

Senior Full Stack Engineer

Our purpose is to lead the transition to sustainable freight, and as part of this mission, we're reshaping how we use technology to create impact-driven solutions. We're a B Corp-certified company, committed to putting people and the planet first while fostering an inclusive and supportive workplace. If you're passionate about sustainability, enjoy solving complex challenges, and want to make a difference, we'd love to have you on board.

WHAT YOU'LL BE DOING

- Hands-on end-to-end development across our tech stack, with a particular emphasis on backend services
- Architect, build, and maintain scalable, high-performance modern web applications that align with business goals
- Collaborate with team members and stakeholders to ensure we build the right solutions and make sound technical trade-offs
- Contribute to the decision-making process around the evolution of our tech stack, ensuring it remains fit for purpose
- Be a supportive team member, a knowledgeable coach to fellow engineers, and a mentor to all developers, regardless of their experience level

WHAT YOU'LL BRING - SKILLS

- 6+ years of experience in software engineering, with a strong focus on backend technologies
- Solid experience that allows you to be productive and have a capacity within our tech stack(*) and domain
- Experience at scale with potential future technologies such as full-stack serverless is a plus
- Ability to architect and craft robust applications based on a deep understanding of what truly matters in engineering
- Balanced, pragmatic approach to problem-solving. You know when to be meticulous and when a "good enough" solution is appropriate
- Knack for reducing complexity and a genuine belief in the benefits of keeping things simple
- Willingness to learn new technologies and contribute to the evolution of our stack
- Strong communication skills and the ability to collaborate effectively

(*) Current tech stack includes Golang for backend, Next.js and React for frontend, Postgres, AWS, Kubernetes, and CI/CD pipelines for deployment

WHY YOU SHOULD JOIN US

- Growth: Be a key player in a team that values innovation and continuous improvement
- Flexibility: Enjoy a work environment that values results over rigid processes
- Ownership: Take full ownership of projects and drive them to success
- Impact: Your work will have a direct impact on our business, users, and sustainability

BENEFITS

- An organization with smart and thoughtful individuals
- Flat and dynamic organizational culture
- Competitive salary and meaningful work
- Company healthcare insurance and pension plan
- Your choice in hardware, whatever equipment helps you get the job done

THE INTERVIEW PROCESS

1. Meet & greet with Head of Tech, Jacob Frost
2. A technical case and meet some members of the team
3. Interview with our Chief Impact Officer, Solvej.
4. DISC personality assessment test
5. An interview with our CEO, Jacob.

HOW TO APPLY

Send your formal application and resume to our Recruitment Coordinator, Ibrahim Ces, at ibrahim@pnorental.com. We encourage you to view our [videos](#) before submitting your application. We are reviewing applications as they come until we find a match. PNO is committed to providing employees with a work environment free of discrimination.

We are committed to working with people of every race, color, age, religion, sex, sexual orientation, gender identity/expression, national origin, status as an individual with a disability.