tip!

We aim to hire great people, not just tick boxes on a job description. Be ready to demonstrate how your background aligns with our goals. Highlight your skills, mindset, ambition, and attitude.

Step 4: DISC Assessment and Meeting with Solvej

The DISC Assessment: This isn't a test to "beat"—there are no right or wrong answers. We want you to answer honestly to reflect your true work style. The DISC assessment is a tool to help us understand more about how you work best.

Top Tip!

Find a quiet space to focus and be thoughtful with your responses. Think of it as a way to showcase your natural strengths.

Meeting with Solvej: This conversation focuses on getting to know you on a personal level. Solvej will explore your working philosophy, what matters to you and your approach to teamwork. As a family-owned business, we value these aspects highly, and this meeting helps us understand how you would fit into our team.

Top Tip!

Be ready to share stories about your experiences working with others, navigating challenges, and what motivates you. Authenticity is key—let your true self shine through.

Step 5: Final Interview with C-suite 

Finally, you will chat with another member of our C-suite team who will walk you through the big picture and discuss how your role will fit into that.

Step 6: Offer 

If all goes well, you will receive an offer outlining the details of your potential new role. We are here to ensure you have all the information you need to make your decision.