



Our recruitment process

This is also an excellent opportunity for you to learn more about the role and our company. The Hiring Manager will outline more details and provide you with the chance to ask questions.

If this interview is conducted at site, you will be shown around the work area and have the opportunity to stay at camp and meet members of the team.

Step 5: Psychometric Assessment

You may be required to complete a psychometric assessment as part of the process. This usually assesses your cognitive, verbal and numeric reasoning ability.

Step 6: Reference Checking

The Recruitment Advisor will ask you for the details of three work-related referees for us to speak with.

Step 7: Pre-Employment Medical

You will be requested to complete a pre-employment medical check. Depending on your location, this may be during your site visit at our site-based medical clinic, with our preferred medical clinic in Vientiane, or at a clinic in your home country.

The purpose of the medical is to ensure that you are medically fit for the role that you have applied for.

Step 8: Offer

If selected, the Recruitment Advisor will call you to make a verbal offer. They will then email you an employment contract for your review and signature, answering any questions you may have.

Step 9: Onboarding and Relocation

Once you have accepted our offer, the recruitment team will organise your site transport and accommodation and company induction. If you are relocating countries to join us, we will also arrange your flights, visas and any other arrangements that you and your family require so that you can settle into your new life as quickly as possible

If you are not successful in your application with PanAust, we will notify you as soon as possible after our process has been finalised. We will also retain your details on our recruitment database so that we can keep in touch regarding future career opportunities.